

INAUGURATION

Inaugural Function of 4th National Conference of CGLA started at 10 : 30 AM at Survey of India, Dehradun. The function was inaugurated by chief guest Shri Harbans Kapoor, Speaker, Vidhan Sabha Uttarakhand. During the inauguration the organizing secretary Mr. D. K. Pandey, welcomed the chief guest, dignitaries and gathering.

Shri V. P. Singh president CGLA highlighted the activities of the association and its objectives.

Dr. B. k. Joshi, Director, Doon Library & Research Centre, presented the key note address. In his speech, he mentioned that, the roadmap for India's progress goes on the path of the knowledge highways which has been laid by some important recent initiatives taken by Government of India, like the report of the knowledge commission chaired by Mr. Sam Pitroda, and of the committee to advise on renovation and rejuvenation of higher education chaired by Prof. Yashpal, better known as the Yashpal Committee on higher education. For development of libraries the knowledge commission has made a set of recommendations. The important are;

1. Setup a National Mission of libraries : The objectives are to develop libraries and information services, to advise the Government on this sector, to set standards for collection, services and technical processing, to encourage public – private- partnership, to interact with state governments, to conserve cultural heritage, to review and assess the education and in – service training needs of the sector, to support R & D and technical developments, to ensure access to all publications including government and institutional public documents, to set up a system for monitoring the working of public libraries.
2. Prepare a National census of all libraries
3. **Revamp** Library and information science education, training and research facilities – Indian Institute of Library & Information Science should be established.
4. Set up a Central library Fund
5. Modernize library management: A proposed outline for this modernization include model library chapter incorporating services to be performed by the libraries, proposal for a library network and a national repository for bibliographic records.
6. Promotion of ICT
He further pointed out the outcome of an international seminar on “ libraries on the Agenda ” organized by the Max Mueller Bhavan in collaboration with British Council, French Embassy,

Instituto Cervantes and supported by the National Knowledge Commission, at New Delhi held during 13 – 14 March 2008,.

The recommendations made were :

- a . The first three recommendations of Knowledge Commission should be taken on priority basis.
- b. An Action oriented library advocacy campaign needs to be taken up at various levels.
- c. Every Village & Every School should have a library by 2020.
- d. The seminar emphasized the importance of promoting the spread of Knowledge, education and culture.

Chief Patron

Major General R. S. Tanwar, Surveyor General of India, Survey of India emphasized the importance of knowledge in the development of society and stressed on the activities of survey of India as a knowledge creator. He pointed out that Survey of India generate information in the form of maps instead of books. He wishes for a success of the conference.

The Chief Guest,

Mr. Harbansh Kapoor, Speaker, Vidhan Sabha Uttarakhand. Emphasized the importance of libraries for education and development. He suggested to the CGLA members for initiation of the Doon Library network system, He also recognized the problems and grievances faced by the librarians in the country and states like Uttarakhand.

He pointed out that today the profession of librarianship has emerged with a new role in the present era of information and communication technologies, from an ornamental job to an indispensable path of public life, not only in the academic field but also in the field of research, business and infrastructural development . The traditional role of the librarian i.e book keeping has been replaced by modern technologies for storing, handling, retrieving and transmitting knowledge as information managers. That's why professionals has been re – christened as knowledge managers.

Dr. A. K. Suman, General Secretary delivered the vote of thanks to the dignitaries & delegates.

Report of Repportier General

The 4th National Conference of CGLA on Library Vision 2020: Profession and Education is being organized at the time when there is a felt need to introspect and make long term perspective goals the reflect on the needs of Scientists and researchers is our Institutions.

Before I present a report before you all, first of all, I would like to thank all the Chairpersons Prof. Jagtar Singh, Dr. S. K. Senapati and Dr. A. K. Dhiman and assistant reportear shri D. K. Pandey, Shri J. B. Goyal, Shri Partha Sarthi Das and Dr. A. K. Suman to Conduct the thematic session very smoothly and answer all queries raised by the participants in such a interesting manner,

The theme of the conference divided in to 5 thematic sessions.

