

18 hrs.

***SCALES OF PAY OF TEACHERS
OF DEGREE COLLEGES ETC.****Shri T. B. Vittal Rao (Khammam):**

I raise this half-an-hour discussion on points arising out of the answer given on 1st April, 1961 to Unstarred Question No. 2637, regarding the scales of pay of the teaching staff of technical institutions.

The problem of attracting suitable persons for the teaching staff of the technical institutions has been engaging the attention of Government for some time. The All India Council for Technical Education, as long ago as 1958, recommended certain scales of pay which were as follows. I shall mention only one or two. They recommended for Director or Principal (Mainly post-graduate course) a salary of Rs. 2000 to Rs. 2500; for mainly degree course, they recommended Rs. 1300 to Rs. 1800, and for the principals of polytechnics, they recommended Rs. 800 to Rs. 1250. These were the scales of pay that were recommended in 1958 and they have been approved by the University Grants Commission. Further, the Central Government have accepted the recommendation of the All India Council for Technical Education, and advised the State Governments that whatever extra liability the State Governments would incur as a result of the implementation of these scales would be met from the Central Government. But let us examine the position now as to what has happened, after three years, because the recommendation was made in 1958.

In reply to the question, the hon. Minister has stated:

"Kerala, Madras Mysore, Maharashtra, Gujarat, Punjab, Uttar Pradesh, Jammu and Kashmir, Bihar, West Bengal and Orissa have yet to implement revised scales of pay."

So, I thought that the States which had not been mentioned in this list,

*Half-an-hour discussion.

namely the States of Andhra Pradesh, Madhya Pradesh, Rajasthan and Assam had implemented the scales of pay recommended by the All India Council for Technical Education. Then, I put another question to find out whether it has been implemented in Andhra Pradesh, because I knew that there were certain technical institutes in Andhra Pradesh where these scales of pay had not been implemented. I asked for the total amount paid to the Andhra Pradesh Government for the year 1960-61 on account of additional expenditure involved in the adoption of the revised scales of salary as recommended by the Council. The hon. Minister's reply was:

"No payment was made during 1960-61 on account of the revised salary scales as the State Government have not implemented this scheme".

That is with regard to Andhra Pradesh. On 1st April, the reply to the question was that only 11 States had yet to implement it. But on 13th April, when a question was specifically asked in regard to Andhra Pradesh which was not included as not having implemented the scales of pay, I got the reply that that State Government had not implemented it. That statement is correct because I know some facts. In the technical school which is there, the Mining institute, Kothagudam, the Principal of the Institute gets only Rs. 600 per month as against the scale of Rs. 800—1250 recommended by the Council and a lecturer gets Rs. 180—300 scale now as against the Council's recommendation of the scale Rs. 350—850. This is the position with regard to Andhra Pradesh.

There was another body which was appointed by the Planning Commission. It was the Working Group on Technical Education and Vocational Training. In their report, they also stressed and emphasised that the revised scales of pay recommended by the Council should be implemented,

because wherever they went—to whichever State they went, specially States like Rajasthan and others—they were told that those institutes were finding it very difficult to get suitable teaching staff to man those technical institutes because of the low salaries prevailing. The Estimates Committee also noted this, though they have not made any specific recommendation that in order to stop the flight of these people to other professions, these pay scales should be adopted.

Now let us see what is happening in our country. Today we are embarking on fast industrial development. Therefore, the need for technical people is very great. In every annual report, whether it is of Hindustan Steel or of the Railways or of the National Coal Development Corporation or of the Bureau of Mines or of the Geological Survey of India, you will find that they are not able to complete their programme of work entrusted under the plan to them because of the acute shortage of trained technical personnel. Therefore, it is very essential that we should train as many people as possible.

Even in the Third Plan, especially in regard to the intermediate grades, that is, supervisory staff, we are going to be short by nearly 4,000 diploma-holders. Even on a conservative estimate, the actual demand during the Third Plan period is going to be 80,000. I am sure this number will be exceeded as pointed out by the Working Group. It will be 90,000. But how many diploma-holders will be available at the end of the Third Five Year Plan? 76,000.

Whenever we ask that a technical institution, a polytechnic or a higher technological institute should be opened, we are often told that there is a serious shortage of teaching personnel and therefore, it is not possible to embark on such a programme. So this is a sort of vicious circle. On the one hand, there is a shortage of personnel with the result that there cannot be proper growth or expansion of

technical education. When there is no proper growth and expansion of technical education, we are not going to turn out the many diploma-holders and degree-holders who are very essential for our projects which have been included in the Third Plan. Therefore, unless and until we overcome this, I am afraid, important projects will not be able to come through during the Third Five Year Plan.

