

JATINDRA RAJENDRA MAHAVIDYALYA

Amtala, Murshidabad - 742121

Report on

DISTRICT CONFERENCE OF COLLEGE EMPLOYEES' ASSOCIATION

Title of the Programme	: District Conference of College Employees' Association
Organized by	: PF and Service Book Sub-Committee, JRM and West Bengal College Employees' Association
Date of the Programme	: 16 September, 2018
Venue of the Programme	: Room No. 7, Jatindra Rajendra Mahavidyalaya
Participants	: 215 Employees from 26 Colleges

Introduction:

A District Conference of College Employees' Association has been organized by the PF and Service Book Sub-Committee of JRM and the West Bengal College Employees' Association on 16th September, 2018 in Room No. 7 of our College at 12 O'clock. 215 employees from 26 different colleges across the Murshidabad district have participated in the conference with the purpose of highlighting their pressing issues faced by college employees and to discuss future strategies for improving their working conditions, professional development, and policy advocacy.

Objectives:

The conference was organized with the demands of the followings:

- Two increments to head clerks have to be implemented,
- Direct recruitment of college staff from Group D to Group C,
- Regularization of temporary staff,

- Introduction of minimum pay scale till regularization,
- Introduction of university pay scale,
- Order for regularization of part-time sweepers,
- Providing employment to a family member in case of death of an employee while on duty.

Opening Ceremony:

Chief Guests for the Conference were welcomed by the President of the Governing Body, JRM and ushered them for the enkindling the light. Hence the conference was inaugurated with the lightning of the lamps by the dignitaries who were present on the dais. The whole programme was anchored by Mr. Pranab Ghosh, the Convener of PF and Service Book Sub-Committee, who organized the whole event in a very profound manner.

Key Discussions and Resolutions of Lecture Series:

The inaugural address was delivered by Mr. Tarun Bhattacharya, State Secretary of West Bengal College Employee Association, who highlighted the critical role of college employees in shaping the educational landscape of West Bengal. He pointed out that the non-teaching staff of any institute function as the backbone of the service who usually perform their duties like nourishing and bringing up a child in a family.

After finishing the inaugural address, the keynote address was delivered Mr. Naba Kumar Pal, the District Secretary of WBCEA and he emphasized the importance of continuous professional development and the need for better support systems for employees. He connected the support service to their own life by logically equating the same with that of the state Government which in return does not fulfill the entire service conditions to its college employees. Thus he channelized their conference to core issue. He mentioned their pressing issues one after the other. Mr. Debabrata Sarkar, the President of Governing Body of JRM and Mrs. Sucharita Mitra, Associate Professor of JRM were also highlighted their points.

Panel Discussions were held with experts from various fields, including education, labor rights, and technology and the following key findings were pointed out:

- *Improving Employee Welfare:* Experts discussed strategies to enhance welfare schemes for college employees, including health insurance, retirement benefits, and mental health support.
- *Innovative Teaching Methods:* This panel focused on modern teaching methodologies and the use of technology to improve student engagement and learning outcomes.
- *Role of Non-Teaching Staff:* Recognizing the crucial role of non-teaching staff, discussions were held on how to improve their working conditions, training, and career advancement opportunities.

Key Issues and Challenges:

- **Salary and Other Benefits:**

A significant part of this conference had focused on the demands for fair salaries and enhancement benefits for all West Bengal College Employees. WBCEA had resolved to push forward the implementation of their legitimate long-standing demands in all colleges across the state for the benefits of people.

- **Improvement of Working Conditions:**

Another concern of the employees was about the working conditions to be improved such as infrastructure development, ease of workload, and safety measures etc were vehemently raised. The Association decided to form a committee in the Murshidabad district level to regularly monitor and report on their issues to be ensured that they are promptly addressed.

