

## ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION 6<sup>th</sup> NATIONAL CONFERENCE

VENUE: SUNDARAYYA VIGNANA KENDRAM, HYDERABAD

23-10-2014

### **General Secretary's Report**

Our democratic struggle to win the favourable attention of Navodaya Vidyalaya Samiti and the the world to our genuine concerns, selfless work and sacrifices for nearly three decades have brought us closer once again and share this roof, and celebrate the historic 6<sup>th</sup> National Conference of All India Navodaya Vidyalaya Staff Association that was formed in 1994. After a brief period of inaction following the suppressive measures by NVS the Association was rejuvenated in January 2006 in this same historic city and in the next 8 years it has faced many hurdles but withstood bravely and has truly grown in its stature. Reviving the Association and safeguarding it in the inclement new economic reform scenario has been a great challenge. The teaching and non-teaching staff of Navodaya Vidyalaya Samiti have faced this test unitedly and commendably. They have built AINVSA on the foundation of their struggles and sacrifices. Any edifice built on such strong foundation should never crumble. The Association will only thrive and continue to be the flag-bearer of Navodayan staff in all their agitations. I thank the vidyalaya unit members, delegates, SEC and CEC members of the Association for reposing their unwavering trust in me and consider it a great privilege to present the report of the Association activities in the last three years since the organization of the 5<sup>th</sup> national conference at Mavlankar Auditorium, New Delhi on 24-04-2011. At the same time I would like to make our Association's stand clear on certain core issues of education in the capacity of the General Secretary.

### **Associational Activities**

#### **1. Representations and Delegations:**

The Association has been striving to find an amicable solution to the problems of the staff mostly through petitions and talks across the table. It has represented many concerns of the staff since the 5<sup>th</sup> National Conference. Some of the most prominent concerns of the staff that were represented before the Indefinite Strike on 06-2-13 were:

1. The sanctioning of 10% Special Allowance to the non-teaching staff on a par with the teaching staff
2. Granting MACPs benefits to the teaching staff
3. Increasing HM/AHM allowance and Increasing the number of Housemothers to reduce the burden of Housemothers
4. Conducting departmental promotion test for TGTs regularly
5. Creating PGT post in Modern Languages and promoting the qualified Modern Language TGTs
6. Devising a sound transfer policy
7. Implementation of CCE in true spirit
8. Resolving the anomalies in pay-fixation
9. Scrapping MOD duties
10. Removing obstruction in the way of granting Child Care Leave (CCL)

The Association met the Commissioner, NVS, Noida and a good number of other officers in Samiiti from time to time and tried to impress on them the urgent need to resolve the problems without any further delay. But I regret to say that the sympathy shown by our officers has not been converted into redressal actions. NVS was seized by inaction and all our pleas fell on deaf ears. As a result the problems of the staff have multiplied over the years. For reasons beyond our comprehension NVS has failed to resolve even those issues that are within its ambit. For instance it has not conducted transfer counselling even once in the last

four years. It has failed to conduct the **limited** departmental promotion test for TGTs regularly. The result of the last LDE conducted in November 2013 has not yet been announced till date. On the other hand the Association has relentlessly tried to focus NVS's attention on problem areas **but without much success**. I request the members not to **consider** Samiti's failure as Association's failure. We all know that representations alone do not resolve our issues. But they create pressure. **I believe that we have succeeded in making NVS understand that though they are happy with the academic results we produce each year and our performance, we are not happy with NVS' performance in resolving our problems.**

In addition to the above representations the Association has made the following important representations to the Samiti since the end of the historic Indefinite Strike. This list does not include our representations on pension and some other issues that have been mentioned above:

1. Nomination of members for various committees (5-3-13)
2. Revamping the house system (20-3-13)
3. Grant of Non-Productivity Linked Bonus (ad-hoc bonus) to PGTs in Senior Scale (02-04-13)
4. Conversion of driver posts into LDC posts (3-4-13)
5. **Timely** promotion of TGTs through departmental promotion examination (07-04-13)
6. Granting higher grade pay to O.S.s as per the orders of the Hon'ble Central Administrative Tribunal, Principal bench, Delhi (15-04-13)
7. Recognition of the Association (01-07-13) **(29-08-13)**
8. Submission of 30 demands of the teaching and non-teaching (08-07-13)
9. Transferring teachers who have completed their mandatory period in north east and other hard stations (12-08-13)
10. Speedy filling of vacant teacher posts (13.09.2013)
11. Releasing the salary of the suspended employees (04-10-13)
12. Provision for adequate number of toilet rooms to students in newly constructed JNVs (21-10-13)
13. Shortage of toilets for children (21-10-13)
14. Transfer of spouses (21-10-13) to the same station
15. Revoking the suspension of Shri Sunil Patode, PGT Bio and Shri Vasant Pawar, PGT History, of JNV Amaravati, following the suicide of a class XII student in the Dussehara break (12-11-13)
16. Sanctioning of CCL to women employees without creating trouble (30-11-13)
17. Appeal to the Hon'ble Commissioner to sympathetically understand the objections of the teachers against the MOD system (08-01-14)
18. Condoning the strike period and releasing the salary (11-02-14)
19. Stepping up of pay of senior TGTs **to** that of their juniors (10-02-14)
20. Condoning strike period and releasing salary (11.02.2014)
21. Granting educational loans to staff whose children are pursuing higher studies after +2 (26-03-14)
22. Incident of looting and assault by miscreants in JNV, Sholapur and the necessity to curb such incidents on JNV campuses (05-04-13)
23. Adverse comments in ACRs without documentation (28-05-14)
24. Letter to the Commissioner requesting to address a representation to VII CPC regarding pay scales and other benefits to the staff of NVS (18-06-14)
25. Information sought under RTI regarding cases of suspensions, terminations, dies non, administrative transfers affected in the Pune region from the academic year 2005-2006 onwards

## 26. Transparency in administrative matters (13-08-14)

The above are enough to show how the Association worked relentlessly to represent the grievances of the staff. I believe that the support we enjoy today is largely due to this commitment we have shown for our brothers and sisters.