I can cite a single example. There was a Mining Institute in our State. The Principal was not there for nearly two years. Who was conducting the courses? He was the Principal of a Multipurpose school. He was manning an important institute like the Mining Institute. And, you can imagine the standard of the students that will come out of this Mining Institute when there is no Principal for nearly two years.

Another thing is with regard to the Regional Engineering College. I asked a young man to apply for lecturership in the Regional College at Warangal. He was an M. Tech. from the Institute of Technology, Kharagpur; and he came out in first class. Then, he went abroad for some training, and came back. He appeared before the Selection Committee. He did not want a very big salary; but he wanted only one increment. And, with that increment he was not at all going to supersede anybody, who had already been appointed. But the Selection Committee refused, with the result that this young man found a job in a private firm.

Today in the context of what is happening, in the context of the high salaries the ICS officers are getting, Rs. 4,000 a month, and in the context of what the private sector is paying, it is very difficult to attract really suitable personnel with talent for these institutions. Unless and until some energetic and vigorous action is pursued, I am afraid the whole Plan will not be able to succeed.

[Shri T. B. Vittal Rao]

I know the Minister is very much concerned about this; he is very serious. He has had two meetings of the Chief Ministers of the various States in 1959. Even as late as January, 1961, he had a meeting of the Chief Ministers. But, what is happening is this. These Chief Ministers have agreed; but they do not implement. I do not know what is the difficulty when the Central Government has agreed to give the additional expenditure, and when we are not able to find out people. Why is it not being implemented?

With regard to the recommendation like the improvement of the service condition of the teachers, it has been stated that certain facilities had been given. But I do not know from what date these are going to be implemented. For example, raising the age of retirement to 60 years and improving the salary scales and all these things have been there. I do not know from what date these are going to be implemented.

When we take the ratio of technical personnel in our country and compare it with industrially advanced countries, the figures are rather distressing. For instance, we have only 9 degree and diploma holders for a million of population. If you see the Soviet Union, there are 500 for a million of population. In the United States of America they have 250 for a million of population. These are two highly advanced and industrialised countries. So, let us take other countries like West Germany, England and Japan and others. The figures there are something like 20 times more than our figure.

Shri Raghunath Singh (Varanasi): The national income there is very high. You cannot compare with them.

Shri T. B. Vittal Rao: But we are going to embark upon a big industrialisation programme. Are you going to stop this developmental work? Are you going to stop these factories from

working? Here, you can find a Secretary for Rs. 4,000 per mensem. My hon. friend Shri Raghunath Singh will have no grouse and he will not bring forward even a non-official Bill or resolution for reducing their salaries. This is the position. In the private sector, a general manager is getting Rs. 7,000 to Rs. 8,000. Do you mean to say that we can stop anybody, any talented person, from going there? These are the temptations offered. In spite of all these temptations, there are people who work on lesser salaries in some public sector undertakings and also in the teaching profession. But such examples are very few.

Therefore, I very strongly urge upon the Minister to see that the scales of pay are implemented immediately. Otherwise, I am sure our whole Plan will not succeed on account of non-implementation.

Shri D. C. Sharma (Gurdaspur): May I know how many foreigners are working in these technical institutes and what are their salaries compared to the salaries of those of corresponding status in the country? My second question is how many persons have been sent abroad by the Ministry for training in order to man these institutes polytechnics and higher institutes of technical education? My third question is: whether any survey has been made by the Ministry so far as the needs of these technical institutes and polytechnics are concerned, and what is the Ministry doing in order to make good the gap which exists between the present condition and the needs?

Shri Harish Chandra Mathur (Pali): In this age of scientific advance, it is really an irony of fate that our scientific staff and engineering staff—

Mr. Speaker: He can only put a question.

Shri D. C. Sharma: He is making a speech.

Shri Harish Chandra Mathur: I am putting a question. My hon. friend is assuming too much power and I certainly resent it.

Shri D. C. Sharma: He cannot make a speech. Otherwise, I could also have made a speech. We can all make speeches.

Mr. Speaker: Order, order.

