

**GOVERNMENT OF INDIA  
HUMAN RESOURCE DEVELOPMENT  
LOK SABHA**

UNSTARRED QUESTION NO:3834  
ANSWERED ON:12.08.2015  
Pay Scale of employees  
Gaikwad Prof. Ravindra Vishwanath

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

- (a) the reasons for difference in pay scales of staff of colleges and pay scales given by the University Grants Commission (UGC) in Universities;
- (b) whether the Government has reviewed the situation and if so, the outcome thereof;
- (c) the number of such colleges in the country where pay scale of staff is different from the pay scale Universities;
- (d) whether the Government proposes to make the pay scale of employees of colleges at par with that of UGC; and
- (e) if so, the time by which it is likely to be implemented?

**Answer**

MINISTER OF HUMAN RESOURCE DEVELOPMENT  
(SMT. SMRITI ZUBIN IRANI)

(a) & (b): Universities are autonomous bodies established either by an Act of Parliament or an Act of State Legislature and are governed by their respective Acts, Statutes and Ordinances. The universities have full functional autonomy in respect of all academic and administrative matters subject to the availability of financial resources and the fulfilment of quality norms of the University Grants Commission (UGC).

The UGC has informed that it extends the Central Pay Commission recommendations as approved by Government of India to the non-teaching staff of the Central Universities, UGC funded deemed to be Universities and colleges affiliated to University of Delhi.

As far as other universities/ colleges are concerned, it is for the State government / management of the institutions concerned to adopt the pay scales as recommended by the Central Pay Commission(s).

(c): As informed by the UGC, there is no difference in the pay scale of Central University employees and employees of colleges affiliated to University of Delhi. The details in this regard in respect of State educational institutions are not maintained centrally.

(d) & (e): No, Madam. Does not arise in view of (c) above.

\*\*\*\*