### 2. The filing of CCS Pension Case in the Supreme Court

The Association initially endorsed Mr Mishra, retired O.S., JNV, Ranchi to file a writ petition seeking CCS Pension 1972 benefits to the employees of Samiti at Ranchi High Court. But it was quashed on 02-03-12. The Central Executive Committee of AINVSA met on 07<sup>th</sup> May 2012 at Talkotara, New Delhi in this backdrop, discussed the fallout of the case in detail and authorized Shri L.B. Reddy, General Secretary of the Association, to file a fresh case in the Hon'ble Apex Court. Shri P.N.Mishra and the Ranchi Vidyalaya staff who had looked after the case maintained distance from the Association and decided to go ahead with a fresh case in the Supreme Court case despite our suggestion against it as they had collected huge sums from the employees across the country at the fag end of the case. Following the decision taken in the CEC meeting, the Association consulted Shri Debasis Misra, a senior advocate, and sought his help to fight the case on its behalf. Finally our petition was admitted by the court and was given the number (WP) 556/2012.

Besides filing the case, the Association did everything it could to mobilise support for the grant of CCS pension benefits to the staff. A delegation under the leadership of Shri Jagdish Rai and Shri L.B.Reddy met the UPA vice-President Shri Rahul Gandhi and got a positive assurance from him. Another delegation from JNV, Raiberilly also met Smt. Sonia Gandhi, Chairperson, UPA. Convinced by the rationality of the demand, she addressed a letter to Shri M.Chidambaram, the Minister for Finance, Government of India to look into the demand. Unfortunately, the Finance Ministry did not respond to her letter. Since the beginning of the financial year 2013-14 the Association went all out to make the Government of India sympathise with our demand and grant it at the earliest as the whole country was heading for Loksabha polls **in a couple of months**. A post card campaign was called for. Thousands of postcards were dispatched to the Prime Minister, the Finance Minister, Smt Sonia Gandhi and Shri Rahul Gandhi in response the Association's call. Letters were also faxed to them from several vidyalaya units. Some vidyalaya units made efforts at their own level to meet the political leaders and members of parliament and obtain letters of support from them. Many of these letters are still available on ainvs.com. A 17-member delegation under the leadership of Shri Jagdish Rai, President, AINVSA met several cabinet ministers, MPs, political leaders, trade union leaders etc between 16.12.2013 and 21.12.2013. Details are available on the website. Representations to all the Cabinet ministers and to all the MPs (Lok Sabha & Rajya Sabha) were sent **by** speed post on 15.11.2013. Navodaya Vidyalaya Samiti also sent its fresh proposals to the **MHRD** around this time thanks to the Indefinite Strike in February 2013. **Subsequently** a draft cabinet was also prepared by the **MHRD**. However, due to the absence of a sincere political will on the part of the former HRD Minister and the supporting team the draft cabinet note has not been circulated by the Prime Minister's Office to the other ministries for their comments. If we can build up pressure, even the present B.J.P. government may take a fresh look at Draft Cabinet Note and initiate a positive action.

In the Apex Court the pension matter came for hearing several times but got postponed. The hearings petitioners and respondents were finally completed on 25(?) -07-2014. Shri **Upadhyay**, a Sr. lawyer presented to the court our arguments. The judgement is pending. Let

us hope the honourable the highest court in the country understands our insecurity and delivers a favourable judgement.

### 3. Other court cases:

**MACPS (Modified Assured Career Progression Scheme) Case:** The AINVSA opines that the Samiti has done gross injustice to the teachers by not opting ACP (Assured Career Progression) , which is more beneficial **than senior scale** when it had the option power **in the past** to do so. If it extended these benefits, the teachers would get one increment benefit in addition to the stage benefit after every 10 years just like the non-teaching staff. While the teachers working in the schools run by the Ministry of Home Affairs were given the ACP benefits, the NVS preferred to follow the non-lucrative and non-beneficial 12 year Senior Scale system. Its contention now for not extending MACPS benefits to the teaching staff is that teachers have not been covered by ACP like the non-teaching staff and only those who were granted ACP benefits earlier would be **covered by MACPS**. The picture of NVS teachers appears more dismal if **we compare our senior scale benefits to the financial upgradation benefits** of teachers working in states like Andhra Pradesh where **they are granted** financial upgradation after every 6 years! And no state in the Indian Union follows 12-24 years financial upgradation scheme!

The Association has filed a petition at CAT, New Delhi demanding the extension of MACPS benefits to NVS teaching staff on a par with Delhi Government school teachers and teachers working under Ministry of Home Affairs.

**MOD case:** The only motive behind devising MOD scheme is to corner the teachers **for any untoward incident that might happen on the campus**. Unlike a decade or two ago, all Navodaya Vidyalaya are full-fledged now. So there is no need for a teacher to monitor the activities of the school from morning till late evening. Besides, they cannot effectively discharge **MOD duties simultaneously with academic and residential duties** as they enjoy no administrative powers. Hence, AINVSA challenged this overburdening of teachers with more duties at the CAT, New Delhi. The verdict of the honourable Tribunal is reserved.

### 4. The Revival of the JAC and the historic Indefinite Strike

Many problems we have been facing are as old as NVS itself. Since the beginning the teaching and non-teaching have **confronted with issues** as NVS has not shown farsightedness in the preparation of policies. It paid attention to the single agenda of putting teachers to work to achieve top percentages in CBSE examinations. The other vital aspects of children's growing, upbringing and training have been sacrificed for exam results. The growing workload on the staff, the paltry allowances, the problems that staff faced on account of the remoteness of schools have not been paid proper attention. There was no democracy and no decentralization of powers. Amidst such scenario Association did its best to focus the attention of NVS and the **MHRD** on several issues of **our issues** through petitions, representations and delegations.

In spite of our repeated appeals we saw no encouraging change in the attitude of NVS towards our service related problems. The marginal increase in HM/AHM allowance, the deprivation of MACPS benefits, timely promotions, the undemocratic working environment and a lot of other problems had intensified the agony of the staff. The non-teaching office staff **too** were agitated as they were unjustly denied of the 10% Special Allowance though the same was sanctioned to the teaching staff.