Shri Harish Chandra Mathur: Is it not a fact that in all progressive countries, whether Communist or democratic, the salaries of scientists and technicians are much higher than those of the administrative staff? Secondly, is the hon. Minister aware that even in those States which have adopted the revised scales, particularly the State of Rajasthan about which I know, and which is always first in implementing these progressive steps, it is not easy to find suitable staff, and even those people who are there are relinquishing their posts to go to the administrative side and other fields? May I know what is the shortfall in our personnel particularly in the mining, engineering and geological side whether it is not to the tune of 40 per cent. and therefore the progress has been seriously hampered?

Dr. Melkote (Raichur): About the engineering institute in Andhra Pradesh, is it not a fact that the hon. Member has made no case against the Central Government and his appeal should lie with the Andhra Pradesh Government who have not implemented what the Central Government have already accepted? Secondly, is it not also a fact that the technical people should get much more than what they are getting today in India, and more than what the administrative officials should get?

Shri Basappa (Tiptur): May I know whether the Government are taking any steps to raise the level of teaching in these technical colleges and, if so, what steps are taken? Secondly, may I know whether the teachers who are serving in these technical institutes are leaving those institutes in view of the

fact that what they are getting is very low?

The Minister of Scientific Research and Cultural Affairs (Shri Humayun Kabir): I welcome the interest that the House has shown in the salary and status of teachers. I think hon. Members of this House probably know that I have myself been deeply concerned over this, and within the limitations under which we work, I have done whatever I could to see that teachers get a decent deal. But I think some of the questions asked today and some of the observations made are a little beside the point. That the teachers' salaries should be improved and their status should be improved, I hope there will be nobody in this House or anywhere in India question it. I also agree with my hon. friends who say that these scales, if possible, should be better than the scales in other avocations or at any rate, they should not be inferior. I personally would be content if they were equal. I would not quite agree with those who say that teachers should be paid higher salaries than in other avocations, because the teaching profession has certain compensations. As one who has been a teacher for a number of years, I know that other things being equal, there are many people who would be attracted to the teaching profession, because of the creative nature of the work, the pleasant nature of the work, the constant contact with young persons which is a source of inspiration to the teachers. All these factors are there but I certainly hold that the conditions should not be inferior.

Shri D. C. Sharma: Why did he leave the teaching profession?

Shri Humayun Kabir: I would not go into the question why I left the profession.

Shri Raghunath Singh: He also left the same profession.

Shri Humayun Kabir: I am not concerned why he left it. I would not have left it if certain conditions

[Shri Humayun Kabir]

were not created. Those are the things against which I am fighting to this day: I am referring to some of the conditions created by the managements, sometimes the undue advantage they take of the idealism of young people. I do not want to go into personal digressions, I could have chosen any profession I liked, but I deliberately chose the teaching profession in spite of the lower salary. I left it because the conditions became somewhat different.

I would first deal with the questions raised by Shri Vittal Rao. Firstly, his facts are somewhat wrong. They are not facts at all, because facts cannot be wrong. He referred to the mining institution at Kothagudem. That mining institution has been included in the improved scales and we have actually approved the implementation of improved salaries for all technical institutions in Andhra Pradesh as from 23rd February, 1960. Further, we have actually placed at the disposal of the Andhra Pradesh Government during the year 1960-61 a total amount of Rs. 7.93 lakhs. This is for all the centrally sponsored schemes, including the scheme for the improvement of salaries.

My hon. friend referred to a question which he said was asked on 13th April. But I understand it was asked on the 11th April. He had asked, what is the expenditure actually incurred? Obviously he wanted to know the expenditure incurred by the Andhra Pradesh Government in 1960-61. If he expects me to give a reply on the 13th April about the expenditure which was incurred up to 31st March, he is demanding the impossible. There is nobody who could give the total expenditure of any State Government on a particular item up to 31st March on the 13th April. That is why the answer was given that the information was not at that time available.

We have actually approved the date of implementation of the scheme as from 23rd February, 1960. During last year, Rs. 7.93 lakhs were placed at the disposal of the Andhra Pradesh Government for assistance for all the centrally sponsored schemes. 7 States have fallen in line and the other States have now promised to do so. My friend, Shri Rao, referred to the two conferences of the Chief Ministers, but he probably does not know that. I make it a point to visit every State capital and I have discussion with the Chief Ministers. With everyone of them, I have pressed this point of implementing the scheme as early as possible. I now hope that they will implement the scheme perhaps from this financial year—I am referring to those who have not implemented it. 7 States have already done it and I think that will be an additional ground for the other 8 States doing so.

