CHAPTER-VI

PROFILES OF TEACHERS’ UNIONS
To evaluate the working strategies and to assess the functioning performance of the Teachers' unions, it is very important to examine their respective profiles. In this view the profiles of Progressive Recognised Teachers Union (PRTU), United Teachers' Federation (UTF) and State Teachers' Union (STU) are presented in this chapter.

6.1 Organisation of Progressive Recognised Teachers' Union:

Progressive Recognized Teachers' Union was originally named as Panchayat Raj Teachers' Union. The Panchayat Raj Teachers' Union was an offspring of its parental organization, known as, State Teachers' Union. After the introduction of Panchayat Raj Institutions in Andhra Pradesh a separate teachers' cadre namely Panchayat Raj Teachers was established. The teachers working in Panchayat Raj Institutions in course of time felt that the State Teachers' Union was not devoting proper attention in seeking solution to their problems. Therefore, they left the original organization and formed their own separate organization i.e., the Panchayat Raj Teachers' Union in 1971.¹ It was founded by “S. Himavantha Rao, N.S. Prasad Rao” and others. In the beginning, the PRTU was started in Khammam. After 1977, the influence of PRTU spread to Nalgonda, Mahabubnagar and other Telangana districts. Gradually the activities of Union also spread to Andhra region in 1982.² Even though the Panchayat Raj Teachers' Union has branches all over the state it is not so active in Andhra region compared to its effective functioning in Telangana region.

At present the PRTU has its branches in all the districts of Andhra Pradesh. The Union Head Office is situated at Hyderabad. The PRTU was recognized by the Government of Andhra Pradesh in 1978. It is affiliated to the All India Federation of Teachers' Unions. The Union also maintains good relations with the International Teachers' Unions. “Panchayat Raj Upadhyaya” is its official journal.³
At the initial stage after its establishment, Panchayat Raj Teachers’ Union was named so, as it dealt with the problems and issues of the teachers working under Panchayat Raj Institutions only. Later, it extended its services to all the teachers working under various institutions and so it was renamed as ‘Progressive Recognized Teachers’ Union by amending the bye law on 31.02.2002.

The PRTU inculcates secular attitude in the teaching community and does not have any affiliations with political parties. The total membership of the PRTU is more than 50,000. Today, it is numerically the strongest union of all the Teachers’ Unions in Andhra Pradesh.

The PRTU influences public policy and planning through representations and discussions. Sometimes, it also seeks the cooperation of the other Teachers’ Unions in solving their legitimate problems. The PRTU adopts constitutional methods in achieving its goals.

6.1.1 Aims and Objectives:

The important aims and objectives of the PRTU are:

- To inculcate the ideas of national integration in the minds of its teachers.
- To protect and promote the rights and duties of its teachers.
- To maintain the status of teachers in the society.
- To adopt various teacher welfare schemes.
- To give importance to non-formal and adult education.
- To spread its activities to the entire Andhra Pradesh.
- To protect the service rules of its teachers.

The units at primary, mandal and district levels, have to strictly follow these aims and objectives. However, the state unit always gives directions to its lower units in achieving the above mentioned aims and objectives.
6.1.2 Membership and Qualifications:

Certain rules are to be followed while seeking membership in PRTU by the teachers.⁶

- All the teachers who are working under Panchayat Raj System are entitled to become members.
- All categories of teachers such as Gazetted Head Masters, Dy. Inspectors of Schools, Mandal Education Officers, Project Officers, School Assistants, 1st Grade Language Teachers, Physical Education Teachers, Secondary Grade Teachers, Grade II Language Teachers, Special Teachers, Elementary Grade Teachers, Physical Education Teachers, Crafts Teachers and Drawing Masters are eligible for its membership.
- A teacher of the PRTU shall be the member in his own revenue mandal.

6.1.3 Membership Fee:

Every member of the PRTU shall pay Rs. 100.00 towards membership fee for a period of two years. From the membership fee Rs. 40.00 will be allocated to mandal unit, Rs. 25.00 to district unit, Rs. 25.00 to state unit Rs. 9.00 to the monthly journal and Re. One to the Panchayat Raj Teachers’ Welfare Society.⁷

The membership fees collection process has to be completed within a period of six months i.e. from January to June. However, the term for this membership will be continued till the completion of two years.
### Table No. 6.1
District-wise Membership of PRTU

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Name of the District</th>
<th>Membership 2008-09</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Nalgonda</td>
<td>6,150</td>
</tr>
<tr>
<td>2</td>
<td>Mahabubnagar</td>
<td>7,080</td>
</tr>
<tr>
<td>3</td>
<td>Warangal</td>
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</tr>
<tr>
<td>4</td>
<td>Medak</td>
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<tr>
<td>5</td>
<td>Karimnagar</td>
<td>6,500</td>
</tr>
<tr>
<td>6</td>
<td>Nizamabad</td>
<td>6,800</td>
</tr>
<tr>
<td>7</td>
<td>Ranga Reddy</td>
<td>6,400</td>
</tr>
<tr>
<td>8</td>
<td>Adilabad</td>
<td>6,865</td>
</tr>
<tr>
<td>9</td>
<td>Khammam</td>
<td>5,900</td>
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<tr>
<td>10</td>
<td>Cuddapah</td>
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<tr>
<td>11</td>
<td>Vizianagaram</td>
<td>2,500</td>
</tr>
<tr>
<td>12</td>
<td>Chittoor</td>
<td>2,400</td>
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<td>13</td>
<td>Kurnool</td>
<td>4,300</td>
</tr>
<tr>
<td>14</td>
<td>East Godavari</td>
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<td>15</td>
<td>West Godavari</td>
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<td>16</td>
<td>Krishna</td>
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<td>17</td>
<td>Srikakulam</td>
<td>2,000</td>
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<td>Visakhapatnam</td>
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</tr>
<tr>
<td>23</td>
<td>Hyderabad</td>
<td>2,800</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>93,345</strong></td>
</tr>
</tbody>
</table>

Source: Report of the General Secretary, PRTU.
6.1.4 Structure:

Every organisation has a functional machinery to carry out its objectives. The functional machinery indicates the pattern in which the dispersal of powers and functions is made to various units at different levels, in the structure of the organisation. The structure of the functional machinery depends upon the operational jurisdiction of the organization and the size of the membership. The levels of the organization depend upon the magnitude of the area and its membership. The Teachers’ Unions in different states adopted various structures ranging from a single-tier system to a four-tier system, reflecting the size of the organisation and its membership.