The mounting discontentment saw the formation of a new JAC. AINVSA **joined it** as it sensed an opportunity to polarise the teaching and non-teaching staff against the unilateral and undemocratic decisions of NVS. It participated in its first meeting held on 19<sup>th</sup> August 2012 at Radha Krishna Mandir, New Delhi.

In addition to the National President and General Secretary of AINVSA, a few other representatives from the following associations/organizations participated in the meeting held **that day**:

1. The Members of AINVSA, including Shri T.P.Mani's group
2. CAMWA
3. NAVSEWA &
4. Principals' Forum

In the meeting it was decided to prepare a charter of demands of the staff and submit it to the Hon'ble Commissioner in the first week of September 2012. A direct action was also proposed in the same month. A steering committee was formed with two members from all the above associations. The JAC also authorised Shri J.K.Singh, Shri Raj Kumar Radi and Shri L.B.Reddy to run correspondence jointly regarding all activities of JAC.

Accordingly, a memorandum was submitted to the Commissioner on 17-09-2012. A charter of over 20 demands was submitted to him for his consideration and necessary action. Some of the demands were:

1. Allowing employees representation in policy-making
2. Resolving the long-pending the CCS Pension 1972 issue
3. Extension of 10% Special Allowance to Non-teaching staff
4. Extension of MACPS benefits to **the** teaching staff
5. Increasing the Allowance of HMs and AHMs
6. Increasing the number of Housemothers
7. Creating regular Warden and matron posts
8. Revival of **the** old Earned Leave system for teaching staff
9. Creating a PGTs post **in** modern languages and promoting modern language teachers
10. Implementation of a rational transfer policy
11. Conducting Departmental Promotion Tests regularly **for TGTs**

It was also proposed to organise a Mass Dharna in front of the Samiti's Headquarters in Noida in case we did not get any positive response from the management.

#### **4.1 Dharna in front of the Samiti's Headquarters, Noida**

On 17-12-2012 over 400 teaching and non-teaching employees staged a Mass Dharna in front of the Samiti's headquarters in Noida from 09 a.m. to 3 p.m. The turnout was satisfactory considering the inclement winter weather of Delhi. Towards the end of the dharna a decision was taken by the JAC members to give a call for Mass Casual Leave by teaching and non-teaching employees on 21-01-13 and organise an Indefinite Strike from 06-03-13. Soon after the Dharna the JAC submitted the Indefinite Strike notice to the Commissioner.

**4.2 AINVSA's active role in JAC:** Before participating in the Mass Dharna Shri L.B.Reddy visited the JNVs in G.B.Nagar, Gaziabad, Baghpat, Meerut, Jajjar and Rohtak and appealed to the staff to attend the Mass Dharna in big numbers. After staging the Mass Dharna Shri Jagdish Rai and L.B.Reddy spent a few more days in the north visiting schools in Gorakhpur,

Siddarthnagar and Basti between 19-12-12 to 21-02-2012. We urged the staff to make the Mass Casual Leave agitation on 21-01-13 and the Indefinite Strike from 06-03-13 a big success to bring pressure on the management to achieve our demands.

#### **4.3 Mass Casual Leave Agitation:**

The JAC made efforts to negotiate with the management and resolve issues as it believed that confrontation should be its last action. On 22-01-13 the JAC members met the Hon'ble Commissioner to discuss the problems afresh. But the management didn't budge an inch in its stand and left us with no option but go ahead with the Mass Casual Leave call. Following the failure of talks, staff in nearly 300 schools went on mass casual leave on 24-01-13. The teaching and non-teaching employees in some districts staged protests and submitted memoranda to District Collectors. A few leaders of JAC started showing signs of fragility at this stage and addressed letters targeting Shri L.B.Reddy. They accused that that he was implementing his own agenda in the name of JAC and was not interested in the demands of the non-teaching staff and the mess workers.

#### **4.4 The Historic Nation-wide Indefinite Strike**

The JAC appealed to the vidyalayas to send strike notices with signatures of employees to the Commissioner, the HRD Ministry and the Secretary, Dept of Education & Literacy, Govt. of India, New Delhi. As the historic 6<sup>th</sup> February 2013 approached, the AINVSA was left alone in the fray as all other associations withdrew from shouldering the mammoth responsibility of leading and monitoring the nation-wide strike. The historic strike began on 06-02-13. Over 300 schools participated in the strike on the first day itself which was amazing as JNV staff had never expressed their anger and discontentment so openly. While the Indefinite Strike enjoyed a near 100% response in states like Andhra Pradesh, Karnataka, Odissa, Chattisgarh, etc, it evoked partial response in states like Punjab, Maharastra, Madhya Pradesh, etc. In spite of the absence of immediate support from their colleagues, in some schools a few individuals went on strike. Now some associations and organizations which were a part of JAC withdrew from the strike without any intimation to the JAC and emailed their withdrawal letters to schools. However, the members of these organizations working at the ground level ignored the appeals of their leaders and continued the strike. Demonstrations were organised in schools. Rallies were taken out through the streets of local towns and villages. Memoranda were submitted to the local authorities. In some places the agitating staff even walked on their knees protesting against injustice and the indifferent attitude of the NVS. Huge rallies and dharnas were organized in Hyderabad, Bangalore, Mysore, Dharwad, Bhubaneshwar, Patna, Lucknow, etc. Dharnas were also undertaken in Raipur on all strike days. Letters started coming from the Commissioner requesting the staff to call off the strike saying that the NVS management was sympathetic to the demands of the staff but some of the demand were outside their mandate.

**4.5 Support from state teachers' organizations:** The strike started spreading like wild fire as more and more schools started joining from the second day onwards. Even the print and electronic media started giving wide coverage to the ongoing strike. The strike of the staff enjoyed the support of their brethren working in the state government schools. Supporting our demands the state teachers associations in Bihar, UP, Karnataka, Andhra Pradesh, etc announced boycotting JNVST duties assigned to them in our absence. They appealed to the HRD Ministry to resolve the crisis immediately.

