

CONFEDERATION OF LIBRARIANS' ASSOCIATIONS OF NORTHERN INDIA (COLNI)

BARJINDER PAL DHIMAN
General Secretary
E-mail : dhimanbp1977@gmail.com

Govt. Bikram College of Commerce
Patiala - 147001 (Punjab)
Mob. 09779761939

Members :

1. Punjab College Librarians' Association (PCLA)
2. Chandigarh Librarians' Association (CLA)
3. Punjab Library Association (PLA)
4. Haryana Library Association (HLA)
5. Himachal Pradesh Librarians's Association (HPLA)
6. Panjab University Library Staff Association (PULSA)

Ref No. COLNI/2016/12

Date:17-06-2016

To

Hon'ble Smt.Smriti Irani,Human Resources Develpment Minister,
Govt.of India,Shastri Bhawan,
New Delhi.

Subject: Grievances of College and University Librarians.

References: Our letter Nos. COLNI/2016/01 dated 14.01.2016, 2015/09 dated
01.06.2015 and 2014/23 dated 22-10-2014.

Esteemed Mam,

The 'Confederation' would like to draw your kind attention towards the letters under reference regarding the grievances of college and University Librarians in 38000 colleges and 779 universities of India. It is submitted that the eligibility conditions for entry into service as Assistant Professor/Assistant University Librarian/ College Librarian are one and the same i.e. National Eligibility Test (N.E.T) of UGC or Ph.D. in the concerned subject. MHRD Notification No. 1-32/2006-U-II/ U.I(i), dated 31-12-2008 on the revision of pay of teachers and equivalent Cadres (College Librarian/Assistant University Librarian, Deputy University Librarian & University Librarian) in university and colleges has categorized the posts of Librarians in the College and University streams as 'Academic' and granted them pay scales and 'Academic Grade pay' (AGP) at par with university and college teachers w.e.f. 01-01-2006. Similarly, the eligibility condi-

-tions for promotion (Participation in Orientation/ Refresher Courses, Academic Performance Indicators (API) Score and Research publications) of College/ University Librarians and teachers are also similar in each and every respect, which maintains a parity between Librarians and the teachers. On December 16,2008, while speaking on Revision of pay scales of teachers in university and colleges in Lok Sabha, Smt. D. Purandeswari,the then Minister of Human Resource Development has made the following statement:

"(X) Parity between teachers and the Librarians/ Directors of Physical Education shall be maintained". However,there are instances, when the 'parity/Equivalence clause is not followed in MHRD/ UGC orders. The following grievances of College and University Librarians need immediate redressal/rectification:

1.Rectification in the UGC Regulations (3rd Amendment)2016 regarding the amended Academic Performance Indicator (API) Score for Librarians: The Govt. of India in Its Gazette on May 4,2016 has notified UGC Regulations (3rd Amendment) 2016 regarding the amended Academic Performance Indicator (API) for university & college teachers including Librarians on the recommendations of the Arun Nigvekar committee. The amended API Notification for Librarians (Page 42-46) is faulty on the following counts:

i) Hon'ble MOS, HRD Ministry has announced "PARITY" to Librarians with teachers in the Lok Sabha on 16th Dec, 2008, but there is no provision of promotion through CAS at the college level from stage 4 to stage 5 for College Librarian (Selection Grade) with three years of completed service in stage 4 in Appendix -III-Table IX (Minimum academic performance and service requirements for promotion of Librarian cadres in universities and colleges). The College Librarians should be included for promotion under CAS from stage 4 to stage 5 to maintain " PRINCIPLE OF PARITY."

ii) Grave injustice has been done to the Librarians working in colleges and universities across the country, as there is quantum jump in their workload alongwith teachers. The Deputy Librarian & Librarian in Universities has been as-

-signed additional duty of 4 & 8 hours respectively to be spent on administrative responsibilities, innovation, upgradation of services, extension service etc.

iii) The API requirements for promotions have been made more stringent. Total 80, 90 & 100 weightage points have been prescribed for CAS promotions of Librarian, Deputy Librarian & Assistant Librarian/College Librarian per year to become eligible for promotion, the target which is difficult to achieve.

iv) In category I (Procurement organisation and delivery of knowledge and information through Library Services, extension services etc), the actual score spent per academic year in respect of Assistant Director (Max Score 70) Deputy Director (Max Score 60) & Director (Max Score 55) has been divided by 20, whereas in the case of teachers Category I (Teaching, Learning and evaluation related activities), the actual score spent per academic year in respect of Assistant professor, Associate Professor and Professor has been divided by 10. This disastrous provision will result in 50% less actual score for Librarians as compared to teachers. It is a clear-cut violation of the "Principle of Parity" as enunciated in the MHRD Notification of 31-12-2008 and needs to be rectified immediately.