1. Knowledge Management
2. Intellectual Property Rights and Library Education
3. Digital Library
4. Library Services and Preservation
5. Resource Sharing and Networking

We have required 29 papers in all but 9 papers have been presented in the conference.

The first thematic session

Knowledge management was conducted by Prof. Jagtar Singh.

Prof. Jagtar Singh was the key speaker and chairman of this session. He spoke on knowledge management..

He described all aspects of knowledge management / Organization

- Ascent of intangibles
- National Knowledge Management
- Type of Knowledge
- Librarian Mandate
- Knowledge Management present and future.

The Second thematic session

Intellectual Property Rights and Library Education, chaired by Dr. S. K. Senapati

There were 6 papers in this session but 2 papers were presented

1. Intellectual Property Rights by Shri Pawan Kumar and Bhupendra Singh highlighted the concepts and definition of the copy right, patents, trade marks, geographical Indications, Industrial Designs and trade secrets.
2. Facing the challenges of future librarianship by Partha Sarthi Das. Mr. Partha Sarthi Das in his paper forces on the emerging challenge before librarianship. The also discussed the continuous change on information and communication technology and exponential growth of literature.

In his paper Mr. Partha Sarthi Das suggested the need of MBA Course with specialization in library and information management.

Thematic Session, 3 - Digital Library

Only invited talk given by Dr. S. K. Senapati:

The talk was very useful for the library and information professionals as well as the students of library and information science.

There are 4 papers in this session none of them were presented in this session.

Thematic Session 4 - Library Services and preservation

Dr. A. K. Dhiman information scientist Gurukul Kangari University, Haridwar, was the chairman and key speaker of this session.

He spoke on library services and presentation where he told about various types of presentation and services given in traditional as well as in digital libraries. He emphasized one the importance and uses of digital libraries in future.

There were 7 papers in this session but three papers were presented.

First paper – “conservation preservation of archival/ library material” was presented by Ms. Santosh Tyagi, National Archive, New Delhi

Ms. Santosh Tyagi spoke on the origin, importance, elements and methods of conservation as well as the enemies of records. She also spoke on the various types of preservation practices and also discussed the trains of staff is also required.

The second paper ‘librarians and information services in new environment by R. U. Meshram, V. K. Saxena and K. R. Nagaraj, , Indian Bureau of Mines, Nagpur.

Shri R. U. Meshram discussed about the different new information services in the new environment of Information Technology.

The third paper “libraries and information services in new environment” by M. K. Galhotra, Mata Sundari Women College, New Delhi, the author discussed about the ICT with respect to the library.

The forth paper “Developing preserving the library information system” as the technique of developing and preserving as on line(environment condition). Presented by G. J. Singh.

The paper discusses the information and the system as the techniques of developing and preserving as online environment of as organization bearing some conceptual issues and practices which is known as library information system (LIS).

Thematic Session 5 – ICTS & Resource Shearing

In this session there were 6 papers but only one paper has been presented.

First paper “Application of ICTS in information management to help development process and issue in 21st century” by V.P.Singh and others presented by Shri R. K. Sood.

He spoke about what is ICT and discussed about knowledge gap, digital divide, strategies for use of ICTS, health information, education, trade and commerce, agriculture.

“Material characterization for scientific conservation of archival material” was presented by Pankaj Tiwari.

Why do you need to preserve materials, major threats to library materials, discussed about material characterization?

- What are the preventive measures of library, G.J Singh

- The author answered that some equipments like Hygrometer, thermometer etc.

Dr. Suman presented a paper on “Importance of the education system through virtual learning environment”.

He discussed about the basis of virtual learning method. He also stressed the need of creating information space and social space. Computer based learning system is one of the methodology of virtual learning. He also discussed about the various models of virtual learning system.

- Dr. S. N. Pandey present the paper entitled challenges of preserving archival and library material in digital environment.

The discussed about the various challenges of preserving archival and library material in digital environment, the mentioned the different limitations of libraries for preserving documents.

Conference organizers hope to generate enough awareness among the librarians and information, scientists and professionals about the rapid changing technology with effects on the library profession.