**4.6 Talks with the non-strikers:** On the afternoon of 8<sup>th</sup> the JAC representatives including Shri L.B.Reddy were called to attend talks on 09-02-13 with the management in the presence of



Smt. Vrinda Saroop, Additional Secretary, Department of Education and Literacy, Govt. of India. What was noteworthy about the invitation for talks was NVS invited some staffers who had already withdrawn their support to the strike and some who had not yet joined the strike. In fact the list was so big that the non-strikers were in majority. The non-striking JAC representatives participated in the talks held on 09-02-13, i.e. the fourth day of the strike. In spite of huge opposition from the striking staff and their insignificant role in the ongoing nation-wide indefinite strike, 12 'representatives' turned up for talks. In spite of the completion of talks NVS failed to make the JAC call off the strike as the talks with the non-strikers failed to pacify the striking majority of the staff. NVS conducted a second round of talks with the other JAC members on 11-02-13 which was not attended by Smt Vrinda Saroop. The striking JAC members, Shri Jagdish Rai, Shri J.K.Singh, Shri Rajesh and L.B.Reddy, were upset with the total absence of interest of Samiti in the talks. They categorically told the management that the decisions taken in the first round of talks on 09-02-13 did not reflect any progress from the previous stand of the Samiti and the striking staff would not be pleased with them. Thus, the talks failed and the staff went ahead with the indefinite strike.

**4.7 Repressive measures:** From 12-02-13 onwards the agitating staff began to get threats from the higher officers. In some places the Principals made the matters worse by seeking the interference of the local authorities to forcibly get the strikers back to work. The district administration was sought to cooperate with the principals to run the vidyalayas by appointing contract teachers in place of striking regular teachers. NVS regional offices called for scanned copies of the attendance registers and special reports on day to day basis on the strike and the striking staff. In some vidyalayas even the local police department's interference was sought. Some principals issued advertisements for the recruitment of contract teachers and notices were served to the staff ordering them to call off the strike by 15-02-13.

**4.8 Flash Dharna:** Meanwhile on 13-02-13 the JAC members who participated in the talks on 11-02-13 gave a call for a Flash Dharna at Jantar Mantar on 14-02-13. They urged the striking staff from Madhya Pradesh, Bihar, Jharkand, Uttar Pradesh, Uttarakhand, Himachal Pradesh, Punjab, Haryana, Rajasthan and other places near Delhi to participate in huge numbers.

The flash dharna organised at the Jantar Mantar evoked a stupendous response from the JNVs as over 4000 teaching and non-teaching staff from the vidyalayas in U.P., Chandigarh, Haryana, Madhya Pradesh, Uttarakhand, Jharkhand, Himachal Pradesh, Rajasthan, Punjab etc. spontaneously participated in it with a short notice. Shri Tapan Sen, Rajaya Sabha Member and General Secretary, CITU addressed the agitating staff. The telecast of the Dharna news on the DD news channel reflected the intensity of the agitation.

**4.9 Talks with Shri Sasi Tharoor, Hon'ble State Minister for HRD and the end the strike:** While making efforts to intensify the agitation, we were able pressurize the HRD Ministry to arrange for a meeting with the Hon'ble Minister of State, Shri Sashi Tharoor on the evening of 15-02-13.

The deliberations lasted for one and half an hours. It was also attended by the Hon'ble Commissioner, NVS, Shri Nagesh Kumar, Joint Secretary, Department of Secondary Education and Literacy, and the following representatives of JAC:

1. Sh. Jagadish Rai, President AINVSA
2. Sh. L.B. Reddy, General Secretary AINVSA
3. Sh. J.K. Singh, General Secretary AINVSA (in Mani's group then)
4. Sh. S.S. Dora, Associate President AINVSA

5. Sh. R.S. Tomar, AINVSA

6. Sh. P. Rajesh, AINVSA

Shri A.K.Gaur and Yogendra Sharma from Shri T.P. Mani's group also participated in the meeting.

Shri Sashi Tharoor gave a patient hearing to our pension demand and agreed that the NVS staff deserved to be granted the old pension benefits. He stated that he would help remove the hurdles in the way of securing the pension benefits. He also assured that he would request the Cabinet Ministry to approve the sanctioning of CCS pension even if the Finance Ministry was not in favour of it.

Following these talks, the JAC has decided to call off the 10-day long nation-wide Indefinite Call.

**4.10 Supporters of the Strike punished:** Even as the strike was called off, the Samiti decided to go for vengeance. Some of the staff members and vice-principals received suspension orders on the evening of 15-02-13. While the suspension of teaching and non-teaching staff lasted for about 5 days, the vice-principals who rendered their support to the strike were forced to suffer more as it took over a month to revoke their suspension. The staff who participated in the indefinite strike from day 1 suffered a loss of 10 days' salary. The suspended staff were also deprived of their salary for their suspension period. No positive action has been taken despite our repeated appeals. By depriving us of our salary, the Samiti probably believes that it has taught us a lesson. But such vengeful actions can hardly deter us from further agitations.

**4.11 Media Coverage:** The historic Dharna has exposed the problems of the Navodaya Staff as never before. The print and electronic media covered the strike almost every day. The flash dharna was telecast on Doordarshan's National Channel. A Telugu news channel telecast a near one-hour debate on the problems faced by the teaching and non-teaching staff of the Navodaya Vidyalayas. Thanks to the efforts of the striking staff, the problem of CCS pension evoked tremendous support from the public.

**4.12 Support from MPs and political parties:** During the strike the striking staff left no stone unturned to seek support for their demands. They met the MPs of their respective constituencies and sought support for the resolution of their long-pending genuine problems. Over 100 MPs gave supporting letters and appealed to the Govt. of India to resolve the CCS Pension favourably. One of the positive outcomes of the Indefinite Strike is it taught us to fight unitedly for our demands as well as mobilise the support of other associations, intellectuals, political parties, etc. Some MPs raised questions in the Parliament seeking explanation from the HRD Ministry about the status of the strike and the resolution of our demands.