- **Professional Development Initiatives:**

Emphasis was also placed on the need for regular training and development for the employees to cope up with the advancement of new technologies. Collaborations through MoUs with reputed institutions for workshops, seminars, and online courses were proposed to enhance their skills and knowledge.

- **Inclusion in Policy Advocacy:**

The conference discussed the importance of active participation in policy-making processes that their genuine demands are raised in the legislative assembly for the purpose of sensitization and transparency.

- **Technology and Digitalization:**

The integration of technology in administrative and teaching processes was highlighted during the discussion in this conference. The Association committed to support all kinds of initiatives to promote digital literacy among the employees and the use of advanced technology in educational institutions.

Conclusion

The delegates shared their opinion about the Conference more precisely. The valedictory session was concluded with a vote of thanks by Mr. Debabrata Sarkar, the President of Governing Body of JRM. He expressed gratitude to all the participants, speakers, and organizers for their contributions to the successful event. The resolutions passed during the conference will guide the Association's activities in the coming year, with a focus on achieving tangible improvements in the lives of college employees in West Bengal.

Future Plans

The Association announced its plan to hold regional meetings to ensure that the issues discussed at the conference are addressed at the grassroots level to garner public support. Additionally the district association vowed to make a follow-up conference for next year to review the progress made and to set new goals.

Press Coverage:

Translation from
Dainik Statesman (Bengali Edition)
Dated: 18 September, 2018.

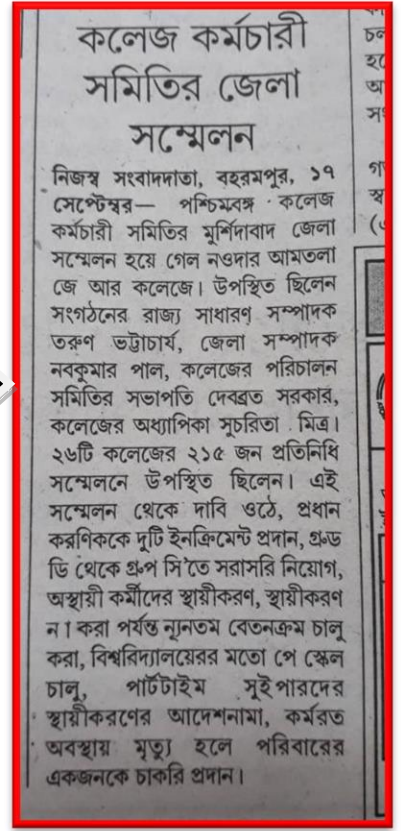
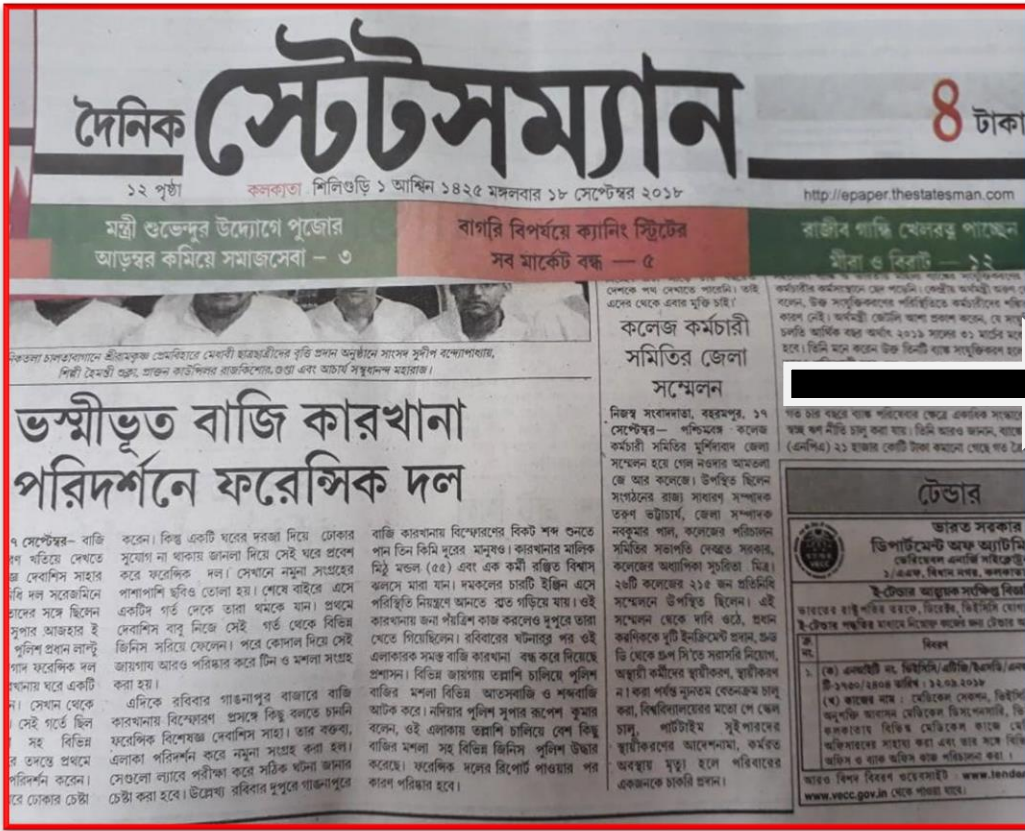
District Conference of College Employees' Association

