

ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION (AINVSA)

(Regd No: K.492/94)

President: Jagdish Rai 9415656993

Working President: J.K.Singh 9801444901

General Secretary: L.B.Reddy 9494279001

Associate Presidents:

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TILAK SINGH

RR PATHAK

UK VERMA

N.P.MEHAR

TAFSEER ANWAR

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Press Secretary

KT PRASAD

TREASURER

SMT K MANJULA

F.No: AINVSACEC-/2013-14/AUG-3

Date: 29- 08 - 2013

To
The Hon’ble Commissioner
Navodaya Vidyalaya Samiti
Sector-62, B-15
Institutional area
Noida, UP.

Respected Sir

Sub:-Accordance of recognition of AINVSA-regarding.
Ref: - 1. AINVSA representation F.No:AINVSACEC/2013-14 May dated 09.05.2013
2. AINVSA representation F.No:AINVSACEC/2013-14 July dated 02.07.2013
3. AINVSA representation F.No:AINVSACEC/2013-14 Aug dated 12.08.2013

India has won a place of pride for itself in today’s fast advancing world due to its rich democratic tradition. In a true democracy the voice of the majority is always given its due respect. The governments cannot afford to go ahead with their business without heeding the concerns of the vast majority of the people. The same is echoed in all their different subordinate bodies. We witness democratic protests whenever some unilateral decisions are taken. People express their voice through associations or organisations or political parties. It is heartening to see associations of staff flourishing in essential services like medicine, civil services, air and doordarshan, etc.

The need for internal democracy is more strongly felt in educational set-ups as they are entrusted with the noble responsibility of training the future citizen of our country to deal with unforeseen future challenges to safeguard our richest democratic practices.

However, it is sad to see the cold approach of the NVS management when it comes to dealing with the question of granting recognition to the Association that has won the support of the vast majority of the teaching and non-teaching staff across the country. The AINVSA has come into existence to lend support to the administration by setting up a link with the majority of the staff who are at the receiving end of its decisions. All the decisions the Management takes and the policies it adopts are welcomed more when the top brass who are vested with administrative powers take into the concerns of the vast majority of the employees. The decisions and policies will become more acceptable and meet with more success when the Management honours the true representations and representatives of the staff.

It is but natural that a lot of service related problems have cropped up as the NVS has grown from strength to strength over the last few decades. Some have become irretrievable resulting in a lot of mental agony to the majority of its employees. Had the Samiti been less authoritarian in its early years more than half the problems that the employees have been time and again demanding for a solution would have found an amicable solution quite a long time ago.

The goals and objectives the NVS has laid down can only be realised when it succeeds in creates **feel good factor** amongst its thousands of its employees. This cannot be done through sweet sounding letters/circulars and hollow promises. The Management should create a platform to listen to what its staff feel about the decisions and policies before they are rolled out.

The running of residential schools like Navodaya vidyalyas on such a unique and grand scale truly requires a sound organisation that attends to the rational concerns of the vast majority of staff who eventually play a huge role in the ultimate success of the scheme. Without a sincere exercise to allow the staff to air their problems and give their feedback, the system is likely to crumble and fail in the implementation of its scheme.

The biggest challenge that we face today is implementation CCE programme and meeting the aspirations of the nation as envisaged in the NCF-2005 document. The NCF documents says,

“As much as the classroom needs to nurture a democratic, flexible and accepting culture, so also the school institution and the bureaucratic structure need to do the same. Not only should the teacher receive orders and information, but equally the voice of the teacher should be heard by those higher up, who often take decisions that affect the immediate classroom life and culture in the school. Relationships between teachers and their heads and principals must be informed by equality and mutual respect, and decision making must be on the basis of dialogue and discussion.”

It also stresses on the need to have a mechanism for conflict resolution. It is needless to say that the gap between the Management and the staff will only widen if the Samiti continues to ignore our plea for recognition and continues to overlook the conflict.

The past history has shown that the Samiti has rarely taken any initiative to resolve the problems through talks across the table on its own. Even after the 10-day long nation-wide strike the Samiti has not shown its true resolve to solve the problems. It has deliberately ignored the AINVSA's pleas for the inclusion of its nominees in the committees that were formed to resolve certain problems, thus allowing the problems to persist. **The AINVSA would like to reiterate that it is ready to extend its wholehearted cooperation to the Management if it truly intends to resolve the problems amicably to the satisfaction of the staff.**

The AINVSA has now secured the membership of over 11,000 of the employees. No other association in the Samiti can boast of such huge membership now or in the future. All the necessary forms have already been submitted to the Hon'ble Commissioner on 09 May 2013. This is enough to show who the true representatives of the staff are. The Management cannot afford to be indifferent to the true voice of the majority. The recognition of AINVSA is the need of the hour. Delaying it any further will only widen rift and worsen the conflict. The Samiti should ignore the false claims of smaller organizations and waste no more time to grant recognition to AINVSA.

With respectful regards

Yours sincerely

JAGDISH RAI
President

J.K.Singh
Working President

L.B.REDDY
General Secretary