

LOK SABHA DEBATES

LOK SABHA

Monday, March 17, 1997/Phalgun 26,
1918 (Saka)

The Lok Sabha met at
Eleven of the Clock.

[SHRI NITISH KUMAR in the Chair]

ORAL ANSWERS TO QUESTIONS

[English]

Non-Uniformity in Scales of Non-Teaching Employees

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*301. SHRIMATI GEETA MUKHERJEE :
SHRI V.V. RAGHAVAN :

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state :

(a) whether the Government are aware that the non-teaching employees of Colleges and Universities of India have no uniformity either in terms of scales of pay or tenure and conditions of service or work-load and requirement and designations of post;

(b) if so, the details thereof;

(c) the steps taken/proposed to be taken by the Government to improve the situation in this regard; and

(d) whether the Government propose to recognise the auxiliary staff who constitute an important segment of Higher Education?

THE MINISTER OF STATE IN THE DEPARTMENT OF EDUCATION IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRI MUHI RAM SAIKIA) : (a) to (d) A statement is laid on the Table of the House.

Statement

Successive National Policies on Education (NPEs) lay down that efforts will be made to reach the desirable objective of uniform emoluments and service conditions for teachers throughout the country. In pursuance of this, as also in fulfilment of its Constitutional mandate for promotion and coordination of university education and for the determination and maintenance of standards of teaching and research in universities, the Central Government has revised the pay scales and service conditions of university and college teachers from time to time. The Government provides the required financial assistance to State Governments for a period of five years for implementation of the Scheme. These scales

are applicable to Registrars, etc., as these posts are often manned by serving teachers. Uniform scales have also been provided for Librarians and Physical Education personnel on certain cases.

In so far as non-teaching employees are concerned, the Government does not regard laying down of uniform scales of pay for such personnel as its Constitutional responsibility as in the case of the teaching staff. Moreover, laying down of uniform scales of pay for such personnel throughout the country will lead to serious anomalies and difficulties as the over-whelming majority of such State Government employees perform duties and responsibilities comparable to employees in other Departments of the State Governments. Similarly, there are long established 'Post to Post' and 'Scale to Scale' parities between such employees and various other categories of employees in other Departments. Disturbing the equilibrium will cause serious problems and dissatisfaction among various categories of employees within the States.

Central Government is, therefor, not in favour of laying down uniform scales of pay for non-teaching employees in universities and colleges under the State Governments.

[English]

SHRIMATI GEETA MUKHERJEE : Sir, the Minister has submitted not just a statement but nearly a document. I am just going through all that is relevant in the document in connection with my question. The statement clearly states that the Government wants to deal with teachers and non-teaching staff on a different footing and the Central Government is not prepared to take any responsibility, as the non-teaching staff are recruited by the State Government and they have different pay scales. This is the principal reason given by the Minister.

Is it not a fact that the teachers of Government colleges of different States are recruited by the College Service Commission of the States and the teachers of private colleges are recruited by their management and after that they are brought under UGC? If that is the situation, then why should the Central Government not take the responsibility of non-teaching employees also who are an essential component of education, as much as teachers?

SHRI MUHI RAM SAIKIA : Sir, the hon. Member has mentioned the fact that in the states the teachers of Government colleges are appointed by the State Commission. In the case of colleges and universities of different States, the pay scales of teachers are different from the pay scales given to the non-teaching staff.

Sir, the Government of India's Education Policy of 1986, as modified in 1992, lays down that efforts will be made to reach the desirable objective of uniform emoluments and service conditions for teachers throughout the country.

SHRI RAMENDRA KUMAR : But they are not getting it.

SHRI MUHI RAM SAIKIA : Over and above that, as per the Seventh Schedule to Article 246, the coordination and determination of standards of teaching, examination and research in universities and higher education and in fulfilment of its Constitutional responsibility for promotion, determination, maintenance of the standards of teaching, examination and research in universities and higher education, the Central Government lays down uniform scales of pay and service conditions of the teachers throughout the country. Therefore, in 1960, the Union Government revised the pay scales of college and university teachers. The Central Government provides additional fund to the private colleges and universities of the States to supplement the schemes.

SHRIMATI GEETA MUKHERJEE : Sir, the Minister's reply, instead of answering my question, has strengthened my question.

SHRI BASU DEB ACHARIA : He has a long experience of a Principal.

SHRIMATI GEETA MUKHERJEE : He knows very well that he is in difficulty. I know that he wants to do something for them. The question that was put to him was, why there is no uniformity in the scales of non-teaching staff. He has given two reasons for it; to maintain the standards of teaching and research in universities and to fulfil the Constitutional obligation. I believe, the Constitutional obligation is to give education. These are the two reasons which he has given. If these are the reasons, then I would like to know, can they maintain the standards of teaching and research in universities without the full and happy cooperation of the non-teaching employees. Surely, they cannot do that. As he knows very well, teachers also could get these pay scales only after several agitations. If that be so, why deny the same to the non-teaching employees who are equally seriously conducting the agitation and are coming here tomorrow?