#### **5. Conferences conducted by States:**

Friends, the Central Executive Committee appeals sincerely to all vidyalayas and state executive committees to conduct meetings frequently as the frequent exchange of ideas, discussion of issues and constant feedback to the central committee alone can sustain any association. Associations with weak vidyalaya units cannot survive for long. I fervently appeal to all the delegates to take this message to their vidyalayas. I thank you for reposing your trust in the CEC but I want you to remember that we are no stronger than you are. I am sorry to mention that there are a still a few states that have not conducted their state level



conferences so far. Kindly remember that our strength is our state units and their active participation in associational activities. The list of states that have conducted state conference in the last two years are given below with the names of State President and Secretary for your information:

Sl.No	State	Date of Conference	Venue	Name of the President	Mobile Number	Name of the Secretary	Mobile number	
1	MP	27.07.2013	Krishna Mandir,Bhopal	K.P. Kori	9425681950	S.P.Lodhi	9575731274	
2	MS	22.09.13	Sikshak Bhavan, pune	Shaik Maroof	9422797112	Amol Shitre	9405586432	
3	UP	20.10.13	Lucknow	U.K.Verma	9415506877	Tafseer Anwar	9935555002	
4	Haryana	27.10.13	STFI office , New Delhi	Ashu Verma	9729486502	Rakesh Rohila	9467656621	
5	Rajasthan	15.12.13	Jaipur	GS Rathore	9460614841	CS Kore	8856908739	
6	AP	09.09.14	UTF Office Vijayawada	GS Murthy	9440399966	Venu Gopal	7702958779	
7	TS	09.09.14	UTF Office Vijayawada	K. Janaki Devi	9441122531	TVN Rao	9441274642	
8	W.Bengal	24.08.14	ABTA office,Kolkata	A.K.Das	9831302097	Mridul Chakraborty	9748319978	
9	Shillong Region	27.09.14	Vivekananda Kendra ,Guwahati	JC Konwar	9401728708	Shofi Kamal	9863280259	
10	Assam	27.09.14	Vivekananda Kendra ,Guwahati	Amar Bora		SM Quereshi	9435727544	
11	Odisha		JNV Sambalpur	PK Moharana	9938321187	KC Sahu	9238600173	
12	Meghalaya	27.09.14	Vivekananda Kendra ,Guwahati	PC Momin		PK Singh		
13	Himachal Pradesh	04.11.2014	Bilaspur	R.P. Sharma	9418037747	Rajesh Morey		
14	Chattishgarh	16.11.2014	Raipur	Sanjay Sinha	9407624810	N.K.Parganiya	9926126271	

#### 6. Call for winding up the MOD system:

It is needless to say that the continuation of the MOD system has added to the workload of the teaching staff who have already been weighed down with residential duties as well as CCE activities. Hence, the Association gave call to boycott the MOD duties from 01-01-14 onwards. The staff who responded to the call of the Association had faced many troubles and pressures from the higher officers. The Association finally withdrew the call but not before filing a case at CAT, Delhi asking the Hon'ble court to scrap the MOD system. Our case sheet is available on the website. The Samiti has submitted its stand on MOD system in its affidavit. The hearings were concluded and the judgment is awaited.

#### 7. Letters to Human Rights Commission and National Council for Women:

The Association addressed letters to the Human Rights Commission comprehensively explaining the undemocratic treatment of the staff by the Samiti, the irrational workload thrust on the employees and asked for its intervention. The National Council for Women was written a letter to appraise it of the problems faced by female staff like long working hours, escort duties, irrational transfer policy, the working conditions of female staff nurses and catering assistants, MOD system, CCL, absence of representation etc. The Women's Right Commission sought replies from some Principals on the issues raised by us in our letters.

## 8. Formation of Women's Forum:

AINVSA launched the first ever working women's forum of female employees working in the Navodaya Vidyalaya Samiti on 27-05-2014 at STFI Office, Shadipur, New Delhi. It was presided over by Smt Jyothi Y. Panwar, President, SEC, Gujarat. Smt Smita Gupta, Social Scientist and Executive Member of All India Democratic Women's Association (AIDWA) was the Chief Guest. Shri Jagdish Rai, President, CEC, Shri L.B.Reddy, General Secretary, CEC also lent their active support to the forum in the meeting. The problems that working women in NVS face are special as our vidyalayas are residential in nature. The Women Forum has been formed to look into all case of discrimination, all forms of harassment, violation of rules and norms framed by the Govt. of India to safeguard the interests of working women and lending support them. It will also join other women organizations and support the less privileged women who raise their voice against violence and exploitation. The following were the unanimously elected members of the Working Women's Forum:

- |   |             |
|---|-------------|
| 1. Monorama Bakshi, JNV, Jajpur, Odisha     | Convenor    |
| 2. Jyothi Y. Panwar, JNV, Vadodara, Gujarat | Co-convenor |
| 3. Ashu Varma, JNV, Kaithal, HR             | Co-convenor |

The Forum has nine members in it now. We believe that our Women's Forum will grow in strength from its humble beginning and discharge the duties that it assigns to itself from time to time.

## 9. Representation to VII Central Pay Commission:

The UPA government set up the VII CPC before it was voted out of power. The Navodaya Vidyalaya staff were ignored totally by the 5<sup>th</sup> Pay Commission. But the VI Pay Commission made a few positive comments in our favour in its report by suggesting granting of special allowance on a par with staff working in *sainik* and military schools. Consequently the teaching staff have been granted 10% Special Allowance. Unfortunately the same benefit has been denied to the non-teaching staff by the Govt. of India though the VI Pay Commission did not segregate the non-teaching from the teaching staff. It is a well-known fact that Navodayas are understaffed as far as administrative staff are concerned, and, hence, overburdened. It is only unjust not to deny 10% Special Allowance to them. A delegation comprising of Shri L.B.Reddy, General Secretary, Shri S.S.Dora, Associate President (CEC), Shri Venu Gopal, Secretary, A.P. State Unit and Shri A.Satyannarayana, Treasurer, Telengana State Unit met the Chairman and Secretary of the VII Central Pay Commission in their office on 21<sup>st</sup> July 2014 and submitted copies of the Association's proposals which have dealt in detail our working conditions and our expectations from the Pay Commission. The following proposals have figured in our representation

1. Following the massive representations of the staff and impressed by higher hours of work performed by them, the VI pay commission recommended the Government of India to sanction special allowance to NVS staff on a par with the staff working in Military Schools in the Ministry of Defence and the Oak Grove School in the Ministry of Railways. But the special allowance is not truly in commensurate with their valuable services. Hence, it is proposed to recommend for enhancement of Special Allowance from 10% to 50%.
2. The non-teaching staff should also be granted Special Allowance on a par with the teaching staff as they are overworked in the absence of adequate staff to meet the increasing workload.
3. The VII Central Pay Commission may make a suitable recommendation to the Govt. of India to sanction CCS Pension benefits to all staff that joined the Samiti prior to 1.4.2004.

