

measures. The National Safety Council in Bombay is registered under the Societies Act. It has a tripartite character in the sense that it is represented by employers, workers and the Government. The National Safety Council is coordinating these matters and it takes up these issues with the concerned State Governments. Since it is a tripartite body, workmen are also involved in it and from time to time they are suggesting the measures to be adhered to. At the shop floor level and at the plant level itself, Safety Council and other organisations are also working. If my hon. friend bring any specific case to my knowledge, I will definitely look into it.

**SHRI ANNA JOSHI :** Sir, in the high explosive factories of Pune no care has been taken regarding the safety of workers who are working there. They are exposed to skin cancer and diseases of Lungs. So, I would like to know what safety measures have been taken for the workers who are working there.

**SHRI K. RAMAMURTHY :** Sir, again this question is concerned with regard to Pune and other areas where workers are working in the hazardous places of high explosive industries. If any specific case is brought to my knowledge I will take it up with the Government of Maharashtra and I will definitely do the needful.

#### WRITTEN ANSWERS TO QUESTIONS

[English]

#### EXPORT OF GIRLS

\*24. **DR. ASIM BALA :** Will the Minister of WELFARE be pleased to state :

(a) whether the Union Government have any statistics on export of girls to foreign countries; and

(b) if so, the details thereof ?

**THE MINISTER OF WELFARE (SHRI SITARAM KESRI) :** (a) No, Sir.

(b) Does not arise.

#### UNIVERSITIES FOLLOWING UGC ACADEMIC CALENDAR

\*25. **SHRI BHOGENDRA JHA :** Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state :

(a) the Universities, particularly in Bihar, which are following the guidelines provided by the University Grants Commission regarding the academic calendar;

(b) the Universities, particularly in Bihar, which are not implementing the guidelines; and

(c) the specific steps being taken to ensure full compliance in this regard ?

**THE MINISTER OF HUMAN RESOURCE DEVELOPMENT (SHRI ARJUN SINGH) :** (a) to (c) : As a follow up action on the National Policy on Education, 1986, the University Grants Commission had circulated a model academic calendar in July, 1989 for implementation by universities from the academic year 1990-91. According to the information furnished by the Commission, six universities, including Magadh University in Bihar, have agreed to adopt the model academic calendar. The Commission is pursuing the matter with the State Governments and universities to implement the academic calendar.

#### IMPLEMENTATION OF RECOMMENDATIONS OF CHATTOPADHYAYA COMMISSION

\*28. **SHRI SOBHANA DRESWARA RAO VADDE :** Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state :

(a) whether the Chattopadhyaya Commission had made certain recommendations to improve the conditions of teachers;

(b) if so, the details of the recommendations made;

(c) how many of these have since been implemented;

(d) the likely date by when the remaining recommendations are likely to be implemented; and

(e) if not, the reasons therefor ?

THE MINISTER OF HUMAN RESOURCE DEVELOPMENT (SHRI ARJUN SINGH) : (a) : Yes, Sir.

(b) to (e) : The Chattopadhyaya Com-

mission had made 9 recommendations regarding pay scales and service conditions of teachers. A statement of the action taken by the Govt. on these recommendations is attached.

#### STATEMENT

S. No.	Recommendation No.	Recommendation	Action taken by the Govt. thereon
1	2	3	4

(Recommendations 34-38 and 41)

1.	34	As a first step towards a composite national pay scale for all categories of teachers and educational administrators, the Central and the State governments should explore seriously the possibility of replacing the plethora of salary scales in each State by a single running pay scale.	The recommendations made by commission regarding introduction of uniform pay scale for teacher working throughout the country have been examined in detail while formulating National Policy on Education, which envisages as under :
2.	35	Each State should carefully work out a single running scale as has been suggested in the illustrative modal as early as possible and implement the same.	“The pay and service conditions of teachers have to be commensurate with their social and professional responsibilities and the need to attract talent to the profession. Efforts will be made to reach the desirable objective of uniform emoluments, service conditions and provisions for removal of problems to the maximum for teachers throughout the country”.
3.	36	As a result of the new pay fixation policy advocated by us, we expect that on an average each secondary teacher in a State will get a benefit of not less than Rs. 100 per month while in the case of primary teacher the benefit will not be less than Rs. 150 per month.	
4.	37	The illustrative model of a composite running scale provides for an Efficiency Bar after 5 years from an entry point, and every 10 years thereafter. This has been done to link salary to performance. We recommend that every point where an Efficiency Bar occurs should be seen by the head of the institution as an occasion to review the performance of the concerned teacher in preceding years. In order that such an assessment is made objectively, we further recommend that whenever necessary the head of another institution or an Inspector with a reputation for honesty and impartiality may be associated with such a review.	However, in view of the wide disparity in the pay scales for school teachers prevalent in various States, it is not immediately possible to introduce uniform pay scales for school teachers throughout the country. Such uniformity would come about over a period of time. The suggestion to have a single running scale for all teachers has not been found acceptable as it would not be in the best interest of maintaining the educational standards. It may also become counter-productive in that it may act as a disincentive to teachers acquiring higher qualifications and professional efficiency.