The state branch being the apex branch of the Panchayat Raj Teachers’ Union, covers its activities to the entire jurisdiction area of Andhra Pradesh. But, as described earlier, all units of the Panchayat Raj Teachers’ Union are linked with each other. The grievances and problems of the lower units are being solved by the apex branch. Thus the Panchayat Raj Teachers’ Union has adopted the four tier system.

6.1.5 Mandal Body:

The mandal body consists of all the primary members of the mandal. The mandal body execute the aims and objectives of the PRTU at mandal level. The primary members of the mandal unit elect the following members through the secret ballot for a period of two years. One President, two Vice-Presidents, one lady Vice-President, one General Secretary and two Secretaries will be the office bearers of PRTU. This body is referred to as Mandal Executive. The Mandal Executive has to implement the policies formulated by the Mandal Executive Committee.
The Mandal Executive Committee is formed with all the office bearers of Mandal Executive and Secretaries of the primary units. It meets once in three months.

In the mandal body, the President and the General Secretary plan an active role in executing the mandal unit activities. The other office bearers play a nominal role as there is active involvement of the President and General Secretary in the mandal unit.

6.1.6 District Body:

The District unit is formed with the members of the District Council and those of the District Executive Committee. The District Council consists of all the office bearers of the unit.

The District Council elects the following members.

One President, two Associate Presidents, five Vice-Presidents, one Lady Vice-President, one General Secretary, six Secretaries, one Lady Secretary, one Publication Secretary, three Finance Committee members and seven Cadre wise representatives, viz., (1) Panel Grade Head Master, (2) B.Ed. Teacher, (3) Secondary Grade Teacher, (4) Telugu Pandit, (5) Hindi and Urdu Pandits and (7) Post Graduate Teacher.

The District Executive Committee is constituted with the elected office bearers of the District Committee including mandal Presidents and General Secretaries.
The meetings of the District Executive Committee take place once in three months. The District Executive Committee formulates the policies and programmes of the district.

6.1.7 State Body:

The state unit is formed with the members of the State Executive Committee, State Council and State Executive. Hierarchically, this is the apex body of the Panchayat Raj Teachers’ Union.

The State Council is constituted with the District Executive members, Mandal Presidents and General Secretaries. The State Council elects the following members through a secret ballot for a period of two years. They are:

One President, six Associate Presidents, including one Lady Associate President, twelve Vice-Presidents including one Lady Vice-President, one General Secretary, twelve Secretaries, three Finance Committee members and seven Cadrewise Representatives, viz., (1) Panel Head Master, (2) B.Ed. Teacher, (3) Secondary Grade Teacher, (4) Telugu Pandit, (5) Hindi and Urdu Pandits, (6) Technical Education Teacher and (7) Post Graduate Teacher.

The State Executive Committee is formed with the above mentioned elected office bearers and District Presidents and General Secretaries. The State Executive Committee meets once in three months.

6.1.8 Meetings and Quorum:

- The meetings of mandal executive committee and general body will be conducted with a prior notice of seven days under common circumstances, whereas under emergency circumstances the meetings take place at a prior notice of 3 days. For the first meeting the quorum...
has to be $1/3^{rd}$ of its total members, whereas in case of adjourned meetings, condition of minimum quorum is not required.

➢ The meetings of district executive committee and council take place with a prior notice of fifteen days under common circumstances, whereas under emergency circumstances, the meetings take place at a prior notice of 7 days. For the first meeting the quorum has to be $1/3^{rd}$ of its total members. In case of adjourned meeting, the condition of minimum quorum is not required.

➢ The amendments proposed by state executive committee have to be approved by $2/3$ of members of the state council.

The management of the Union at various levels is carried out by different statutory authorities. Although the pattern of Union at each level is similar to some extent, there are a few variations in regard to the executive positions and the strength in the committees. The following are the statutory authorities of the Union.

♦ President
♦ Associate President
♦ Vice-President
♦ General Secretary
♦ Secretaries

6.1.9 Committees:

▪ Executive Committee
▪ Financial Committee
President

Except at the unit level, the institution of President exists at all other levels of the Panchayat Raj Teachers’ Union. The President is elected for a period of two years at all levels of the union. The candidate desiring to contest to that post should have completed one year of membership immediately preceding the year of election of the President. He is eligible for contesting a second time also. The President once elected remains in office for two years except in case of death, resignation or a no confidence motion having been passed against him.

The President presides over the meetings of the Council, the Executive Committee, Conference, Seminars, etc., organized by the Union. He guides and supervises the function of the Union and gives decisions over routine and urgent matters which are consistent with the provisions of the constitution. He exercises all powers of the Executive in time of need and emergency but such powers exercised by him must be ratified by the Executive, within a period of three months. He is the ex-officio chairman of all the committee and wings of the union. But it is not obligatory on his part to preside over all the committees and wings of the union. He may nominate any office bearer on his behalf to preside over such committees and wings of the union as he deems necessary. He exercises the power of casting vote in case of a tie.

The President of the State Unit however has certain other powers to his credit. He has the power to convene the meetings of State Executive Committee and Finance Committee whenever he feels necessary and if the General Secretary and the Finance Secretary do not convene the meetings of the above committees within the prescribed period.
♦ **Associate President**:

In the absence of President or if the President resigns then one of the Associate Presidents looks after the office on his behalf. He extends his cooperation to President in all matters.²²

♦ **Vice-President**:

At every level, except at the unit, a group of Vice-Presidents exist and they are expected to assist the Associate Presidents and Presidents in discharging their duties. At mandal level, in the absence of President, Vice-President would look after his office. At the District and State level, in the absence of Associate President, the Vice-President performs the duties of the President. The Vice-Presidents are also made incharge of various wings, such as academic wing, organizational wing etc. The academic wing is responsible for organizing various academic activities of the Union.²³ Organisational wing provides guidance to the branches in organizational matters.