But my hon. friend would also realise that the Government of India can offer assistance, they can offer advice, but the Constitution has laid certain limitations in this respect. You, as the custodian of the rights of this House and of the provisions of the Constitution, would not permit a Central Ministry or Minister to interfere unduly with functions which have been allocated specifically to the State Governments.

Therefore, we can advise, we can plead, we can press, we can go on offering assistance, but we cannot compel them to accept these grades. What their difficulties are, they can best say, but they have given some indication that whenever there is any improvement in the salary scales it has its repercussions on all salaries within the State. They have their difficulties. I am sure hon. Members of this House will pay due credit to the Chief Ministers of the States, that they also realise the importance of education as the basis for the reconstruction of the life of this country, not only the industrial and economic life but the life of the country from every point of view, and

they are anxious to implement this scheme. If they have not been able to do it, perhaps they have their difficulties; but I have every confidence now, especially after the last Chief Ministers Conference in January 1961 where every Chief Minister who was present said so, that they would try to implement this scheme as quickly as possible.

Now I come to some of the questions asked by hon. friends. There were a large number of questions, and they almost reminded me of the practice which obtains in the Australian Parliament. In the Australian Parliament there are no advance notices of questions. Hon. Members come and anyone can ask any Minister any question about any subject. Well, Sir, you will appreciate that it is not possible to carry all the figures of a large Ministry or of different Ministries with one. But I will try to give some of the information which hon. Members have asked for.

I cannot give the exact number of foreigners in technical institutions in India. That fluctuates also, as they continuously come and go. Their salaries also differ. Those who come under the Colombo Plan get one scale of salary. Those who come under Rs. 310 for a young lecturer in an engineering college at the age of 22, 23 or even 24 is, I submit, not very unreasonable in the TCM programme get a different scale of salary. Those who come under one of the UNESCO's or any of the other United Nations' projects get another scale of salary. One may say, roughly, they are quite well paid, probably none of them get less than, when all these things are taken into consideration, Rs. 2500 or Rs. 3000 per month. But, Sir, there are our own people also who get comparable salaries, and one thing I claim, that as a result of the improvements which we have recommended and which have been already accepted by seven governments, the scales which have been introduced will not compare unfavourably with the scales anywhere in India for any service.

My hon. friend referred to the ICS. There are no recruits to the ICS now-

adays. He also referred to the fact that members of the ICS draw Rs. 4000. He forgot that they do not get Rs. 4000 when they start. I think a few get Rs. 4000 at the fag end of their career. Most do not get Rs. 4000, and now under the regulations even the Secretaries of the Government of India are entitled only to Rs. 3000. The rights of certain old employees have been protected, but all new Secretaries who come under the new service rules will get Rs. 3000. In our technical institutions also there are people who get Rs. 3000. Actually the scheme which we have introduced guarantee that a young man who has received the Master's Degree and training under the scheme that we have introduced will start on a salary of Rs. 410. Now, a salary of Rs. 410 for a young lecturer in an engineering college at the age of 22, 23 or even 24 is, I submit, not very unreasonable in our country, if we consider the economic conditions of this country. And, it is not unfavourable when we compare the salaries that the IAS and the IFS people get—they also start with Rs. 350 or Rs. 400. So we have established comparable scales. The Assistant Professor gets Rs. 600 to Rs. 1150,—it has been lately revised on account of the Pay Commission's recommendations so far as the central institutions are concerned—and these scales are not very unfavourable. The Directors get sometimes Rs. 2,000 to Rs. 2500. There are some who get even Rs. 3000. Therefore, we have tried to improve the scales as much as possible.

My hon. friend Shri D. C. Sharma asked how many have been sent abroad. Many people are sent abroad under different schemes. If his question is only about the training scheme, we sent under the TCM programme over the last two years, as far as I recollect, something like 100 persons for training as teachers. We have also introduced a scheme for training within the country. Young promising graduates, brilliant graduates can now be given training within the country, and when they have received training they are entitled to the same salary of Rs. 410.

[Shri Hūmayun Kabir]

Then, my hon. friend asked about the survey of the needs of institutes. These are continually being surveyed and there was a survey made about two years ago when it was thought that there was a shortage of something like 40 per cent, and that is why all these measures have been taken. Improvement in salary scales, special measures for training of teachers and attracting young people I think these measures have already paid some dividends.

Then, my hon. friend, Shri Mathur, asked whether the salary scales should not be higher for technical staff. I have already answered that question. I do not think they should be higher; but they should not be lower. I am definite about it. I do not think I will myself plead for a higher salary as such.