v) In Category III (**Research & Academic Contributions**), maximum score of 10 per project for Minor Research Project & 15 per project for Major Research Project have been prescribed for Librarians, whereas Librarians have been excluded from availing the facility of Minor & Major Research Projects in the 12th plan UGC guidelines. Earlier, Librarians were eligible for the Minor & Major Research Projects in the 11th Plan of UGC. The exclusion of Librarians in the Minor & Major Research Projects contradicts the UGC Notification. Librarians needs to be re-included for the grant of MMRP, as MMRP are covered by the API score & hence cannot be denied to the Librarians.

vi) In Category III (D) **Research Guidance**, maximum score for M.Phil. and Ph.D. Degrees have been prescribed for Librarians, whereas recent UGC order

excluded Librarians from availing the facility of Faculty Development programme (F.D.P) for doing M.Phil & Ph.D during service in the 12th plan UGC guidelines. This is also contrary to the UGC Regulations, 2010, Para 8.2 vide which **Study Leave** has been granted to the Librarians for acquiring Ph.D. while in service. Librarians may be allowed FDP facilities for doing M. Phil & Ph.D. during service in the 12th Plan of UGC, as this is again covered by the API requirements of CAS.

vii) In Appendix-III-Table IX at Sr. No. 1 & 2 meant for Librarians, duration of Orientation/Refresher Course of 3/4 weeks has been mentioned, whereas in Appendix-III-Table III at Sr. No. 1 & 2 meant for teachers, duration of Orientation/Refresher course mentioned is of 2/3 weeks. Secondly, at Sr. No. 2, two refresher courses are required for Librarians, whereas only one course/programme is required for teachers. To maintain parity among the Librarians & teachers, uniformity should be maintained.

viii) In Appendix III Table VIII (B) meant for Librarians, total weightage of **Research Publications** for Deputy Librarian and Librarian in universities has been fixed at 50% and 60% respectively, whereas in Appendix III Table II (B) meant for teachers, total weightage of Research Publications has been fixed at 40% only.

ix) In Appendix III Table VIII (B) meant for Librarians, total weightage of **interview performance** for Assistant University Librarian/College Librarian and Deputy Librarian in universities has been fixed at 30%, whereas in Appendix III Table II (B) meant for teachers, total weightage of Interview Performance for Assistant Professor and Associate Professor has been fixed at 20%

It is requested that necessary rectification in the UGC Regulations (3rd Amendment) 2016 may kindly be made at the earliest, so that Librarians may be treated at par with teachers regarding amended API Score.

2. Re-designating Librarians in the College and University Streams as Assistant Professor, Associate Professor and Professor: As per MHRD Notifi-

cation of 31-12-2008, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels, whereas Lecturers in Universities and Colleges have been re-designated as Assistant Professor and Associate Professor respectively. Regarding re-designation of Librarians, it is stated that most of the 'Calenders' of Indian Universities fully recognize the fact that 'Librarians are Teachers' and many state Governments like Punjab, Haryana, Himachal Pradesh, U.P., Andhra Pradesh, Maharashtra and Kerala had already designated the 'College Director of Physical Education' (DPE) as 'Lecturer in Physical Education'. The Govt. of Andhra Pradesh has redesignated Physical Directors and Librarians in Degree Colleges as Lecturers in Physical Education and Library Science respectively vide Rc No. 2786/K-2-4/86 dated 20-04-1987 (copy enclosed) and has also adopted uniform designation of Librarian, Deputy Librarians and Assistant Librarians in Universities by re-designating the posts to that of Professor, Associate Professor and Assistant Professor vide GOM No. 35 dated 16-6-2003 (copy enclosed). Recently, the Govt. of Uttar Pradesh has re-designated Librarians in the state universities, Govt. and aided affiliated colleges under the category of **(Academic Non-Vacational Staff)** as '**Lecturer-Library**' (**Parvakta - Library**) vide order No. 534/Satter/5-2015-100/2009, dated 11th March, 2015 (Copy enclosed) On the analogy of Andhra Pradesh and Uttar Pradesh, the MHRD/UGC is strongly urged to redesignate the Librarians in College and University streams as Assistant Professor, Associate Professor and Professor respectively.

3. Enhancement In the Age of Superannuation From 62 to 65 Years for Librarians: As per MHRD Notifications of 31-12-2008, there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education, whereas the MHRD Notification enhances the age of superannuation of University and College teachers from 62 to 65 years with provision of re-employment beyond

the age of sixty five years upto the age of seventy years.