♦ **General Secretary**:

The General Secretary occupies an important position in the day to day activities of the union. Although his position at various levels is identical, his functions vary from one level of branch to the other. The General Secretary, at all levels is elected for a period of two years by the council. General Secretary can be removed from the office by a no-confidence motion, as in the case of President.²⁴ Apart from the President, the General Secretary also supervises over the functions of the union and exercises the administrative control over the employees of the Union at their respective level. The General Secretary is a link between the Union and the various branches of the government for any type of correspondence.
♦ Secretaries:

The Secretaries, assist the General Secretary in day to day correspondence and in such other functions desired by the General Secretary. In his absence, the Secretaries would look after the office. However, in comparison to the other Secretaries, the unit level Secretary offers a peculiar position discharging executive and secretarial responsibilities all done by him, since the unit branch has no separate executives as in the case of other higher bodies.

Executive Committee:

Except at the unit level, an executive committee is formed at all levels of the union. As a collective body, the executive is responsible for the implementation of the decisions of the council. The Executive Committee consists of elected office bearers, Finance Committee members and the President and the General Secretary. The number of members depends upon the number of branches under its jurisdiction. The members of the Executive Committee are elected for a period of two years. Generally, the Executive Committee has to meet once in three months at mandal, district and state level. The meetings of the committee are presided over by the President. The Executive Committee supervises, guides and exercises control over the functions of the union and in the enrolment of the primary members in the area. It decides the ways and means to implement the policy and programmes of the State, district and mandal bodies.

The Executive temporarily exercises the functions of the branches in case of emergency, on the direction of the State Executive. Annual conference of the teachers in the area is organized by the executive. It approves the annual reports of the General Secretary and financial report of the Finance Committee and budget for the presentation to the State Council. The District Executive has the power to nominate members to the Joint Staff Council.
The State Level Executive has certain additional powers. When the district branch is superseded, it assumes the functions of that branch. In case of difference of opinion regarding the provisions of the constitution, the interpretation of the Executive is final. It frames bye-laws and procedure, in regard to the working of any branch. The Executive has the power to affiliate the union to any other national or international unions, whose aims and objectives are in conformity with the objectives of Panchayat Raj Teachers' Union.

Disciplinary powers are vested in the Executive. It can take disciplinary action against office bearers and members of any branch, who act contrary to the interest of the Union. The Executive constitutes the election tribunal. It acts as a higher organ to hear the election appeals over the judgement of district election tribunal.

Executive Committee is very important at all levels. It plays a key role in Union activities.

- **Finance Committee**:

Except in the case of the unit and mandal branch, at district and state level, a Finance Committee is constituted to look after the financial functions of their respective branches. The Finance Committee at all levels is elected by their respective branch councils for a period of two years. The committee consists of three members elected by the district or the state council. The Presidents and General Secretaries of the district and state are the ex-officio members of the Finance Committee.
6.2 Andhra Pradesh United Teachers Federation:

UNITED TEACHERS FEDERATION was established on 10-09-1974. It was registered in Kakinada, wide registration No. 109/74. The first conference was held in Rajamandry on 21-10-1974 and on 22-10-1974 and the Bye-law statements to be followed by the federation were framed. Since then while executing the federation activities according to the guidelines it has been spreading over its branches and gaining popularity among the teachers. So far 9 state conferences are convened. In the year 2000 January on 18th, 19th and 20th the Silver Jubilee Celebrations and in 2004 August 10th to 17th Thirtieth Year Weekly Celebrations are conducted. During the thirty years period, U.T.F. has worked hard for the development of Education and for the prosperity of the teaching community, in developing the economic benefits of teachers, to improve social security to them and to develop skills in professional education.30

The U.T.F. was started with 7,000 members and now reached to 1,09,143 members, being at the top of all other unions. The U.T.F. is recognized by the Government and is also a permanent member in the Joint Staff Council (J.S.C.). State offices are in Hyderabad and Vijayawada and district offices in 18 districts are constructed with large investments. The U.T.F. is giving much importance for the expansion of branches. The Bye-law was in during 1974. Since then according to the needs and for the development of U.T.F. it has been amended for 13 times.

Now-a-days, young members are coming forward with enthusiasm to work with accountability in the Mandal and Town branches. It is welcomed by all but the need to train them in organisational activities is advised.

The then leaders who had established the U.T.F. and prepared the legal charter had given abundant powers to the samithis and town branches. Responsibilities and important tasks were also entrusted with the hope that the
district branches of the union would be strengthened. Whatever amendments were made, they should strictly keep the main aims of the organization in mind.  

6.2.1 Ideals/Mottos:

- To develop unity, mutual coordination, collectivism, fraternity, brotherhood and cooperation among all the teachers working in various areas of Andhra Pradesh.
- To make efforts to establish united struggle committee or joint action committee with the teachers working in various primary and secondary schools functioning under different managements.
- To strive for the socio-economic, scientific development/improvement of the teachers and make efforts to solve their collective and individual problems.
- To make efforts to improve secular values, national integrity, international fraternity and labour integrity.
- To strive to build up scientific educational system and constructing secular state.
- To achieve compulsory primary education, instruction in mother tongue and make efforts to make the government shoulder the responsibility of educational field.
- To make efforts for the allocation of budgets by both central and state governments to develop educational field.
- To work for achieving the objectives/mottos of study, teaching and social awareness.
- To work for the representation of teachers in framing educational plans, the pattern of lesson and in the administration.
- To work for achieving equal rights and facilities and benefits for the teachers working under various managements.
6.2.2 Constitution of the Centre/High School Branches:

If Mandal branch is to be formed, first the Center/High School branches should be constituted. The four level constitutions of U.T.F. are a) Center/High School branch b) Mandal/Town Branch c) District branch d) State Union. The Center/High School branches are called “Primary Branches”. Under the jurisdiction of all teachers association (or) teachers centers, aided teachers/retired teachers together form the primary branch. With a minimum of 5 members, the High School center will have autonomous status along with a center branch.