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5. 38

The number of senior positions in primary as well secondary schools should be substantially increased by creating additional posts of Vice-Principal/first teachers. The number of posts at different levels should broadly conform to the distribution : assistant teacher (60%), senior teacher (25%), Vice-Principal (10%) and Principal/Headmaster (5%).

The revised pay scales for school teachers in Union Territories (except Chandigarh) and the autonomous organisations of Government of India have been given effect from 1-1-1986. These pay scales would ensure that each teacher would get Rs. 100-150 more than what he/she was getting prior to the above revision.

There is no system except through the Finance Commission for Central Government to assist the State Govts. for non-plan expenditure. The question of implementation of this recommendation does not arise since the other recommendation of the Commission in regard to composite running scale throughout the country for school teachers has not been accepted and it has been felt that uniformity in the pay scale for school teachers throughout the country would come about over a period of time.

In most states, salaries for Government servants including teachers are revised through Pay Commission normally once in 10 years. It would not be practicable to implement a totally different system for teachers. Review of teachers' salary etc. may be made at periodic intervals as for other employees.

6. 41

There should be no discrimination in the matter of salary and other conditions of work against teacher of Physical Education, Indian Languages, music, drawing etc.

In the new pay scales, some new features have been introduced such as introduction of two new pay scales in each grade to ensure that each teacher should ordinarily get at least two promotions in his/her career. Further, in order to ensure greater teacher accountability, Efficiency Bar has been introduced after every 6 years and provision has been made requiring them to attend in-service training and acquiring higher qualifications. This provision in the pay scales is also applicable to teachers Physical Education Teachers, Language Teachers, Music Teachers, Drawing Teachers, etc.

1	2	3	4
7.	45	Retirement benefits such as pension, gratuity, family pension, commutation benefits, group insurance, provident funds etc. should be allowed to teachers of both government and private schools on the same pattern as allowed to other government servants.	and they will be eligible to get senior scale and selection scales of the respective grades subject to fulfilling necessary conditions stipulated for the purpose. In regard to the pay-scales for school teachers working in the various States, the State Governments will have to take appropriate steps. This is a desirable objective which should be attained over a period of time.
8.	46	Retirement age for all government and private school teachers including educational administrators should not be less than 60.	The retirement age for school teachers working in the States is prescribed by the concerned State Governments. The State Governments will have to take appropriate steps in regard to the age of retirement for school teachers. In respect of teachers working in Union Territories, the present age of retirement is 60 years. The age of retirement is reviewed from time to time and necessary changes made whenever necessary.
9.	47	Facilities for health and medical care should continue to be available to teachers and their family members after retirement.	This recommendation is accepted to the extent available to other Government servants and implemented over a period of time.

**PAY SCALE OF MUSIC TEACHER  
IN K.V. SANGATHAN**

\*29. SHRI PHOOL CHAND VERMA :  
Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state :

(a) whether the pay scales of Music Teachers in K.V. Sangathan is less than the Music Teachers of Navodaya Vidyalayas in Punjab, Haryana and the Union Territory of Chandigarh despite the fact that qualifications of Music Teachers of K.V. Sanganathan are higher than those in other similar organisations;

(b) if so, the details regarding pay scales and qualifications of Music Teachers in K.V. Sangathan, Navodaya Vidyalayas in

Punjab, Haryana and the Union Territory of Chandigarh;

(c) whether the Ramamurthi Committee also recommended equal pay scales for all categories of teachers including music teachers of K.V. Sangathan; and

(d) if so, the steps proposed to be taken to revise the pay scale of music teachers and bring it at par with music teachers of Navodaya Vidyalayas in the Union Territory of Chandigarh, Punjab and Haryana and other teachers of K.V. Sangathan ?

THE MINISTER OF HUMAN RESOURCE DEVELOPMENT (SHRI ARJUN SINGH) : (a) to (d). A statement is attached.