Then he asked whether it is not impossible to get the staff even with the improved grades. I do not think so. With the improved grades, people are coming, and if they do not come, I am sorry for the young men who do not come and I am sorry for my country. If in our country with an initial salary of Rs. 410 and with the possibility of going up to Rs. 2,000 or Rs. 2,500 bright young people do not come to the teaching profession, where there is also the appeal of idealism and the appeal of congenial work, it would reflect rather adversely on our young men and I do not think our young men deserve this adverse reflection.

About the shortfall etc., I have already said that these vary. But we are surveying the position and I think by the end of the Third Plan there will not be an shortage, as far as we can judge.

My hon. friend, Dr. Melkote, put some questions. I think I have already replied to them. Shri Basappa asked about the teaching level of the different institutions. The teaching levels in any country are not quite uniform in all the institutions. In every country where there are good teachers in

an institution, the level is somewhat higher and so there is a certain amount of inequality. But our aim is always to try to see that they are equalised, as far as possible. But no country or Government can guarantee that all the teachers in all the institutions will be exactly of the same quality. After all, there are 450 million people in this country and only 500 come to the Lok Sabha, to the Parliament. Why only 500? Why should not all the 450 million have equal rights of being represented here? So, selections are there. That kind of inequality depend on aptitude, ability, experience and opportunity will always be there. But our aim will always be to try to equalise them, as far as possible, and to see that opportunities are equalised.

I think I have dealt with almost all the questions that were raised. I would repeat that I welcome the interest of the House, and the support of the House, in providing more funds for educational purposes. There is always a tendency in our country to economise on expenditure on education whenever there is any need for I think the whole House will agree, and I am sure, Sir, you will agree, that this is a short-sighted policy. But with regard to this particular question, about the improvement of salaries of the teachers in technical and engineering institutions, we have taken wherever steps are possible within the circumstances and within the limits of the Constitution, and I have every hope that the difficulties pointed out by the hon. Members will be rectified fairly soon.

Mr. Speaker: May I ask one question? I do not know whether he is aware that some time ago for recruitment to the IAS engineers and research students in the Pusa Institute and other institutions were allowed to compete. When I went to the Pusa Institute, I was surprised to see that a young man who had come all the way from Andhra State and was studying there, a first class graduate, had appeared for the IAS and was waiting

for interview. Now, in one breath you say that technically qualified men are wanting. In the other breath, you permit them to compete for the IAS and IPS examinations. What is the Government doing in the matter?

Shri Harish Chandra Mathur: That is the crux of the question.

Shri Humayun Kabir: That is a general question, but I would submit this for your consideration. We want that technical people should, as far as possible, take up technical professions. But to debar them from other professions would be barring their opportunities. There is also this question. Many of the services of Government . . .

Mr. Speaker: May I ask . . .

Shri Humayun Kabir: I will finish in a minute. Many of the different kinds of avocations today require technical knowledge and personally—I am giving my personal view—I personally think that it is all to the good if you have a few technical personnel in administrative positions in different levels in all departments of Government and private enterprise.

I might submit that it is the tendency throughout the world. During the war, for example, in England they drew some of their best men from the universities and some of them remained.

Mr. Speaker: War is an emergency.

Shri Humayun Kabir: Now the tendency is not to debar them. But, as

I submitted, we can only equalise conditions. We are trying to create for technical personnel the same conditions. I can give you an example from the National Laboratories also. There is a young man of 30, 31 or 32 in the National Laboratory. Very often he gets a salary of Rs. 700 or Rs. 800. If after that they go away, I do not know what to say.

Mr. Speaker: Therefore Shri Mathur rightly suggested, I think, that if the conditions are improved and are made first class, much superior than even the IAS and the IPS, the cream of the society or the young men will go in for the teaching profession and the technical schools and colleges.

Shri Harish Chandra Mathur: They will never go to the teaching profession if the present attitude remains. I might submit for example that in an institute which I visited in U.S.S.R., the Director of the institute who is in administrative charge of the institute was getting 3,000 roubles while the visiting professor who was the real scientist was getting 7,000 roubles. That is why you have U.S.S.R. in space. This will never happen in this country till it is the administrative people who sit in judgment and decide the fate of the scientists. If that remains in this scientific age this country will never go ahead.

Mr. Speaker: Very well. The House will now stand adjourned to meet again at 11 o'clock tomorrow.

18.37 hrs.

The Lok Sabha then adjourned till Eleven of the Clock on Wednesday, April 19, 1961/Chaitra 29, 1883 (Saka).