I thank you to all.

Panel Discussion

The panel discussion was started under the chairmanship of Shri V.P. Singh president CGLA. The following points were raised and suggested by the delegates during the conference: -

1. Mr. U. V. Singh, LIO, GWD Faridabad submitted a letter regarding the GFR Rule no. 116 (2) Govt. of India's decisions 1 special procedure for physical verification of library books –

(i) **“Librarian (not below the rank of deputy secretary to the Government of India) subject to the powers delegated under delegation of Financial Powers Rules, 1978, may purchase books etc, from the reputed and standard book sellers on the prevalent terms and conditions. Tenders need not be called for this purpose”** has been omitted or deleted in the GFR 2004.

It is requested to take necessary action and add in GFR 2004 Rules no. 194.

2. Suggestion for up gradation of pay Scales

(i) Many library professionals has suggested for up-gradation of posts which are given below:-

(a) Post of Library & Information Assistant/ Sr. Library & Information Assistant be upgraded in the pay band PB – 2 of Rs. 9300 – 34800 with Grade pay of Rs. 4800 of the pre – revised pay scale of Rs. 7500 – 12000 be upgraded in the pre-revised pay scale of Rs. 7450 – 11500 in the revised pay band of PB – 2 with grade pay of Rs. 4600.

(b) The Post of Library & Information Officer (ALIO) be upgraded in the pay band PB – 3 of Rs. 15600 – 39100 with grade pay of Rs. 5400 of the pre-revised pay scale of Rs. 8000 – 13500 in place of recommended grade pay Rs. 4600.

OR

Be upgraded in the pre revised pay scale of Rs. 7500 – 12000 in the revised pay band of PB – 2 of Rs. 9300 – 34800 with grade pay of Rs. 4800. It also be implemented the promotion in next pay grade after 4 years in the grade pay Rs. 5400 of the pre revised pay scale of Rs. 8000 – 13500 in the pay band PB – 3 of Rs. 15600 – 39100.

(c) The existing post of Library & Information Assistant/ Sr. Library & Information Assistant (LIA/Sr. LIA) may be upgraded in the post of Assistant Library & Information Officer (ALIO) who fulfills the educational qualification (Master degree in any stream with B. Lib. & Inf. Sc. OR Master degree in Lib. & Inf. Sc. + Graduate degree in any Stream) with 6 years of experience for the better management of library.

(ii) Anomalies in modified ACP Schemes for Library Stream in Sixth Pay Commission

Most of the delegates has suggested for implementing the existing old defined hierarchy for library professionals for the purpose of ACP Scheme which is given below:

Sl. No./ Category	Designation	Pay Scale as per Vth CPC	Grade Pay as per VIth CPC
I	Library & Information Assistant/ Sr. Library & Information Assistant	Rs. 5500 – 9000	Rs. 4200
II	Assistant Library & Information Officer	Rs. 6500 – 10500	Rs. 4600
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- The defined hierarchy as given in beginning of this representation should be maintained by keeping in view of no promotion cader for such library professionals.
- The library professionals should be granted the benefit of ACP scheme with post in order to save them from humiliation & harassment in the part of no promotion policy for them.
- The condition of 10 years continuous service in same grade for next financial up-gradation under modified schemes should be abolished in order to provide proper benefit of scheme.

(iii) Mr. K. P. Singh, SLIA, Survey of India, Dehradun explained about the MACP

छठे वेतन आयोग की **MACP Scheme** विपरीत असर कारक, निराशाजनक, विरोधाभाषी एवं त्रुटिपूर्ण।

प्रोन्नति की दृष्टि से सरकारी कर्मचारियों को निम्न तीन वर्गों में बाँटा जा सकता है :-