Own correspondent, Berhampore, 17 September: Murshidabad District Conference of West Bengal College Employees Association was held at Amtala's JR College, Nowda. State general secretary of the organization Tarun Bhattacharya, district secretary Navakumar Pal, president of college management committee Debabrata Sarkar, college teacher Sucharita Mitra were present. 215 delegates from 26 colleges attended the conference.

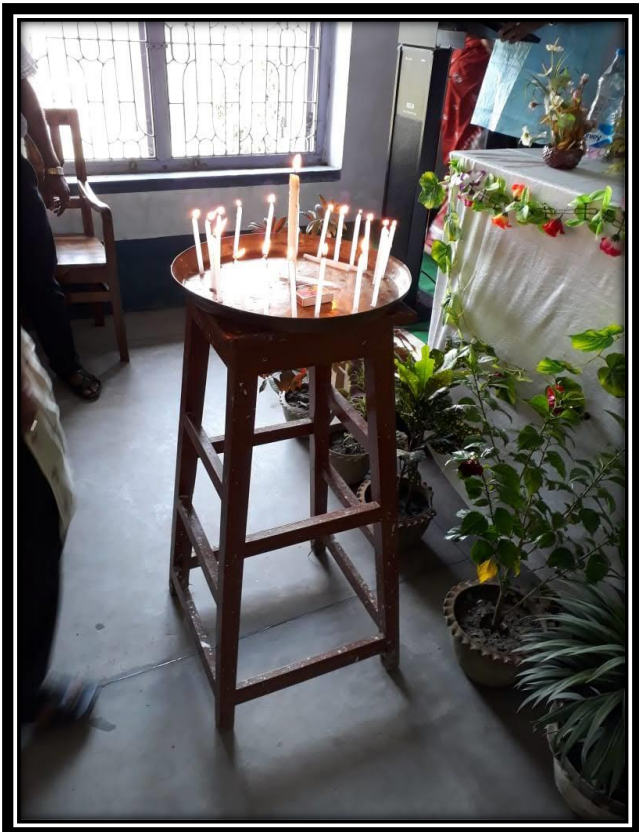
The conference demanded two increments to head clerks, direct recruitment from Good D to Group C, regularization of temporary staff, introduction of minimum pay scale till regularization, introduction of university pay scale, order for regularization of part-time sweepers, providing employment to a family member in case of death while on duty.

PHOTO GALLERY





1. Media Coverage



2. Inaugural Session





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ATTESTED

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