Regarding abundance of Librarians and DPEs, it is submitted that as per U.G.C. Pay Review Committee Report (October ,2008), 50% posts of Librarians and 52% posts of Directors of Physical Education in Universitites are lying vacant based on the survey it conducted. In the past pay revisions, the MHRD always treated Librarians and DPEs at par with teachers regarding the age of superannuation. In the 1986 pay -revision, the **MHRD notification No. F.I-21/87-U.I., dated July 22, 1988** allows 60 years as uniform age of superannuation for teachers, Librarians and DPEs in Colleges and universities. Similarly, in the 1996 pay-revision, the **MHRD Notification No. F.1-99-U.I. dated September 22,2006** and **F.I.-9/99-U.II, dated March 22,2007** had also approved the age of superannuation of Library and Physical education personnel in colleges and Universities to 62 years at par with teachers. On the basis of past practice of maintaing 'parity' in the age of superannuation, the MHRD is strongly urged to remove disparity among teachers, Librarians and DPEs and enhance the age of superannuation of Librarians and DPEs from 62 to 65 years throughout the country at par with teachers.

4. Provision of Professors' posts/ Rs 10,000/- Academic Grade pay through CAS for Librarians In Colleges: As per MHRD Notification of 31-12-2008, no provision has been made for the creation of Professors' posts for Librarians and DPEs in colleges, whereas as per MHRD orders, there shall be as many posts of Professors in each Post Graduate (PG) College as the number of Departments in the College and the number of posts of Professors in a Under-Graduate (UG) College shall be equivalent to 10 percent of the number of Associate Professors in that College. Similarly, after placement in the Pay Band of Rs. 37400-67000 alongwith Academic Grade Pay of Rs.9000/-, no provision of promotion has been made in the U.G.C. Regulations, 2010 and U.G.C Regulations(3rd Amendment) 2016 to the Academic Grade Pay of Rs. 10,000/- from Stage 4 to Stage 5 through CAS fo Librarians in Colleges.

This is a Strong departure from the " Principle of Parity" and for the maintenance of ' Parity' among teachers and Librarians, MHRD is strongly urged to ensure :

I. Professors' posts for Librarians may be created in the Under- Graduate (UG) and Post-Graduate (PG) Colleges at par with College Teachers.

II. Promotional avenues to the Academic Grade Pay of Rs. 10,000/- form Stage 4 to Stage 5 (Appendix-III, Table-IX) in the UGC Regulations (3rd Amendment) 2016 through CAS may also be extended to Librarians in Colleges at par with college teachers.

5. Study Leave for College Librarians: Amendment of Para 3.1.8 of UGC Guidelines for Faculty Devolpment Programme during 12th Plan: Regarding granting 'Study Leave with pay to College Librarians for acquiring Ph.D. While In Service', the U.G.C vide letter No. F.9-4/2010 (Misc./PS) Pt.F.I, dated 9th May, 2014(copy enclosed) has clarified that "Assistant Librarians in Universities also include the designation of college Librarians and granting of study leave with pay to College Librarians for acquiring Ph.D. while In service would also apply". But Librarians have been declared ineligible from availing Teacher Fellowship for doing M.Phil/ Ph.D. during service under the UGC guidelines recently issued for the special Scheme of ' Faculty Devolpment Programme' for the Twelfth Plan (2012-2017).

"Para 3.1.8: Librarians not having teaching experience are not eligible"

Keeping in view the above mentioned Clarification of UGC dated 9th May, 2014, MHRD/ UGC is requested to rectify the above mentioned anamoly by amending **Para 3.1.8 of the UGC guidelines for the special scheme of Faculty Devolpment Programme for the Twelfth Plan (2012-2017) for the award of Teacher Fellowshlp for doing M.Phil/Ph.D. during service and College Librarian'may be declared eligible to participate in the Faculty Devolpment Programme of U.G.C. during 12th Plan for doing M.Phil/ Ph.D. during Service.**

6. Re-inclusion of Librarians in the U.G.C XII Plan Guidelines for Minor and

Major Research Project for Teachers: As per UGC XI Plan (2007-2012) Guidelines for Minor and Major Research Project: **Para 3.1:** "Vice-Chancellor, Librarian and Physical Education teachers will also be eligible to participate in the Scheme" But it is regretted that in the XII Plan (2012-2017) guidelines as available on the U.G.C. website: **Para 2 :** " Only the teaching faculty of Library Science, Physical Education will also be eligilbe to participate in the Scheme".

The exclusion of Librarians is a clear cut violation of 'Principle of Parity' as announced by the Hon'ble MOS, MHRD in the Lok Sabha. MHRD/UGC is requested to intervene immediately and maintain the parity, as already existed in the XI Plan between the teachers and the Librarians by re-including the Librarians in UGC XII Plan guidelines for Minor and Major Research Projects.