After completion of the U.T.F. membership term campaign, the elections for Center and High School Branches, the calendar and appointment of election officer will be decided by the Mandal branch. In a general meeting of all U.T.F. members, the President, Secretary and Mandal councillors will be elected. The election officer who is appointed by the Mandal Branch will conduct this election. This meeting is called general body meeting. It will be held by direct election by all the primary members, while Mandal, District and State level councillors will be elected indirectly by the councillors who are elected from the lower branches.

All the Centre members together will elect the President and Secretary. It is well and good if the election is unanimously held. In case of more competition and election is to be compulsorily conducted, the elections will be held as per secret ballot voting system. The persons who get majority votes will be declared elected. In the same manner the Mandal councillors are to be elected. For every 3 persons out of total members, one councillor is to be elected in the center branch. While electing the councillors, some care should be taken. Because they will be members of Mandal and Town branches and act as leaders. Hence commitment to U.T.F. goals and preparedness to allot time for organizational activities must be kept in mind. The women teachers must be to the extent of 33 per cent. Therefore
considerable importance is given to their representation. For every 3 mandal
councillors one women should be elected. For each management there should be
one councilor. As far as possible women should get their due share.

6.2.3 Membership Fee:

The Center/High School Branches have the power for the collection of
membership fund as well as general fund. From every member Rs. 30/- will be
collected towards subscription fee. This amount will be distributed among all the
stages. Of this Rs. 30/-, for central high school Rs. 2/-, Rs. 10/- to mandal branch,
Rs. 12/- to district branch and Rs. 6/- to state branch will be allocated. To meet
the needs and requirements of the union, voluntary funds/donations will be
collected from members and sympathisers as general fund. From this general fund
50 per cent is allocated to mandal and town branches, 35 per cent to district
branch and 15 per cent to state branch will be allocated.\textsuperscript{33}
Table No. 6.2
District Wise Membership of UTF$^{34}$

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Name of the District</th>
<th>Membership 2008-09</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Nalgonda</td>
<td>5,285</td>
</tr>
<tr>
<td>2.</td>
<td>Mahabubnagar</td>
<td>2,460</td>
</tr>
<tr>
<td>3.</td>
<td>Warangal</td>
<td>2,509</td>
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<tr>
<td>4.</td>
<td>Medak</td>
<td>1,255</td>
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<tr>
<td>5.</td>
<td>Karimnagar</td>
<td>900</td>
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<tr>
<td>6.</td>
<td>Nizamabad</td>
<td>400</td>
</tr>
<tr>
<td>7.</td>
<td>Ranga Reddy</td>
<td>2,652</td>
</tr>
<tr>
<td>8.</td>
<td>Adilabad</td>
<td>3,384</td>
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<td>9.</td>
<td>Khammam</td>
<td>5,729</td>
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<td>10.</td>
<td>Cuddapah</td>
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<td>11.</td>
<td>Vizianagaram</td>
<td>4,201</td>
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<td>12.</td>
<td>Chittoor</td>
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<td>13.</td>
<td>Kurnool</td>
<td>4,200</td>
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<td>14.</td>
<td>East Godavari</td>
<td>11,900</td>
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<tr>
<td>15.</td>
<td>West Godavari</td>
<td>10,010</td>
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<td>16.</td>
<td>Krishna</td>
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<td>17.</td>
<td>Srikakulam</td>
<td>4,000</td>
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<td>18.</td>
<td>Visakhapatnam</td>
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<tr>
<td>19.</td>
<td>Guntur</td>
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<td>Nellore</td>
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<td>Prakasam</td>
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<tr>
<td>22.</td>
<td>Ananthapur</td>
<td>4,600</td>
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<tr>
<td>23.</td>
<td>Hyderabad</td>
<td>2,247</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>1,09,143</strong></td>
</tr>
</tbody>
</table>

Source: Report of General Secretary, UTF
The formation of center branches is much useful to the Mandal branches. Workload is reduced. Membership, general fund, paper campaigns can be completed in a day itself. They may be able to make the teachers to participate in the meetings, camps, struggles, demonstrations etc., through creating awareness. The pamphlets and fresh information printed by the District and State unions can be made available to every school point quickly. There is a chance in the center branches to make newly recruited teachers to know about U.T.F. its activities, its struggles, policies etc. The District Branches are strong where the center branches are constituted. Where the Centre/High School branches are not constituted the entire work load is to be carried by the Mandal/Town branches. All the campaigns are to be looked after by them. A quorum of \( \frac{1}{4} \) of the total strength is required for council meetings. The registers such as, 1. Minutes Book, 2. Cash Book for credit and debit accounts, 3. Vouchers file 4. Circulars, Pamphlets and Correspondence Files are to be maintained on regular basis.

6.2.4 Constitution of Mandal/Town/City Branches:

Identity of Branch: The Mandal branch may be formed when a minimum of 20 members are there. Otherwise, the district branch appoints a convenor.

The Mandal Administrative Body consists of

- General Council
- Secretariat
- Executive

- General Council:

General Council consists of Mandal Councillors elected from Center and High School branches. Members of Mandal Secretariate who are elected in the previous year and worked so far. (They may become Mandal Councillers without being elected from center branches). The above members co-opt 3 councillors of whom one will be a woman. This is called General Council. The General council
meetings should be convened twice in a year. The General Secretary will issue notices for this meeting. The notices should be sent 10 days in advance. One fourth of the members should be there as quorum. This is compulsory. Only council members who are present have the eligibility for electing and to be elected. The activities and accounts which do not have the consent in the council meeting will not have any validity.

The Councilors have the authority for discussing the accounts and proposing alternate suggestions on the reports placed before the General Secretary and Treasurer. If the Councilors fail to give a written application for their absence continuously at two meetings, they forfeit their right to reelection. In the councils first meeting the election of Secretariate, Executive body and the district council will be conducted.

❖ Secretariat:

- In the first meeting it self the Secretariat has to be elected.
- The numerical strength of the mandal secretariat is in correspondence with the total members.

The District Audit Committee decides membership of the secretariat on the basis of the financial share.