MR. CHAIRMAN : Mr. Minister, you may please give a brief reply.

SHRI MUHI RAM SAIKIA : The Government is generally guided by the findings and recommendations of the expert bodies. The Government has accepted the recommendations of the expert bodies including that of Dr. Radha Krishnan, Dr. Kothari and Shri Gajendragadkar. These expert bodies have held that the conditions of non-teaching staff universities and colleges do not affect any such determination. It is the Constitutional responsibility of the Government to improve the pay scales of the teachers of colleges and universities of the States. As these universities are established by the State Service Commission, it is the responsibility of the States. Till now, no State has come forward to accept this recommendation. If the States come forward to accept this recommendation, then the question of financial burden on the States will come.

SHRI V.V. RAGHAVAN : Mr. Chairman, Sir, the hon. Minister's answer will not convince anybody. Sir, if the UGC is Constitutionally obliged to consider the teachers

issue, the same criterion applies to the non-teaching staff also. Teaching is conducted not by the teaching staff alone but with the help of the non-teaching staff. In this age of social justice, a graduate assistant makes the pay bills and such other things of the teachers.

Non-teaching staff are also a part and parcel of the UGC education scheme. There is no question of separating them from the teaching staff. This is a Constitutional obligation on the Government. Will the Government consider the representation made by the non-teaching organisations?

SHRI MUHI RAM SAIKIA : Sir, we have been receiving memoranda from non-teaching staff of various colleges and universities of the States, now and then. Recently also we have received a memorandum demanding separate uniform emoluments and service conditions to the non-teaching staff. What the Government finds is, an overwhelming majority of these employees are working as non-teaching staff in colleges and universities and it would lead to disturbances and dissatisfaction, and would create a chain of reactions because the duties and responsibilities of these employees are comparable to those of the employees of the State Government. Over and above that, there is a long-established post-to-post and scale-to-scale parity between the employees of the universities and colleges with their counterparts in the various Departments of State Governments. If any suggestion is made now, it would create a chain of reactions throughout the country. Therefore, the Government, at the moment, has no proposal for this.

SHRI V.V. RAGHAVAN : My second supplementary is...*(Interruptions)*

SHRI NITISH KUMAR : You have to right to ask a second supplementary.

[Translation]

SHRI MONOJ KUMAR SINHA : Mr. Chairman, Sir, through you I want to know from Mr. Minister as per the minimum eligibility requirements set by U.G.C. only those who qualify the NET examination would be called for interview. Whether the UGC is contemplating to implement this criteria in all those P.G. colleges which are in receipt of grant from the university.

[English]

SHRI MUHI RAM SAIKIA : Sir, the Constitutional mandate is for coordination, determination, promotion and maintenance of standards of teaching in order to attract talented people to special professions. Therefore, the Union Government has given the revised pay scales of teachers to some non-teaching officers who perform similar responsibilities and duties—you may take the case of Registrars, Deputy Registrars and Assistant Registrars of the universities—because these posts are manned by serving teachers. These posts are filled based on transfer or deputation.

[Translation]

MR. MANOJ KUMAR SINHA : Mr. Chairman, Sir, I would like to know whether only those candidates are called for appointment who qualify the NET examination. Whether UGC is going to lay down the condition even for those degree colleges and P.G. colleges which receive grant from University Grant Commission.

[English]

SHRI BASU DEB ACHARIA : There was a Supreme Court Judgement some years back to the effect that Demonstrators and Laboratory Instructors in colleges and universities, who were non-teaching staff till then, should be treated as teaching staff. Some of the States have not yet implemented that order of the Supreme Court.

May I know from the hon. Minister whether the Government will take up the issue of treating Laboratory Demonstrator and Instructor as teaching staff with the State Governments?

There is a peculiar situation in regard to other non-teaching staff also. May I know from the hon. Minister whether the hon. Minister will assure the House that he will convene a meeting of Ministers' of Higher Education of States to discuss the issue for having uniform pay scale for all the non-teaching staff of colleges and universities?

SHRI MUHI RAM SAIKIA : There are recommendations for revised pay scales to Librarians and the Directors of Physical Education in universities.

SHRI BASU DEB ACHARIA : My question is about laboratory.

MR. CHAIRMAN : He is asking about Laboratory Assistants. Are you going to convene the meeting of Ministers of Higher Education of various States?

SHRI MUHI RAM SAIKIA : So far as my knowledge goes, there is no such Supreme Court judgement equating Laboratory Assistants with the College Teachers.

SHRI BASU DEB ACHARIA : There is.

SHRI MUHI RAM SAIKIA : I will pass on the suggestions made by him to the State Government. But we should keep in mind that the United Front Government is legitimately concerned about extending federalism. Therefore, we can go to a certain extent, beyond that, we cannot go.

[Translation]

SHRI DATTA MEGHE : Mr. Chairman, Sir, the demands of non-teaching staff are not being accepted though being raised for many days and no reply is being given in the cases in which the financial burden is neither on the State Government, nor on the Centre. The Central Committee of AICT regulates the technical education matters. Their fees are the same as these were 10 years ago but one employee who used to get a salary of Rs. 2000 in those days, are in receipt of a

salary of Rs. 10000 nowadays. Maharashtra Government and other Governments had proposed to raise the fees. But even then fees are being paid as decided by the Government. Now these colleges are about to close down but where there is no Government burden, their income and expenditure...