4. The teaching staff should also be extended MAPCPS or a suitable financial upgradation scheme as seniority scale and promotion scale hardly do any justice to their services.
5. The Earned Leave was sanctioned to the teaching staff as a special case after many agitations. However, it was withdrawn though the VI CPC has not made any recommendations to that effect in its report. Hence, the same facility may be restored to the teaching and vacation staff on the analogy of college and university teachers.
6. All NVS employees may be extended CGHS benefits on a par with the teaching and non-teaching employees of Kendriya Vidyalaya<sup>s</sup> who also work under the auspices of MHRD. A monthly medical allowance of Rs.1000 may be granted to all staff to meet petty medical expenses.
7. The number of casual leaves may be increased to 12 as 8 casual leaves are hardly enough to JNV staff as they work remote areas and far away from their homes.
8. Retirement age may be enhanced to 62 to profitably make use of the experience of the staff and in view of the increasing life span.
9. In recognition of the unique meritorious services rendered by the JNVs to empower the rural mass and **achieve** national integration, all teaching and non-teaching staff should be recommended one step higher pay vis-à-vis other central government employees.
10. The Office Superintendents should be treated on a par with the Senior Personal Assistants of Central Secretariats and granted equivalent pay scales.
11. The post of LDC, UDC, Steno, Assistant, Office Superintendents and Section Officers in NVS may be upgraded as the duties, responsibilities and nature of work of these employees have increased.
12. A new grade of UDC 'Non Functional Selection Grade' (NFSG) may be created in NVS as was done by The Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training) vide Office Memorandum No.F.20/49/2009-CS.II(B) Dated 22.6.2011 **and UDCs may be placed in the Non Functional Selection Grade' (NFSG) on completion of 5 years of approved service.**
13. Staff Car drivers may be absorbed as a onetime measure in any appropriate cadre by amending the Recruitment Rules and granted 2<sup>nd</sup>/3<sup>rd</sup> up gradation/promotion.
14. The Catering Assistants may be placed **in** the band pay of Rs.9, 300-34,800 with a grade pay 4200/- as they all have done a 3-year long diploma in catering.
15. The computer operators working in the regional offices should be treated on a par with their counterparts in CPWD, Maulana Azad National Urdu Open University, Indira Gandhi National Open University and other Central Government departments by granting them the corresponding revised pay scale which is Rs.9300-34800 with grade pay Rs.4200.

#### **10. Efforts for Recognition:**

Since its revival the Association addressed the issue of getting recognition a number of times. The Indefinite Strike exposed to everybody the urgent necessity of achieving recognition at the earliest. Our efforts finally received a positive response from the Commissioner in the form of a circular dated 19-02-2014 informing the decision of the Samiti to extend recognition to the association(s) as per the rules and regulation of CCS (RSA) 1993. Shri Jagdish Rai and Shri L.B.Reddy met the Commissioner on -2-2014 and sought certain clarifications in this regard as the Association had already submitted membership forms of nearly 11,000 teaching and non-teaching staff on 5-5-2013 with all supporting documents. Following the deliberations with the Commissioner, it prepared an authorization letter which each member of the Association needs to fill declaring her/his allegiance to the association as well as her/his approval for the recovery of Rs.20 as membership fee from the pay bill. The initiation of the proceedings created a lot of hurdles for the Association as February and March were examination months and April saw teachers

shuffling in and out on General Election duties. The Samiti's letters also had a dampening effect as no time schedule was given. The Association had to address a lot of letters almost on every alternate day to throw more light on recognition procedures. Some regional offices took their own time to issue follow-up letters. Many principals also did their best to create more hurdles by refusing to accept the authorization letters from the staff. The Association had contacted nearly each school to expedite the recognition process by the end of April. In spite of the many hurdles the Association has now secured an enviable membership figure of over 12,000 and is clearly ahead of other associations. Almost every letter that the regional offices and headquarters have issued are largely due to our continuous talks and correspondence with the authorities. **We have completed all formalities to get recognition.**

#### **Organizational problems**

- 1. Need to activate and educate the members:** In all my reports I usually emphasize the strengthening of the vidyalaya units and activation of SECs. In this report also I feel the need to bring your attention to the strengthening of the Association from the grass root level. Vidyalaya units should regularly meet and send their reports to their respective state executive committees. They should respond to the decisions and policies of NVS and give us their feedback. They should stand by the CEC all the time. They State Units should take the serious task of monitoring the vidyalaya units and activate the **inactive units**. We are definitely going to get recognition if NVS sincerely takes the present recognition exercise to its logical end. When it finally comes, running the Association will become more taxing as the expectations of the members will increase. Many of our members do not understand how the Association has been **functioning all these years** despite severe shortage of funds and manpower. Many do not understand the limitations of the Central Executive Committee. Many do not understand how the changing economic policies of the governments have been weakening the bargaining power of the **associations** over the years. Many do not understand the need to join other like-minded organizations in their agitations against anti-employee policies of the governments **and, thus, involve ourselves in the larger struggle to retain our rights**. Many do not understand why the governments have stopped being liberal to the employees **and winding up welfare schemes one after the other**. I personally feel the strong need to educate our members in all these matters.
- 2. Our handicaps:** At present the Association does not have any physical infrastructure and man power to carry out its activities smoothly. The problems of the staff will only increase in the days to come despite our representations and agitations. The Association can only discharge its duties effectively when all SECs and members share its work enthusiastically and uncomplainingly. Being an all India organization we need a full-time functioning office with enough infrastructure. Two years ago a proposal came up in the meeting of CEC in New Delhi to purchase an office in Delhi/ Noida to run the Association. In the larger interests of the Association this proposal needs to be attended.
- 3. Finances:** The Association has been facing severe financial crunch. I believe that the transfer of subscription amounts from various vidyalayas will relieve us from this tough position. The state units will also get their share when the CEC starts receiving the funds and I expect that

this will encourage them more to meet frequently to activate themselves as well as the vidyalaya units.

