

All India Federation of Retired University and College Teachers Organisations AIFRUCTO

4th Statutory Conference, 27 & 28 January, 2026

Hosted by Retired College Teachers Association- Pune

General Secretary's Report

Respected President, Patrons, Office bearers, distinguished members of the All -India Federation of Retired University and College Teachers (AIFRUCTO), esteemed colleagues, and honoured guests,

It is with deep respect and a sense of responsibility that I present the General Secretary's Report at this **4th Statutory Conference of AIFRUCTO**, convened at Shirdi, Maharashtra, on **27th and 28th January 2026**. This gathering is not merely a statutory requirement; it is a reaffirmation of our collective commitment to uphold the dignity, rights, and welfare of retired teachers who have dedicated their lives to shaping generations and strengthening the foundations of higher education in India.

The past years have witnessed significant challenges and opportunities. Pension reforms, healthcare concerns, and the quest for social security remain pressing issues for our fraternity. At the same time, the evolving landscape of higher education, guided by policies such as the National Education Policy (NEP 2020), has opened new avenues for retired teachers to contribute meaningfully through mentoring, research, and community service. Our federation has worked tirelessly to highlight these concerns before policymakers, build solidarity among members, and strengthen our organizational presence across states.

This report seeks to provide a comprehensive account of our activities, achievements, and struggles during the period under review. It reflects the dedication of our members, the resilience of our leadership, and the unwavering spirit of retired educators who continue to serve society with wisdom and experience.

As we deliberate in Shirdi, a place sanctified by the teachings of service and compassion, let us renew our resolve to stand united, to advocate with clarity and conviction, and to ensure justice and recognition for all retired teachers.

About Shirdi and RCTA-Pune

Shirdi, the sacred land associated with the life and teachings of Shri Sai Baba, holds profound significance as the venue of the 4th Statutory Conference of AIFRUCTO. Revered as a place of peace, compassion, and service, Shirdi inspires millions with its message of unity beyond caste, creed, and religion. Hosting our deliberations in such a spiritual and historic town reminds us that the values of humility, selfless service, and collective welfare must guide our mission as retired teachers. The atmosphere of Shirdi provides not only a serene backdrop but also a moral compass for our discussions on dignity, justice, and recognition for retired teachers.

We also place on record our deep appreciation for the **Retired College Teachers Association, Pune (RCTA-Pune)**, which has taken on the responsibility of hosting this important conference. On behalf of AIFRUCTO I extend my heartfelt gratitude to **Prof M M Tate, the President, Prof Venkatesh K Holehonnur, General Secretary, Prof Shamrao B Thorat, Treasurer, the Members of the Executive**

Committee and Prof Kanhu Giramkar, Chairman of the Organising Committee for their dedicated efforts in hosting the two- day Statutory Conference. Though relatively new and modest in size, RCTA-Pune has demonstrated remarkable commitment, organizational skill, and enthusiasm in preparing for this national gathering. Their efforts reflect the strength of grassroots participation and the spirit of solidarity that defines AIFRUCTO. By hosting this conference, RCTA-Pune has shown that relatively new unit can play a pivotal role in advancing our collective causes. Their dedication deserves our heartfelt gratitude and recognition.

International Concerns

In the global context, retired teachers face challenges that transcend national boundaries. Rising life expectancy and demographic shifts have intensified debates on pension sustainability, healthcare access, and social security across many countries. The growing privatization of higher education worldwide has also impacted retired teachers, often diminishing their recognition and benefits. Internationally, there is increasing concern about the marginalization of senior citizens in policy frameworks, despite their continuing contributions to society through mentoring, research, and community service.

Climate change, digital transformation, and geopolitical uncertainties further affect the lives of retired teachers, influencing both their economic security and opportunities for engagement. The need for solidarity among retired teachers across nations is stronger than ever, to advocate for dignity, equity, and justice. AIFRUCTO must align with global movements that emphasize elder rights, sustainable pensions, and inclusive education, ensuring our voice resonates in international forums.

Political and economic scenario of India

India's political landscape in 2026 is shaped by **high-stakes assembly elections in states such as Kerala, West Bengal, and Tamil Nadu**, alongside debates on party leadership and coalition strategies. Governance continues to emphasize welfare delivery, rural employment, and education reforms, while balancing regional aspirations. The political discourse reflects both continuity and contestation, with emphasis on inclusive growth, federal cooperation, and responsiveness to citizens' concerns.