- 1) Frequent Promotion (3 से 5 Promotion) पाने वाले कर्मचारियों का वर्ग – तीव्रगति प्रोन्नति वर्ग।
- 2) पूरे सेवा काल में एक से दो Promotion पाने वाला वर्ग– धीमीगति प्रोन्नति वर्ग
- 3) पूरे सेवा काल एक भी Promotion न पाने वाला वर्ग– अभागा वर्ग /अत्यन्त अभागा वर्ग
 - कम संख्या (1) के कर्मचारियों को MACPS से कोई लाभ नहीं है और न ही उन्हें इसकी आवश्यकता है।
 - कम संख्या (1) के कर्मचारी को MACPS से अवश्य ही कुछ राहत मिलेगा। यह साराहनीय है एवं मैं इसका समर्थन करता हूँ।
 - कम संख्या (3) अभागा/अत्यन्त अभागा वर्ग के कर्मचारियों हेतु यह MACPS अत्यन्त निराशा जनक, कर्मचारी हित विरोधी एवं उनके आर्थिक कैरियर पर कुठाराघात करने वाली योजना है।

अभागा वर्ग एक वर्ग है जिसका न कोई Promotion Channel है यदि है भी तो मृत प्रायः (Dead Slow) है तथा उस वर्ग के केवल कुछ Senior Most कर्मचारियों को छोड़कर अन्य कर्मचारियों को जीवन पर्यन्त कोई प्रमोशन नहीं मिल पाता। ऐसे अभागे कर्मचारी अपने मूल पद से ही सेवा निवृत्त होने को बाध्य होते हैं। Entry Post से सेवानिवृत्त होना कर्मचारियों के लिए अभिशाप है तथा सरकार के लिए शर्म की बात है।

अभागा वर्ग एक अत्यंत अभागा वर्ग है जिसका कोई प्रमोशन चैनल ही नहीं है। परन्तु भारत सरकार ने उन कर्मचारियों को ACP का लाभ देने हेतु एक Hierarchy निर्धारित की है। इनमें एक वर्ग पुस्तकालय कर्मचारियों का भी है जिनमें से अधिकतर अपने Entry Post से सेवानिवृत्त होने को बाध्य होते हैं।

पूर्व में लागू 12/24 वर्षीय ACPS केवल ऐसे कर्मचारियों हेतु लागू की गई थी जिनको 12/24 वर्ष तक कोई पदोन्नति नहीं मिलती थी। उस स्कीम ने क० सं० (3) पर वर्णित अभागा/अत्यन्त अभागा वर्ग के कर्मचारियों हेतु संजीवनी का कार्य किया था। जिसके द्वारा कर्मचारियों को अगला पदोन्नत वेतन मान दे दिया जाता था तथा कर्मचारी पदोन्नत वेतनमान लेकर ही रहत की सांस लेते थे।

परन्तु कार्मिक मंत्रालय के प्रत्रांक 35034/3/2008— Estt.(D), नार्थ ब्लाक, नई दिल्ली दिनांक 19 मई 2009 द्वारा जारी MACPS के अन्तर्गत 10,20,30 वर्ष पर केवल अगला ग्रेड पे दिया जायेगा और केवल पदोन्नत होने पर पद का ग्रेड पे दिया जायेगा।

मुझे यह कहना है कि क० सं० पर वर्णित अभागा/अत्यन्त अभागा वर्ग के कर्मचारियों को उनकी पदोन्नत में अगले पद का ग्रेड पे तो जीवन पर्यन्त नहीं मिल पायेगा क्योंकि उनका तो कभी प्रमोशन होता ही नहीं है।

देखने में आया है कि 10,20,30 वर्षीय MACP Scheme विपरीत असर कारक है क्योंकि 12/24 के अपनी Hierarchy में दो वित्तीय उन्नयन के उपरान्त 10/20/30 में सामान्य में तीन वित्तीय उन्नयन पाने के पश्चात् भी कर्मचारी 12/24 में दो उन्नयन से पीछे हो जा रहे हैं। इस प्रकार 10/20/30 के तीन उन्नयन का 12/24 उन्नयन पर विपरीत असर पड़ रहा है तथा समस्त कर्मचारी घोर निराशा में है।