MR. CHAIRMAN : What do you want to ask.

SHRI DATTA MEGHA : Mr. Chairman, Sir, I would like to ask whether AICT would to raise the fees structure in those cases where there is no financial burden involved. Today more than 50 per cent poly technics are facing closure, whether you would issue instruction to the State Government to change standard fees in those colleges which are paying regulary.

[English]

SHRI MUHI RAM SAIKIA : Mr. Chairman, Sir, it is true that in the technical education, provision has been made for mobilisation of resources from within. There is no such proposal with the Government. Because of financial constraints, there is a proposal with the Government to mobilise resources for the universities to make them self-sufficient. There is also a proposal regarding the free structure. It is because it was established long long ago.

But regarding increase of expenditure on education, I would like to say that the Government has a proposal for introducing such schemes.

[Translation]

PROF. RITA VERMA : Mr. Chairman, Sir, Mr. Minister has shown lot of concern and he says :

[English]

..."In fulfilment of its constitutional mandate for promotion and coordination of university education and for the determination and maintenance of standards of teaching and research in universities."

[Translation]

He is concerned about the standard of teaching but has he paid any attention to Bihar where the norms laid by U.G.C. are being flouted, where any one can be demoted with a whimsical order, then a court case is fought and then only viction is promoted but not given salary for months and months together. Bungling has been done by State Selection Commission in the recent appointments, the family members of the officers of politicians and provincial officers have been selected though the do not fulfil the norms. This is how candidates of a single community have been selected.

MR. CHAIRMAN : What relevance does it bear to this question.

PROF. RITA VERMA (Dhanbad) : Whether UGC's norms are being followed in the States like Bihar and I want to ask him as to what is being done to fulfil this responsibility.

[English]

SHRI MUHI RAM SAIKIA : Sir, so far as Bihar is concerned, there is no further financial assistance being given for revision of pay scales due to violation of conditions...(Interruptions)

[Translation]

MR. CHAIRMAN : Though the question is not relevant but Mr. Minister is going to reply it.

[English]

SHRI MUHI RAM SAIKIA : So far as people who violate the norms and so far as suspension, etc. are concerned I would like to inform the hon. Member that it is a State subject. But if she gives me a concrete instance, I will take action on that.

[Translation]

SHRI SHATRUGHAN PRASAD SINHA : I would like to know whether the Government wants to implement the recommendation of Kothari Commission which stipulates equal pay for equal work?

[English]

SHRI MUHI RAM SAIKIA : Sir, the Kothari Commission noted the requirements under the provisions of the Education Commission. It had recommended for similar cases, viz., the teachers who are performing similar work and having similar qualifications in the universities and colleges. But Kothari Commission did not say about equal pay for equal work.

Irrigation Projects in A.P. and Rajasthan under CAD

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*302. SHRI T. GOPAL KRISHNA :

SHRIMATI VASUNDHARA RAJE :

will the Minister of WATER RESOURCES be pleased to state :

(a) whether there is any proposal to conduct state-wise survey regarding implementation of Command Area Development scheme;

(b) if so, the details thereof, State-wise and the areas identified particularly in Andhra Pradesh and Rajasthan during the survey; and

(c) the progress achieved in implementing the command area development programmes during the current plan period?

[Translation]

THE MINISTER OF WATER RESOURCES (SHRI JANESHWAR MISHRA) : (a) to (c) A Statement is laid on the Table of the House.

Statement

(a) to (c) Ministry reviews the state-wise implementation of Command Area Development Programme. The progress made in each state in respect of core components of the Programme namely field channels, field drains, warabandi and land levelling during the first four years of the current plan is given in the Annexures I to IV. However, there is no proposal to conduct a survey to identify any area in any State.

Annexure-I

Physical Achievements in Respect of Field Channel Under the CAD Programme

(Unit Thousand Hectares)

S. No.	State Name	1992-93 Ach.	1993-94 Ach.	1994-95 Ach.	1995-96 Ach.
1	2	3	4	5	6
1.	Andhra Pradesh	3.36	1.05	1.19	0.09
2.	Arunachal Pradesh	0.00	0.00	0.00	0.00
3.	Assam	1.59	1.50	0.95	0.74
4.	Bihar	40.40	0.75	0.00	0.00
5.	Goa	0.50	1.30	0.77	0.27
6.	Gujarat	22.78	9.25	8.19	22.04
7.	Haryana	23.70	30.74	44.17	33.95
8.	Himachal Pradesh	1.10	0.62	0.10	0.01
9.	Jammu and Kashmir	8.00	3.43	2.06	3.95
10.	Karnataka	17.64	27.05	9.43	13.04
11.	Kerala	9.25	25.57	19.95	17.75
12.	Madhya Pradesh	11.57	5.42	8.27	8.95