The correspondence between the number of members at the mandal level and the number of district Councilors to be elected from that mandal is as follows.
Table No. 6.3

Election Procedure for District Councillors

<table>
<thead>
<tr>
<th>No. of Mandal level members</th>
<th>No. of District councillors</th>
</tr>
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<td>1- 50</td>
<td>5</td>
</tr>
<tr>
<td>51 – 100</td>
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<td>101 – 150</td>
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<td>201 – 400</td>
<td>13</td>
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<td>401 and above</td>
<td>15</td>
</tr>
</tbody>
</table>

Atleast one woman member should be in the Secretariat. Several women members may also be elected. During 2003, there were all women members in one of the Mandal branch secretariat.

For conducting these elections, the district secretariat election officer will be appointed. The place of council to be held, date and time should be intimated well in advance to the election officer. The list of councillors should be available to all.35

❖ Election Process :

The Secretariat which worked so far based on the awareness of the struggle will propose panel to the new secretariat. Alternate proposals may be proposed by the councillors. If the election is compulsorily to be held for whole panel or for some posts, sufficient time should be taken and the election should be conducted by secret ballot.
This procedure has given good results in maintaining the unity and avoiding election in 95 per cent of the cases in the last 30 years.

The Secretariat consists of the Honorary President, President, Vice-President, General Secretary, Treasurer and other Secretaries.

The persons who are working in the Mandal Secretariat High Schools, Aided and other managements should be given required representation. Likewise, the representation for all center branches should also be allowed.

The Secretariat meetings should be conducted once in two months, that means, 6 times in a year.

Majority members constitute quorum for this. The decisions taken in the absence of quorum will not be valid.

The Secretariat is like a council of ministers. To implement the orders of the higher council, to implement the decisions and resolutions of the Executive Committee to provide financial stability to solve the problems by negotiations with the concerned officers, to maintain continuous relationship with district associations, create political motivation among the members and incite social awareness, are the functions of the secretariat.

Once resolutions are made, no dissent is allowed and all are expected to work together. The secretariat is accountable to the executive and the state council.

The U.T.F. is famous for its successful movements and problems solving capacities. The secretariat is again and again reminded of its duty to keep up the image of the organisation.
❖ Executive Body:

After electing the Secretariat members, the executive body will be elected. The secretaries of Mandal level Center / High School branches will become executive members without election. If the secretaries of Centre/High School branches are elected as members of secretariat, Presidents of these branches also become the executive members without elections. The number of executive members changes from time to time. Additional executive members may be elected according to the need of all regions, managements, primary and secondary school level requirements. There will be at least 2 women in the executive body.

The executive body meetings are to be conducted four times in a year and 1/3rd attendance will be the quorum to the executive body. The number of Mandal Secretariat members and members elected for executive body should be at 1/3rd. The decisions taken without the quorum will not be valid. For this meeting the notices should be issued 7 days earlier. For emergency meetings three days time is to be given.

If the Secretariat is like ministry, the executive body is the Assembly. In the executive body all representatives of Centre/High School branches, all management members of all areas will be there. Therefore it is possible for long discussions and expression of opinions. So all the decisions, which are taken by the secretariat, should be placed before executive body.

Any disciplinary action to be taken against any member of the executive body is only by the executive body. The persons subjected for disciplinary action can make an appeal within 30 days. Final decision will be with the district executive body.
6.2.5 District Councillors:

The district councillors will be elected after the election of executive body is conducted. The number of councillors is based on the membership of Mandal and Town branches. For every 25 members, one district councillor is to be elected. If the members for the Mandal/Town branches are 37 or less, only one councillor has to be elected. For the branches of having 38 to 62 membership, there will be 2 councillors. Where there is possibility of electing more than 3 district councillors, the fourth should be a woman.

The duties of the Honorary President, the nature of agitations, the importance of training camps, etc., are clearly specified in the policy guidelines distributed to all members.36

6.2.6 Ikya Upadhyaya:

The U.T.F. publishes its own official voice through its monthly magazine Ikya Upadhyaya which was started in 1975. All the articles in this journal have to be within the purview of the rules and regulations of the U.T.F. There is a separate Editorial Board with elected (usually the election is unanimous) members. This Board meets once in every three months and takes decision on all administrative and financial issues. The editorial board takes utmost caution and responsibility in reflecting the spirit of the U.T.F. through the publication of this journal. One has to accept that this journal acts as the strongest bond, which keeps its members together and creates awareness among all regarding the latest state of affairs. It also encourages the creative talents of its members and provides an opportunity for the development of academic awareness among its members. The articles in this journal relate to multifarious issues like Government Orders and their implications, service matters, content of textbooks, values of education and so on. Some of the articles focus on general matters like educational reforms,
women’s education etc., and inculcate social awareness among the readers.
A simple attempt is made in the following tables to present a picture of the overall
nature of the journal.37

Apart from Ikyaupadhyaya, the U.T.F. also has a special publication wing
which is nominated by state secretariat. Every year they publish the U.T.F. Diary,
a booklet containing Government Orders (G.O.’s) of that year and small booklets
on important service matters. They also, publish small brochures with guidelines
to teachers.

6.3 State Teachers' Union :

In 1928 'Teachers' Federation of Andhra Area' was established with the
resolution passed at teachers’ convention held in Vijayawada. It was registered
under Madras Province and was recognized by Department of Education as per
G.O. M.S. No. 214, dated 01-02-1952. Andhra Pradesh Teachers' Unions (APTU)
had reached to greater heights under the leadership of Sriramamurthy and was
able to establish associations/associations at Talangana level and attained partial
independence as a result of teachers’ struggle.