Economically, India maintains **steady GDP growth with controlled inflation and supportive fiscal management**. Public investment in infrastructure—roads, railways, and energy—remains a key driver, complemented by gradual recovery in private investment. Policy priorities include **GST simplification, rural employment schemes, and Budget 2026 reforms**. India is also navigating global trade uncertainties, including tariff pressures and negotiations for new trade deals. Emerging sectors such as **green hydrogen, AI-driven industries, and the blue economy** are being positioned as growth frontiers.

For the teaching community, these developments underscore the importance of **policy advocacy in education financing, pension justice, and social security**. AIFRUCTO must remain vigilant in ensuring that political and economic reforms translate into dignity and equity for educators, both serving and retired.

Global and the Indian economy

The **global economy in 2026** is characterized by resilience amid persistent challenges. According to the United Nations and World Bank, world output is expected to grow at **2.7%**, reflecting moderation in inflation and interest rates but weighed down by trade tensions, fiscal constraints, and geopolitical uncertainties. Developing economies, particularly in Asia, continue to show relatively stronger performance, with growth averaging around **4%**. However, global growth remains below pre-pandemic

levels, underscoring structural headwinds such as climate change, technological disruptions, and uneven recovery across regions.

Against this backdrop, **India's economy stands out as a bright spot**. Forecasts for FY26 place India's growth at **6.6–6.7%**, making it the fastest-growing large economy. This expansion is supported by **robust domestic demand, resilient services, and strengthening manufacturing activity**, aided by government initiatives in infrastructure, logistics, and tax reforms. Public investment continues to play a pivotal role, while private sector participation is gradually improving.

For educators and retirees, these trends highlight both opportunities and challenges. While India's growth promises improved fiscal space for welfare and education, global uncertainties remind us of the need for sustained advocacy to ensure that pension justice, healthcare, and social security remain priorities in national policy.

Educational scenario of Higher Education in India and challenges before NEP 2020

The New Education Policy (NEP) 2020 envisions a transformative overhaul of India's education system, aiming to foster holistic, multidisciplinary learning and global competitiveness. However, its implementation, especially in higher education, faces several formidable challenges.

One major hurdle is the lack of infrastructure and funding across many public universities and colleges. Education sector needs more budgetary allocation including higher education. The policy's emphasis on research, innovation, and digital learning demands significant investment, which remains unevenly distributed. Additionally, the proposed shift to a multidisciplinary model and the introduction of a four-year undergraduate program require curriculum redesign, faculty training, and administrative restructuring—tasks that many institutions are ill-equipped to handle. The multi-entry and multi-exit system, though progressive, raises concerns about academic coherence and quality assurance. Moreover, integrating vocational education and promoting regional languages in higher education must be balanced with global standards and employability.

Social disparities also persist. Students from marginalised communities often lack access to digital tools and quality institutions, risking further exclusion. Without robust regulatory frameworks and sustained political will, NEP's ambitious goals may falter.

To succeed, NEP must be backed by inclusive policies, adequate resources, and a phased, consultative rollout that empowers institutions and learners alike.

8th Central Pay Commission and Finance Bill 2025

The 8th Central Pay Commission (CPC), approved in January 2025 and effective from January 1, 2026, along with provisions in the Finance Bill 2025, will significantly reshape pension structures for both old and new pensioners, including retired university and college teachers.

The **8th CPC** was constituted to revise salaries, pensions, and allowances of central government employees and retirees. A key feature is the **fitment factor revision**, which ensures uniform enhancement of pay and pensions across categories. Pensioners are expected to benefit from recalculated basic pensions, rationalized allowances, and improved family pension provisions.

The Finance Bill 2025, passed by the Indian Parliament, has significant implications for pension governance, particularly through its validation of the Central Civil Services (CCS) Pension Rules. This legal endorsement empowers the government to maintain distinctions among pensioners based on retirement dates and pay commission cycles. While the Finance Minister clarified that no changes have been made to pensions of those who retired before January 1, 2016, the Bill legitimizes differential

treatment arising from accepted recommendations of future Pay Commissions, including the forthcoming 8th Pay Commission.

This move has sparked concern among retired employees, especially older pensioners, who fear widening disparities in pension benefits. The 8th Pay Commission is expected to recommend a higher fitment factor, which could substantially increase pensions for recent retirees. Without a mechanism to ensure parity, older pensioners may find themselves disadvantaged despite similar service records.

By validating the CCS Pension Rules in this manner, the Finance Bill 2025 sets a precedent that could institutionalize inequity between generations of pensioners. It underscores the urgent need for a fair and inclusive pension revision framework that upholds the dignity and financial security of all retired employees, irrespective of their retirement date.