- 4. Strengthening the Women's Forum:** Strengthening women's forum is one of our immediate concerns as female employees are in good number and play a big role in our organization. But their participation in the activities of the Association is not so encouraging. The women teaching and non-teaching employees who have been contributing hugely in academics and administration should not lag behind in associational activities. The Association cannot carry forward its agitation against injustice without their active participation and support.

#### **Educational Issues**

- 1. Work and value education:** The residential education system gives the teachers the best opportunity to prepare the finest citizens of the country. But, unfortunately, no teacher training institution in our country today prepares teachers to work in residential schools and face its unique challenges. Naturally many of us are not well-equipped to meet the challenges in a residential system. Taking care of children as local parents is never an easy job for young and inexperienced teachers who receive training only in imparting text book content to the learners. NVS, which runs India's largest number of residential schools imparting secondary and senior secondary education, has **not given much** attention to the ill-preparedness of its staff in the absence of adequate training **before their appointments**. Inadvertently they have aggravated the matters by focussing the teachers' attention more on academic work and examination results. Unfortunately, the mania still continues with NVS raising the bar year after year. From the beginning the vidyalayas have been run more like corporate schools/colleges that 'complete syllabus' in advance, prepare and distribute sample papers, conduct frequent tests and finally produce 'excellent results'. The difference is that we impart this 'quality education' to predominantly rural children free of cost. The teachers who exhaust themselves to meet the high bench marks do not happily take on the responsibilities as housemasters/housemothers as they consider it 'extra load of work'. They believe their prime job is to 'teach' and all else is 'extra load'. In addition to this, the meagre HM allowance paid since the beginning has only added their aversion **to residential duties and responsibilities**.

From the beginning to the present NVS has done little to change the traditional mindset of the stakeholders and the community about education. Many parents believe that they send their children to Navodaya vidyalayas because the teachers are good and the facilities are free. The admitted children think that they have joined the school 'only to study'. By ignoring the real aims of education and failing miserably to make use of its residential component to inculcate in the children a new love for **manual work**, NVS has trodden a disastrous path from which is not deviating or showing any signs of deviation in future. **After their seven-year long stay** many young children **who leave our vidyalayas do not** conduct themselves **any differently from non-residential schools**. They have no different approach towards **education**, no aesthetic sensibilities, no fine taste for art and no fine taste for music. The 7-year residential life continues to fail to impart the training and skills that help our children acquire a constructive and positive outlook at life and **respond in a civilized and mature manner**. Many of these children are not prepared to do/love manual work as they grow with the conviction that education frees them from manual labour. They treat success in life in terms of high salaries, perks, monetary benefits and high positions. They are no stronger or different in their morals. The root of the problem is like other schools, our schools too fail in making work, virtues and morals an integral part of our education. We forget the fact that

education is about 'the cultivation of critical spirit: perpetual eagerness, curiosity and restlessness to express'. That is why the association demands NVS to stop bothering teachers and students with bench marks and instead pay its attention to the larger aims of education and how they can be realized. Only then the huge amounts that are spent to run vidyalayas will pay true dividends. Till then we continue to send out young boys and girls who will be of little use to their communities and the country.

- 2. Implementation of CCE:** NVS has derailed the new Continuous Comprehensive System by continuing to set benchmarks and dictate teachers to meet them. It has not taken enough care to help the teachers acquaint themselves well with the changes in classroom management and evaluation system. CCE is supposed to bring out drastic changes in classroom transaction. Learning is supposed to become a joyful experience to children. They are supposed to be relieved from examination stress. The whole exercise of evaluation is supposed to undergo a radical change as children's aptitudes, interests and routine activities and exercises are also taken into account to make the assessment complete. But children have seen few changes in the classroom transactions. Instead both teachers and students have started to complain of more work. The Association feels an urgent need on part of NVS to pay attention to the practical problems of teachers and children in the implementation of CCE and help them deal with them. Assessment of work skills, co-scholastic areas, attitudes, interests, literary skills, etc should not be made the task of a single teacher as the assessment of only one teacher cannot be a true assessment of a child in any given area. Like in many other areas, in the evaluation of children also the NVS teachers have been deprived of their autonomy. The guidelines given by NVS for the sake of uniformity in **PAP (Perspective Academic Plan) manuals** have forced teachers to neglect a lot of activities suggested by CBSE through the formative assessment manuals. The Association is unhappy with the overall implementation of CCE and is worried that NVS is only encouraging the dilution. It addressed its concerns to NVS long ago but **the latter** has been silent as usual and is going ahead with its own plans. To overcome the obstacles in the implementation of CCE and to take full advantage **of CCE**, the teacher should be given a continuous and comprehensive training, **and more autonomy**.
- 3. Education and Democracy:** Association quite often demands NVS to be democratic in its approach. By democratic approach, it means that the employees should be given autonomy. They should be allowed to participate in all matters that concern their work and welfare. They should be allowed to represent their stand in policy matters. They should not be treated as passive recipients of orders. Their requests for discussion and their right to question and critique should be respected.

Democracy is always against asymmetry and authoritarianism. It is not wholly about casting votes and forming a government. It is 'protesting against injustice, striving for collective welfare, and overcoming our inertia and stagnation'. We fight and must fight for democracy otherwise authoritarianism creeps in. We must always guard ourselves against authoritarian tendencies and impart and inspire our children to live for the same ideals. We should give **them freedom** 'to think, interrogate, critique and question'. 'Education is not an exercise in passive reception of existing ideas and knowledges; it is essentially an ongoing engagement – experiencing knowledge as a continual process, not as a finished product.' (From Avijit Pathak's "Recalling the Forgotten: Education and Moral Quest")

- 4. Growing Consumerism and our role:** We have come to believe that an educated man is one who 'acquires a skill, gets degree from a formal site of learning, and thereby earns a living'.