In those circumstances, Andhra Pradesh State Primary Teachers' Federation
was formed in 1944 under the leadership of Satyaputra Sarma at
Tapeswaram in East Godavari District. In 1947 with the inspiration awakened
from the freedom struggle, Aided School Teachers' Union was formed at
Narsaraopet, Guntur (dt). The then organizing committee president Sri
Chennupati Laxmaiah was elected president and Sri P. Rama Subbaiah, was
elected Secretary. This union was established to fulfill their demands, to protest or
strike.38

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At that time, Telangana was under the dictatorship of Nizam. People had to suffer, bear and had to yield to injustice and corruption pervaded without any protest. All the teachers were forcibly compelled to join Anjuman-E-Asthaye which was under the control of the government. Having observed the miserable condition of the teachers Abdul Gaffor, publisher of ‘Fayam’, the national magazine wrote that the teachers should break out the shackles of slavery and get rid of their miseries. Having inspired by this article by Abdul Gafur, some of the teachers convened a meeting on 17th May 1946 in Magdhum Mohiddin’s house and resoluted to form an independent teachers’ union. The publisher of Anjuman magazine backed them up and supported the teachers. As per Government’s Letter No. 1890 that union was recognized by the government on 9 June 1947 and became popular as Hyderabad Teachers’ Union. After the formation of state of Andhra Pradesh, this was transformed as ‘The State Teachers’ Union, Andhra Pradesh.

In 1981 Andhra Pradesh Teachers’ Union (APTU) and Andhra Pradesh Teachers’ Federation (APTF) were merged and was renamed as Andhra Pradesh State Teachers’ Federation (APSTF) In 1985 A.P.S.T.F and State Teachers’ Union (STU) were merged and was now known as State Teachers’ Union of Andhra Pradesh (STUAP) which was spread over the state. Then, D.Satyanarayana Raju, and B. Narendra Reddy were elected respectively President and Chief Secretary after the merging.

This union tries to solve the problems not only of educational department but also of the teachers and will be a mediator between the teachers and the government. With its idealism the union derived prominance. It was only because of the sacrifices by the leaders, namely Late Sri Veera Vijaya Rama Raju, Sri V.P. Raghavachari, Sri A. Syam Sundara Rao and such other leaders, this union reached to its higher glorification. This union, which has been working for the
development of education and for the welfare of teachers as well as students, works with the following objectives.

6.3.1 Objectives of the UTF:

- To develop unity and universal brotherhood in teaching community.
- To encourage, to inspire and bring about awareness among teachers regarding their rights and duties and protect their facilities.
- To render service to the Indian Nation by framing National Educational System and develop it. To extend cooperation to Central and State governments to frame Educational Plans.
- To find the ways to improve the professional skill of the teachers.
- To develop economic, social and moral values needed to build up progressive nation.
- To develop educational field by acquiring cooperation from all the sections, i.e., from Teachers, students, parents and managements.
- To work for the welfare of the teachers and students.
- To achieve the national goals, namely, secularism, socialism, and democracy by bringing fundamental changes in the educational system.
- To develop the spirit of nationality and scientific awareness among the teachers.
- To honour the teachers, who have been honoured with State and National Awards by presenting them encouraging or facilitating with gifts.
6.3.3 Membership Subscription in the Union:

- All the members of teaching faculty working in Pre-Primary Schools to Universities and all categories of teachers.
- Teachers/persons working as trainers and supervisors in Adult Education.
- All the officials in education department, such as, District Educational Officers, Zilla Parishad Educational Officers, Mandal Educational Officers and Deputy Officers.
- Teachers who are working in Residential Schools.
- Teaching faculty and technical staff working in Polytechnic Colleges and I.T.I.
- Teaching faculty and technical staff working in B.Ed and DIET Colleges.
- Teachers, those who got retired may also get subscription but can not be elected for any of the offices. However, they may be nominated as convenors for committees.
- Persons getting training in D.Ed., or B.Ed., colleges and service teachers as well as teachers working in Navodaya Institutions are eligible to get membership in mandal or sector branches.
Table No. 6.4
District Wise Membership of STU

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Name of the District</th>
<th>Membership 2008-09</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Nalgonda</td>
<td>1,200</td>
</tr>
<tr>
<td>2.</td>
<td>Mahabubnagar</td>
<td>2,900</td>
</tr>
<tr>
<td>3.</td>
<td>Warangal</td>
<td>1,650</td>
</tr>
<tr>
<td>4.</td>
<td>Medak</td>
<td>1,100</td>
</tr>
<tr>
<td>5.</td>
<td>Karimnagar</td>
<td>3,300</td>
</tr>
<tr>
<td>6.</td>
<td>Nizamabad</td>
<td>1,200</td>
</tr>
<tr>
<td>7.</td>
<td>Ranga Reddy</td>
<td>4,300</td>
</tr>
<tr>
<td>8.</td>
<td>Adilabad</td>
<td>1,200</td>
</tr>
<tr>
<td>9.</td>
<td>Khammam</td>
<td>1,100</td>
</tr>
<tr>
<td>10.</td>
<td>Cuddapah</td>
<td>6,400</td>
</tr>
<tr>
<td>11.</td>
<td>Vizianagaram</td>
<td>950</td>
</tr>
<tr>
<td>12.</td>
<td>Chittoor</td>
<td>6,000</td>
</tr>
<tr>
<td>13.</td>
<td>Kurnool</td>
<td>3,500</td>
</tr>
<tr>
<td>14.</td>
<td>East Godavari</td>
<td>4,600</td>
</tr>
<tr>
<td>15.</td>
<td>West Godavari</td>
<td>3,000</td>
</tr>
<tr>
<td>16.</td>
<td>Krishna</td>
<td>3,200</td>
</tr>
<tr>
<td>17.</td>
<td>Srikakulam</td>
<td>825</td>
</tr>
<tr>
<td>18.</td>
<td>Visakhapatnam</td>
<td>1,200</td>
</tr>
<tr>
<td>19.</td>
<td>Guntur</td>
<td>6,400</td>
</tr>
<tr>
<td>20.</td>
<td>Nellore</td>
<td>3,200</td>
</tr>
<tr>
<td>21.</td>
<td>Prakasam</td>
<td>1,450</td>
</tr>
<tr>
<td>22.</td>
<td>Ananthapur</td>
<td>1,200</td>
</tr>
<tr>
<td>23.</td>
<td>Hyderabad</td>
<td>4,200</td>
</tr>
</tbody>
</table>

**Total** | **64,075**

Source: Report of General Secretary, STU
6.3.4 Subscription Fee:

- Every member has to pay Rs. 50/- per year towards subscription fee.
- Every member has to contribute minimum Rs. 10/- towards general fund along with subscription fee. General fund will be allocated at the ratio of 3:3:4 at Mandal/Sector/District/State branches.
- Subscription fee will be collected on the name of the Chief Secretary.
- The Chief Secretary will provide subscription fee and general fund books at the time of reopening of institutions after summer vacation.
- The campaign for collecting subscription fee will be held during the months of June or July, for general fund during the months of November and December and in the month of January. The subscription fee for Upadyaya Vani magazine will be organized.
- Subscription fee will be distributed on 19 : 15 : 16 ratio for Mandal, district and State levels.43

6.3.5 Financial Resources:

- Fund will be distributed from subscription fee as per Rule (1).
- Funds, and Donations and Contributions collected, will be allocated among mandal, district, and state unions on 60:20:20 ratio. This ratio may sometimes be decided by the Executive Committee.
- The income gained on the buildings of the unions of mandal, sector and district branches will be distributed.
- The profit gained will be from the sales of literature and magazines. These profits are for the publisher branch.
- The income from all types of donations and contributions collected by the district branches will be allotted between district and state level unions on 70 : 30 ratio.44
6.3.6 Subscription Year – Elections :

- The subscription year starts from 1 January and ends by December 31 every year.
- Subscription fee or renewal fees will be collected throughout the subscription year, i.e., from 1 January to December 31.
- The Unit Secretary election will be held as soon as the teachers are subscribed as members. But the election should be held before the month of November.
- The elections at mandal and sector levels, have to be conducted as on the date announced by the district executive council which will be announced one month before. However, it should be before the end of November.
- Elections for district executive council have to be conducted as per the schedule given by state council before 31 December, as is be announced one month before
- State level elections have to be conducted before 31st January.
- After getting approved for membership at mandal and sector levels, no spot membership should be taken before the elections.45

6.3.7 Mandal General Body :

- Mandal General body is formed with all the members within the mandal jurisdiction. Mandal branch unit is formed with the 50 percent of the eligible teachers in the mandal area or 15 of them, which ever is less.
- Mandal general body meeting should be convened once in six months.
- One president, two vice-presidents, one secretary, two joint secretaries, one finance secretary, two finance committee members, of whom one
must be a woman, will be elected by the members within the mandal for every one year. Additional district councillors will be elected at Annual Women General Body Conference, in the following process.

The first 15 members as the presidents of branches and the next 20 members will be elected the secretaries. If there are 50 and above members in any branch at mandal or sector level, in such office, 3 joint secretaries, one finance committee, two finance committee members will be elected and one should be a woman among those office bearers.

6.3.8 Mandal Executive Council:

➢ The Mandal Council will be formed with the mandal executive councillors, unit secretaries and the district council members.
➢ Mandal council should meet once in two months.
➢ Mandal council approves the accounts of deposits and expenditure submitted by the finance secretary of the branches.
➢ To collect and verify the duties and performance of the branch union, to give suggestions and to supervise on it, are the duties of the mandal executive council. It takes up the duty of membership subscribing programme. It follows certain methods to organise various own programmes in perview of the state union methods and measures and takes up the organizing of the district and state level programmes.
➢ It shall have to discuss on the income getting on the office buildings at mandal and sector levels in executive council meeting, has to approve it and send it to district and state unions.46
6.3.9 District Council:

- District Council is formed with the councillors elected, as per Article 1(a)(3) and 16(c)(3).
- It elects one President, one Associate-President and 3 Vice-Presidents of whom one must be a woman. If the woman representative has not been elected, that post should be kept vacant. One Chief Secretary, four Secretaries with one woman representative are elected. Besides, two Finance Committee Members are elected. One of the secretaries should be the resident of the district headquarters. In this conference itself the district council elects State Councillors from among its executive council or from among district councillors except the president and chief secretary. If there are more than 400 members, for every 200 members, one state councillor will be elected. In this way the district President and Chief secretary will be nominated as state councillors.
- It approves annual accounts, annual report of income and expenditure estimations.
- It is empowered to supervise the district union programmes.
- It forms ways to implement its resolutions and the resolutions or decisions of the state union.
- It meets at least once in six months.
- The income and expenditure related to the own building of the district branch has to be prepared and should to be submitted at the district council conference. It should be verified and approved and a copy should be sent to the state office.
- If the woman members are not available, such posts should be kept vacant and in the first conference should appoint only women in such posts.
6.3.10 State Council:

- State council is formed on the basis of the Article 17A(2).
- It nominates one President, 4 Associate Presidents, 8 Vice-Presidents, one woman among them, one Local Secretary residing locally, one Chief Secretary, 4 Additional Chief Secretaries, 8 Secretaries, one woman among them, one Local Secretary residing locally, one Finance Secretary and Chief Editor, office bearers and 4 Finance Committee members from among its members. There should be 2 women as office bearers.
- State council meets once half yearly.
- It approves Annual Audit Report of Accounts in Annual Conference.
- Approves Annual Report.
- Sanctions Annual Budget and appoints Auditors.
- Appoints Legal Advisors to the union.
- It takes decisions and makes resolutions to continue the motives of the union for the benefit of union members.
- It approves income and expenditures of the buildings of union through a special report.

6.3.11 State Executive Council:

- The State Council is formed with the state office bearers, president and secretaries of all district branches and state finance committee members, one member from Tribal Welfare Schools and one member from minorities (language) will be nominated as co-option members by the state council.
- State council meets atleast once in three months.
- It searches for ways and methods to implement state council decisions.
Approves the Reports of Chief Secretary and Finance Committee Secretary.

It introduces, the annual report, annual finance report and the estimates of income and expenditure in state council meeting and approves them.

Sanctions expenditure upto the limit of Rs. 5,000/- and the expenditure exceeding the limit has to be approved at state council meeting.

It fixes and decides the pay scales and service rules of the employees working in the union.

If at all any serious situations arise, it is empowered to take direct action and supervision on any district branch.

President and Chief Secretary will be the permanent members in Civil Service Joint Staff Council and Teachers Joint Staff council. But appoints substitute members from among its members.