For **retired university and college teachers**, these changes are particularly significant. Many have long advocated for parity with other government pensioners. The 8th CPC and Finance Bill 2025 together promise greater equity, recognition of lifelong service, and improved financial security, reinforcing the dignity of retired educators.

Tribute to Departed Leaders and Members

It is with deep sorrow and reverence that we pay our heartfelt tribute to **Prof. K. K. Theckdath**, a towering figure in the movement of university and college teachers in India, who passed away recently in Mumbai. As a **Patron of AIFRUCTO**, Prof. Theckdath's vision, leadership, and unwavering commitment to the cause of educators left an indelible mark on our federation. His guidance and advocacy for justice, dignity, and recognition of teachers will continue to inspire generations.

We also mourn the untimely loss of our esteemed Vice Presidents, **Prof. Mrs. Usha Raghotham from Tamil Nadu** and **Prof. G. Sridhar Reddy from Telangana**, whose dedication and service strengthened AIFRUCTO's mission. Their contributions in mobilizing retired teachers, fostering solidarity, and advancing our collective voice remain invaluable.

Alongside these stalwarts, we remember with gratitude many members of our organization who departed during the past year including Prof. T C Mani Naidu from Andhra Pradesh, Prof. Tirthankar Chattopadhyaya, Prof. Viswanath Koyal from West Bengal, Prof. Balwant Nagwade from Maharashtra and Prof. Sabhajeet Singh from Uttar Pradesh. Each of them enriched our federation with their wisdom, service, and commitment to education.

As we gather at this conference, let us honour their memory by renewing our resolve to carry forward their ideals. Their lives remind us that the strength of AIFRUCTO lies in unity, service, and the enduring spirit of retired teachers.

Condolence Resolution

This Conference of the **All- India Federation of Retired University and College Teachers Organisations (AIFRUCTO)**, assembled at Shirdi, Maharashtra, on 27–28 January 2026, places on record its profound grief at the passing away of distinguished leaders and members of our fraternity during the past year.

We pay our respectful homage to **Prof. K. K. Theckdath**, Patron of AIFRUCTO and a towering leader of the teachers' movement in India, whose vision, dedication, and lifelong service to the cause of education and justice for teachers will remain an enduring source of inspiration.

We also express our deep sorrow at the demise of our esteemed Vice Presidents, **Prof. Mrs. Usha Raghotham of Tamil Nadu** and **Prof. G. Sridhar Reddy of Telangana**, whose contributions to strengthening AIFRUCTO and mobilizing retired teachers were invaluable.

Alongside these stalwarts, we remember with reverence all other members of AIFRUCTO who departed during the year including Prof. T C Mani Naidu from Andhra Pradesh, Prof. Tirthankar Chattopadhyaya, Prof. Viswanath Koyal from West Bengal, Prof. Balwant Nagwade from Maharashtra and Prof. Sabhajeet Singh from Uttar Pradesh. Their wisdom, service, and commitment enriched our federation and the teaching community.

This Conference conveys its heartfelt condolences to the bereaved families and prays for peace to the departed souls. May their memory continue to guide us in our mission of dignity, equity, and solidarity for retired educators.

Adopted unanimously at the 4th Statutory Conference of AIFRUCTO, Shirdi, Maharashtra.

Our Demands

1. Fixation of pension of retired Associate Professors of colleges in the Professor scale. Since the UGC gave the post of professor in its 7th Pay Revision to Colleges and promoted Associate Professors as Professors, the pension of retired Associate Professors should also be fixed in the Professor scale.
2. The 6th CPC has recommended payment of 20% additional quantum for pensioners above 80 years of age w.e.f. Jan 2006. Some states have awarded an additional quantum of pension to pensioners aged 75 years 15%, 10% at 70 years and 5% to pensioners aged 65 years. We demand that this scheme should be implemented uniformly across the country.
3. One notional increment should be given to those who retire from the service on June 30, since the date of increment falls on the next day of retirement i.e. 1st July. The Hon'ble Supreme Court of India has already established law in the case Union of India vs. P. Ayyamperumal R. P. (c) No. 1731/2019 in SLP (C) No. 22008/2018.
4. The commutation period of pension should be reduced from the current 15 years to 10 years throughout the country due to a drastic decrease in the interest rates.
5. Senior pensioners of Universities and Colleges should also be given the benefit of a 20% additional quantum of pension from the first day of the calendar month in which it falls due and not from the date of completion of 80 years of age.
6. We request the Govt. of India to formulate a 'Medical Scheme' for University and College retired teachers that will help them to get lifesaving treatment.
7. Our organisation requests the Govt. of India to implement the 7th UGC Pay Scale and pension based on the concordance table without any modification to all retired University and College teachers in all states and union territories.
8. We request the Govt. of India to give some sort of relief to all pensioners in the payment of income tax. Either the slabs of income tax should be modified or the ceiling amount should be increased.
9. We demand a uniform pension scheme for all university and college teachers in all states and union territories. There are still some states where pension is not being paid to university and college retired teachers. For instance, Punjab, Himanchal Pradesh and some

Northeastern states like Manipur and Meghalaya don't pay any pension to the retired aided -college teachers.