Boys and girls who are qualified for a UPSE exam or become software professionals, engineers, doctors, IAS/IFS officers become our success stories and are treated like 'products'. Children who have secured high ranked jobs are considered more successful. Quite often success is equated with material prosperity. We measure our success in terms of the 'success rate' of our products. We try to increase the 'saleability' of our scheme by highlighting proudly giving percentages in CBSE exams on the cover pages of JNVST brochures each year. Thus, we can see the distinction between an educational institution and a commercial shop badly getting blurred. Like corporate schools we too are making education a commodity. In this scenario, our children do not enjoy learning. The theories of Newton, Bohr and Einstein do not incite a love for science and exploration. They 'read' them only because they have to get good grades, percentages and finally enter the highly fascinating techno-corporate world. Subjects like History, Sociology, Anthropology, Literature, etc are avoided because they do not sell. We recommend children to read articles on a Raman or another eminent person in the field of science but do not encourage them to read the poems of Tagore or a biography of Bismilla Khan. 'Critical consciousness, creative exploration and aesthetic joy' have become outdated. The urgent need is we have to swim against this tide of consumerism which is deeply related to the structure of corporate capitalism. It is not easy. But no change is possible without an effort, however humble it is. We should strive to 'bring education closer to the depth of life'. "The ethical challenge confronting educationists is how to overcome the all-pervasive 'marketing character', and strive for a 'being' mode of existence which is 'to renew oneself, to grow, to flow out, to love, to transcend the prison of one's isolated ego, to be interested, to give' (Erich Fromm). As teachers we should be sensitive to these fast changes and inculcate in our children 'a taste for a new and alternative notion of good living'.

- 5. Education and Secularism:** Education should promote secularism. As society advances and modernises itself it promotes the process of secularism. Secularism means the promotion of scientific spirit and minimising the role of religion in our public affairs. It opposes fundamentalism which 'attempts to reconstruct the polity, culture and society on the basis of 'religious purity'. Secular education stimulates free and critical thinking, and encourages fight against narrow and orthodox thinking. To be secular means to forget our identities and striving 'to realize and internalize the power of collective' (Durkheim). It does not mean being anti-religion. It is 'finding opportunities beyond the confines of religion'. As some believe promoting secularism does not lead to 'moral and existential crisis'. It only encourages us to be tolerant and respectful to the beliefs, culture and tradition of others and be accommodative. It teaches us to respect the minority. It encourages us to fight against the dominance one religion over other set(s) of beliefs and practices. Promoting secularism and inculcating secular values amongst children help them fight against oppressive customs, meaningless rituals, prejudices, superstitions, dogmas and exploitation of the gullible in the name of religions. It helps them think scientifically and understand every facet of human life better in the light of the ever growing influence of science and technology. It helps them to understand the collective aspirations and dreams of humanity behind religions. Though we boast of the secular credentials of our nation, unfortunately we are not doing much to promote them in our classroom. By celebrating only certain ceremonies pompously and 'irreligiously', we are promoting among children useless and unwanted extravaganza, superstition, ill-will and disrespect for the feelings and sentiments of the minorities. Such short-sighted acts will do a large damage to the secular fabric of our nation.

## Conclusion

- 1. Working selflessly:** The Association appeals especially to the teaching community to work unselfishly for the children under their stewardship. We teachers should not forget that we belong to a noble creed and we should always conduct ourselves in such a way that only elevates the reputation of the teaching community in our society. We fight for hike of allowances and pay, and demand for a lot of other facilities. Fight we must because hard and selfless work always deserves the best treatment. But what finally gives us true happiness is when we see our Navodayans living their lives for the betterment of their community and country. Preparing such worthy citizens is impossible when we fail to set a personal example by ourselves with our unselfish work and lives. **In fact children learn more from the personal example we set with our selfless work** than from books. It is the life of their teachers that stimulates them constantly – not buildings, computer paraphernalia, laboratories, smart classes and other latest gadgets that technology proudly offers. I strongly believe that no government can venture to meddle with our residential schools as long as we selflessly work and make our services and our schools indispensable to our nation.
- 2. Playing an active role in the Association:** Dear friends, the onus of safeguarding the Association should be shouldered now by one and all. The more active your role the better will be the future of the Association. The need of the hour is to build a stronger and more democratic association. Though the association boasts of a huge support of the teaching and non-teaching staff in terms of membership, it would like to make it clear that huge membership alone is not its real strength unless the members play an active role. Some members are pessimistic about the future of the Association. They think that association leaders will hoard money and do no service to their supporters when the recognition is finally granted. These people do not realise that it is the absence of their wholehearted support and active involvement that it is weakening the Association and nullifying the efforts and sacrifices of those who are rendering active support to the Association. As to money matters, associations cannot be run without financial contributions from the members. But there will be no misappropriation of funds as long as the members are vigilant. **The most common criticism is that the Association has not succeeded in the resolution of any of our demands.** It is true that we have achieved very little in terms of monetary benefits. But increase in financial benefits alone should not be the criterion to measure the work done by the Association. The working ambience in a large number of schools would have been worse without our many protests and representations. It is a sad fact that in some schools teachers still work under threats and humiliations. It is nothing but slavery to receive orders all the time and not being given a platform to express our concerns and views and work with honour. The staff working there are looking forward to **the** support from the Association. The pessimists amongst us will be doing a great service if they extend their hands to strengthen the weakening morale of **these** brethren.
- 3. The overwhelming trust in AINVSA and the great onus:** The Association thanks all vidyalaya units, the State Level Executive Committees, and the CEC members for successfully undertaking the membership drive and leaving other associations far behind us in numbers. The call given by the Association for one strong association has received an unprecedented response. The very word 'association' implies collective involvement **and agitation**. AINVSA is not a single man's intellectual property. Nobody can claim any copy rights or ownership. **A few months ago we were urged by some** to 'be a member of a truly registered and to be recognised association'. The CEC thanks you for exposing their true strength and proving that they are only paper tigers. The Association requests you to participate actively in the present two-day conference and help it plan its future course of action. Let us stand united,

strengthen ourselves more from the vidyalaya level. Let us carry forward this struggle for honour, rights and democracy. Let us fight against injustice and strive to continue this great teachers' movement forward.

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"Some day a ripe harvest shall be ours.  
Till that day, we must plough the sands."

- Faiz Ahmed Faiz

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