Appoints the editorial board of official magazine.

If any doubts arise, it explains the meaning and content of the rules within the perview of existing rules and regulations. Such explanation would be the final.

It may wish relationship with the National and International unions which have similar objectives and motives.

It is empowered to take disciplinary action against the branches, office bearers and members who work against the union and damage the benefits and wishes of the union.

It nominates election tribunal of three members at its first meeting. These members should not be the office bearers at any level. One of these three members will be appointed as Chairperson.

It fixes the date of election for state union, and appoints the Returning Officers to conduct the elections.
If the Election Tribunal could not make decisions on the appeal on the elections within the stipulated time, then the state council declares the decisions on that appeal.

It verifies the income and expenditure reports related to the buildings of the unions at all levels and submits the same for the approved state council.47

6.3.12 State Finance Committee:

State Finance Council is formed with the four members elected by the state council and chief secretary and the finance secretary. Finance secretary will act as convenor.

Finance Committee will convene a meeting one day before the day of meeting of the state council as per the Article 18(B)2.

The two members elected to the finance committee verify the accounts of the union for every 3 months, audit them and submit to the state council.

It prepares annual budget plan and submits to the state council through state office bearers.

It prepares the methods of financial process and takes responsibility to implement them and verifies the accounts of ‘Upadhyaya Vani’

It verifies the income and expenditures of the buildings of the union at all levels and submits the same at the state council’s meeting.48

6.3.13 State President:

The president of the state union will preside over the state council meetings, state office bearers’ meetings, conferences being conducted in state union and seminars.

The state president will verify and supervise the duties of state union. He takes decision in respect of daily schedule and emergency issues.
However, these decisions should not be against the decisions of the state council and rules and regulations. At the time of emergency he enforces the powers of state council. But this enforcement of powers should be approved by the state council.

➤ The state president will act as Printer and Publisher of the union's official magazine.

➤ As a president he will be the chairperson to all the sections, branches and committees of the union.

➤ When there occurs tie, he is empowered to cast vote.

➤ If the chief secretary fails to convene state council meeting and the finance secretary fails to assemble the finance committee in the stipulated time, then he is empowered to convene those respective state council meetings and finance committee meetings.

➤ If the Chief Secretary completely fails to assemble the state office bearers and state council in the stipulated time, the president is empowered to suspend or dismiss such Chief Secretary from his office. However in such conditions, the president has to issue a notice in written to conduct the meetings. Even then, if the Chief Secretary does not heed and convene the meeting, the president can enforce his power.49

6.3.14 Chief Secretary:

➤ The Chief Secretary maintains various records of state council, state office bearers and other records as per the directions of the president.

➤ He himself implements and gets implemented all the programmes and directions/norms that are decided or resoluted by the state council.

➤ Whenever it is necessary or as per the Article 24(1), (2) he convenes the meeting of state council or state office bearers, after consulting the
president. Following the president’s written direction, the chief secretary convenes the state council meeting and if he fails to do so, the president convenes the meeting.

- The Chief Secretary is empowered to appoint union employees or to suspend them or to dismiss them and he is an authoritative on the union’s administration.
- He corresponds with various departments (branches) of the government on the suggestion of the president.\textsuperscript{50}

6.3.15 Finance Secretary:

- The Finance Secretary maintains the accounts regarding income and expenditures. He submits the audit report, which has to be approved by the finance committee in the meetings of the state office bearers and state council.
- He pays the bills.
- He maintains the bank account for union jointly with the Chief Secretary.
- He gets the union accounts audited by the appointed auditors.
- He convenes the finance committee meeting.
- Maintains the membership subscription books.
- He verifies all the accounts (income and expenditures) of the union branches at sector, mandal and district levels. And verifies the records of income and expenditures related to the buildings and other properties of the unions.\textsuperscript{51}
The State Teachers Union publishes two monthly magazines with the titles, 'Medhavi' and 'Upadhayaya Vani'. The annual contribution is Rs. 50/- and for three years Rs. 150/- is collected for Updhyaya Vani magazine. It is the duty or responsibility of the office bearers, council members, district and state councillors to be the subscription members.52

Having examined the profiles of PRTU, UTF and STU, it can be stated that these three unions have been functioning in a proper way with perfectly designed strategies and affording greater efforts for the welfare and prosperity of the teaching community, who have been rendering noble services in imparting essentially required education both at primary level and secondary level, and providing much for national integrity by improving the literacy rate. As the Teachers’ Unions in Krishna District are selected as samples, the geographical and demographical profile is presented in the following Chapter VII.
REFERENCES:

5. Article 11 of the *Constitution*, pp. 5-6.
6. Article 13 of the *Constitution*, pp. 6-7.
7. Article 13 of the *Constitution*, pp. 6-7.
10. Article 26 of the *Constitution*, p.8.
13. Article 43 of the *Constitution*, p.11.
17. Article 93 of the *Constitution*, p.17.
18. *Ibid*.

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22. Article 89 of the Constitution, p.16.
24. Interview with Subrahmanyam, Ch.V, General Secretary, PRTU, Krishna District, on 04.05.2009.
26. Interview with Ravi Kiran, P., Member, State Executive Committee, on 23.07.2008.
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31. Interview with Sanjeeva Reddy, Krishna District Executive Member of UTF, on 15.05.2008.
32. Artical 2 of the UTF Constitution, p.3.
33. Artical 4 of the UTF Constitution, p.4.
35. Artical 5 of the UTF Constitution, p.5.
40. Artical 6 of the STU Constitution, p.3.
41. Artical 9 of the STU Constitution, p.5.
43. Artical 14 of the STU Constitution, p.7.
44. Artical 12 of the STU Constitution, p.7.
45. Artical 14(B) of the STU *Constitution*, p.8.
48. Artical 18(C) of the STU *Constitution*, p.17.
49. Artical 19(A) of the STU *Constitution*, p.17.
50. Artical 19(D) of the STU *Constitution*, p.19.
51. Artical 19(G) of the STU *Constitution*, p.20.
52. Artical 21 of the STU *Constitution*, p.21.