Organisational Activities

Friends, we had our Academic Conference at Haridwar on 8th and 9th February last year. The conference was a great success, and a large number of retired teachers participated in the conference. We extend thanks to Uttarakhand Vishvavidyalaya- Mahavidyalaya Pensioners Parisangh, Dehradun, for the grand hospitality. AIFRUCTO, at the central level and state level, has been trying to take care of the problems faced by the retired teachers through various initiatives at the state and national levels. However, despite our best efforts, we have some unresolved issues.

The most important issue is the demand for pensions for the teachers of Punjab, Himachal Pradesh, Meghalaya and Manipur. Despite sustained efforts, the issue is still unresolved. The case of Government-Aided college teachers of Punjab is still pending in the apex court.

We have sent representations several times to the Union Education Minister and the Prime Minister of India regarding our long-pending demands. Unfortunately, we failed to get any response from them. We also discussed our demands at the official level in the Union Education Ministry several times. We also sought the help of the Hon'ble Defence Minister of India to resolve the issues of retired teachers.

Protest program against the Finance Act 2025

We expressed our concern regarding the validation of the CCS (Pension) Rules passed by the parliament as part of the Finance Bill 2025, which validated the principle that the central government can establish the distinction among pensioners, particularly based on their retirement age.

All affiliated units of AIFRUCTO sent a protest letter to the Prime Minister of India in the first week of July 2025. Mumbai University and College Retired Teachers' Welfare Association-MUCRTWA organised a convention on September 17, 2025, in hybrid mode, successfully, to discuss the impact of the Finance Bill 2025. SUTA, Kolhapur, Maharashtra, also organised a workshop on August 23, 2025 and discussed the negative impact of the provisions of the Finance Bill 2025. Thanks to both organisations.

Medical Care Fund

In the Haridwar Conference, it was resolved that donations from members will be invited for the Medical Fund. Subsequently, it was also resolved that all NEC members will donate Rs. -. 5000/-It is worth mentioning that the President, General Secretary and Treasurer of all affiliated units are members of the NEC. Many members have already sent their donations. Those members who could not donate, please deposit their contribution to the Treasurer at their earliest.

National Secretariat Meetings

An online meeting of the National Secretariat was held on April 06, 2025, to discuss the situation arising from an unwanted Finance Bill 2025, passed in the Parliament, validating the CCS (Pension) Rules.

After due deliberation Secretariat decided unanimously that AIFRUCTO would remain vigilant and watch the future developments and would support the protest programs of the Central and State Governments Pensioners Associations.

Another National Secretariat meeting was held in virtual mode on August 03, 2025. Proposal of Akhil Gujarat University and College Pensioners Samaj for hosting NEC on November 02, 2025, was accepted unanimously. A decision of the Executive Committee and General Council of Retired College Teachers' Association Pune, Maharashtra (RCTAP) for hosting the Statutory Conference at Shirdi on January 27th & 28th 2026 was discussed. National Secretariat applauded the proposal and extended its thanks to the RCTAP, Pune, for this generosity.

Retired University and College Association, Goa

A new organisation of the Retired University and College Teachers Association of Goa was constituted in Goa on April 04, 2025. A meeting of retired University and College teachers was organised by Prof. Radhika Naik, a veteran teacher leader of Goa. In the large gathering of retired teachers, an association was formed, and all members decided unanimously to seek affiliation with AIFRUCTO. General Secretary AIFRUCTO, Pri. Kranti Jejurkar, our National Secretary, and Prof. B Vijay Kumar, our Patron, were present on the occasion.

AIFRUCTO News Magazine

We acknowledge the valuable services being provided by Prof. R. Halesh, Editor of AIFRUCTO News Magazine, in bringing out quarterly issues regularly.

This report was discussed and passed in the General council meeting.

Long Live AIFRUCTO!

Long Live Teachers' Unity!

Fraternally Yours,



Prof. J N Shukla

General Secretary