विरोधाभाष एवं त्रुटियाँ :-

MACPS –ANNEXURE-1 पेज –4 क्रमांक (1) के अनुसार MACPS का लाभ उसी ग्रेड में 10 वर्ष की लगातार सेवा पूर्ण होने पर दिया जायेगा जबकि

i. पेज 10 – ILLUSTRATIONS में पैरा 28 (iii) (B) में 4200 से 4600 ग्रेड मात्र 7 वर्ष की सेवा पूर्ण करने पर दिया गया है।

ii. पैरा 28 (B) में 2400 से 2800 ग्रेड मात्र 5 वर्ष की सेवापूर्ण करने पर दे दिया दर्शाया गया है।

उपरोक्त दोनों बिन्दु त्रुटिपूर्ण तथा ANNEXURE-1 पेज –4, क्रमांक (1) के विरोधाभाषी हैं।

अतः सरकार से निवेदन है कि

(अ) क०सं० (3) पर वर्णित कर्मचारियों को उनके लिए निर्धारित Hierarchy के अगले तीन पदोन्नत ग्रेड पे 10,20,30 वर्ष पूरे होने पर देने चाहिए अथवा 12/24 वर्षीय ACP में संशोधन करके 12/24 के स्थान पर 10/20/30 किया जाय एवं उसके अन्य नियम ज्यों का त्यों रखे जाएं।

(ब) पुस्तकालय कर्मचारियों के लिए पूर्व 12/24 ACPS के अन्तर्गत वित्तीय उन्नयन हेतु निर्धारित Hierarchy 42,00–46,00–66,00–87,00 (छठे वेतन आयोग के अनुसार) को MACPS में भी बरकरार रखा जाना चाहिए।

आशा है कि क०सं० (3) पर वर्णित अभागा/अत्यन्त अभागा वर्ग के कर्मचारियों के हितों को ध्यान में रखते हुए अवश्य ही कुछ संशोधन करने पर सहानुभूति पूर्वक विचार किया जाय।

Conclusion of the 4th National Conference of CGLA

The CGLA Conference was organized during 3 – 5th Sept., 2009 at S O I, Auditorium, Dehradun.

The conclusion of the conference drawn is as follows:

1. Creation of “ Doon Library Network “ in Uttarakhand State – which will connect all library and information centres situated in Uttarakhand State. Dr. B. K. Joshi Director Doon Library and Research Centre will act as a leader and coordinator and CGLA executive body will support and assist to him.
2. Implementation of library legislation act in Uttarakhand State on the pattern of other States like WB, Kerala and Karnataka for this purpose CGLA will put up a memorandum and proposal to the CM and Governor of UK.
3. Grievances of library professionals were discussed during panel discussion as given below.

a. Up-gradation of Pay Scales

(i) Many library professionals has suggested for up-gradation of posts which are given below:-

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b. Anomalies of MACP

(ii) Anomalies in modified ACP Schemes for Library Stream in Sixth Pay Commission

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 - b. The library professionals should be granted the benefit of ACP scheme with post in order to save them from humiliation & harassment in the part of no promotion policy for them.
The condition of 10 years continuous service in same grade for next financial up-gradation under modified schemes should be abolished in order to provide proper benefit of scheme
4. Activation of library Cell in Central Secretariat Library, Ministry of Culture, New Delhi. Action will be taken by CGLA to submit a memorandum to the Secretary, Ministry of Culture which will be forwarded by Vidhan Sabha Speaker of Uttarakhand , Chief Guest of the Conference in Inaugural the function and Dr. R. S. Tolia, Chief Information Commissioner, Chief Guest of the Valedictory function.
 5. Addition of GFR [Rule No. 116 (2)] Government of India’s decisions I special procedure for physical verification of library books to be added in the GFR Rules no. 194
 6. Library – Information – Knowledge week should celebrated on the occasion of Birth Anniversary of Dr. S. R. Rangnathan on the pattern of “Hindi Pakhawara ” and “ Wildlife Week”, to keep aware the society regarding the importance of knowledge for the Socio – Economic development and creation of a information society to match the India society to the developed national society.
 7. Knowledge Commission Report concerning with library and information field should be implemented at priority and Ministry of Culture should cooped a member for committee from CGLA for suggestions.