7. Fixation of Entry Pay of College Librarians at the minimum of Rs. 23,890/- and University Librarians at the minimum of Rs. 43,000/- : Government of India, Ministry of Human Resource Devolpment, Department of Higher Education vide letter No.1-36/2009U-II, dated August 26,2010 (Copy Enclosed) has allowed Rs.23,890 as entry level pay in PB-3 with an academic grade pay of Rs. 8000 to Lecturers (Selection Grade) promoted during the period 1-1-2006 to 30-6-2010, who after 3 years will move to minimum of PB-4 with academic Grade pay of Rs. 9000/- .It is requested that College Librarians (Selection Grade) / College Directors of Physical Education (Selection Grade) and Assistant Librarians (Selection Grade) / Assistant Directions of Physical Education (Selection Grade) in Universities promoted during the period 1-1-2006 to 30-6-2010 may also be fixed at entry level of Rs. 23,890 in PB-3 with an academic grade pay of Rs.8000, who after 3 years will move to minimum of PB-4 with academic grade pay of Rs.9000 like Lecturers (Selection Grade).

Similarly,the aforesaid letter has also allowed Rs. 43,000 as entry level pay in the pay Band of Rs. 37400-67000 (PB-4) plus an academic grade pay of Rs. 10,000/- to directly recruited Principals of Under-Graduate and Post-Gradu-

ate colleges appointed on or after 1-1-2006, as in the case of directly recruited Professors. It is requested that all directly recruited University Librarians and Directors of Physical Education may also be fixed at entry level pay of Rs. 43000 in the Pay Band of Rs. 37400-67000(PB-4) plus an academic grade pay of Rs. 10,000 like directly recruited Professors and Principals of U.G. and P.G. Colleges.

8.Placement of Deputy University Librarians in PB-4 (Rs. 37400-67000 + 9000 AGP), instead of PB-3, (Rs. 15,600-39,100+ 8,000 AGP): To remove stagnation in career among Readers in colleges, 6th U.G.C Pay Review committee had recommended the creation of new post of Senior Associate Professor in PB-4, whereas Associate Professor (Reader) of University /College along with equivalent cadres of Deputy Librarians and Deputy Directors of Physical Education in Universities were placed in PB-3. But the MHRD Notification of 31-12-2008 and U.G.C Regulations, 2010 completely ignored the recommendations of UGC Pay Review Committee and placed only Associate Professors in PB-4 (Rs. 37400-67000+9000 AGP), whereas equivalent cadres of Deputy Librarians and Deputy Directors of Physical Education were placed in PB-3 (Rs. 15600-39100+8000 A.G.P.). Thus, by keeping them in PB-3 and not elevating the equivalent cadres of Librarians and Physical Education to PB-4, the parity enjoyed by the Deputy Librarians and Deputy Directors of Physical Education with teachers since long had been broken. In MHRD Notification of 31-12-2008, discriminatory treatment has been meted out to newly appointed Deputy Librarians and Deputy Directors of Physical Education by placing them in PB-3 vis-a-vis Associate Professors, who were placed in PB-4. As a consequence, unlike Associate Professors every Deputy Librarian and Deputy Director of Physical Education directly recruited has to spend 3 years in PB-3 before moving to PB-4.

It is requested that MHRD/ UGC may restore the parity of Deputy Librarians and Deputy Directors of Physical Education in universities with Associate

Professors and undo the harm done to equivalent cadres of Librarians and Physical Education by immediately elevating these posts from PB-3 (Rs. 15600-39100+8000 AGP) to PB-4 (Rs. 37400-67000+9000 AGP) like the Associate Professor.

It is again requested that the grievances of College and University Librarians as mentioned above may be taken up by the MHRD/UGC and redressed at the earliest. In view of the academic responsibilities undertaken, the categorization of Librarians as 'Academic Staff' by the MHRD and UGC and Academic Grade Pay (A.G.P.) enjoyed by them in the 2006 pay-revision, it is strongly urged that parity of Librarians with teachers in all respects including designation, promotional prospects, CAS and age of superannuation may kindly be ensured, so that Librarians in colleges and universities may not be put to any disadvantage vis-a-vis teachers.

With Regards,

Yours Sincerely,

Enclosures : As above (Page-1 to 7)



(BARJINDER PAL DHIMAN)
GENERAL SECRETARY, CONFEDERATION OF LIBRARIANS'
ASSOCIATIONS OF NORTHERN INDIA (COLNI)

COPY TO:

Hon'ble Dr. Ved Prakash, Chairman, University Grants Commission, New Delhi for information and necessary action, please.



(BARJINDER PAL DHIMAN)
GENERAL SECRETARY, CONFEDERATION OF LIBRARIANS'
ASSOCIATIONS OF NORTHERN INDIA (COLNI)