

different aspect. Cooperatives are essentially business organisations and if the cooperative movement is to develop in various sophisticated sectors, then the professional management is very much desirable in the cooperative sectors.

SHRI P. G. MAVALANKAR: It is very good to learn from the hon. Minister that he is trying his level best to free the cooperatives from the mismanagement caused by the politicians' interference. May I know from him whether he is thinking in terms of having a definite recruitment programme of these officials and experts by a competitive public examination? My second point is whether these officials will be able to assert their point of view *vis-a-vis* the interference by the politicians. And finally, is it a fact that some politicians have been mismanaging the funds of the cooperatives and other allied bodies?

SHRI ANNASAHEB P. SHINDE: An expert committee set up under the Multi Unit Cooperative Societies Act looked into some of the problems of professional management. And they have also made a recommendation on the lines I have earlier indicated. Some arrangements will have to be made in this country with the help of the Management Institute and others to create a cadre to man this movement. My Ministry is thinking of constituting an expert group to go into this issue.

SHRI P. G. MAVALANKAR: How will they be recruited?

SHRI ANNASAHEB P. SHINDE: Naturally about the forum, procedure, etc., we are going into that matter, so that competent persons are there even to recruit.

SHRI P. G. MAVALANKAR: How many co-operatives are closed?

SHRI ANNASAHEB P. SHINDE: Only with notice I can give that exact information.

श्री मूल चन्द्र डागा : आज जब कि व्यक्ति इंडिविजुलिज्म की तरफ जा रहा है, व्यक्तिवाद की तरफ जा रहा है और अपना स्वार्थ सोच रहा है उस समय आपका जो कोऑपरेटिव मूवमेंट है उसका आज तक क्या परिणाम निकला है—वह मक्सिम फुल रहा है या फेल्योर रहा है ?

SHRI ANNASAHEB P. SHINDE: The cooperative movement in India is expanding very fast but quality is going down. That is why it needs qualitative improvement. In a poor country like ours I think cooperation is going to be a very important instrument for serving the cause of the poor, provided it is properly managed.

Pay Scales of College and University Teachers

*563. **SHRI SAROJ MUKHERJEE:** Will the Minister of EDUCATION, SOCIAL WELFARE AND CULTURE be pleased to state:

(a) the pay scales of the College teachers and University teachers of different categories in different Universities of India;

(b) whether there is any proposal before the Ministry to increase their salaries and make them uniform throughout the country; and

(c) if so, the broad outlines thereof?

THE MINISTER OF EDUCATION, SOCIAL WELFARE AND CULTURE (PROF. S. NURUL HASAN): (a) to (c). A statement is laid on the Table of the Sabha. [Placed in Library. See No. LT-4682/73.]

SHRI SAROJ MUKHERJEE: May I know why Orissa and Nagaland have been unable to implement the pay scales of college teachers as per the recommendations of the UGC and

why Madhya Pradesh has implemented it so late?

PROF. S. NURUL HASAN: It is a State subject and the decision has to be taken by the State Governments. The offer of central assistance was made to all the State Governments at the same time.

SHRI SAROJ MUKHERJEE: In the statement it is said:

"The general question of the service conditions, including emoluments, of the teachers in the universities and colleges, is being examined by the Committee on Governance of Universities and Colleges, appointed by the University Grants Commission."

May I know the broad outlines of their recommendations or at least whether there is any proposal for a pension scheme for college teachers, when secondary and primary school teachers in various States have been under a pension scheme already?

PROF. S. NURUL HASAN: The committee has been asked to look into all these problems. It is expected that the report of the committee would be submitted to the UGC within this fortnight.

SHRI D. K. PANDA: In Orissa both private and government college teachers launched a strike six months ago. Last month they held a conference demanding implementation of these recommendations about their pay scales. After that, may I know whether the Centre has issued any instructions to the State Government to see that these recommendations are implemented?

PROF. S. NURUL HASAN: Not to my knowledge.

SHRI MADHURYA HALDAR: The State Governments and the UGC

give money to the universities for implementing the revised pay scales. So, may I know why Orissa or some other State Government could not implement the UGC scales and what steps Government propose to take in this regard?

PROF. S. NURUL HASAN: I think the position needs to be explained to the hon. House. In so far as the revision of scales of pay of existing teachers as on 1st April 1966 is concerned, that was the date taken into account for revision. That was not a plan item under which the UGC was going to deal with it directly. This was an offer by the Central Government to the State Governments to pay 80 per cent of the difference. While some State Governments took advantage of it straightway, others did not take advantage of it, may be for financial or other reasons. Therefore, so far as the UGC is concerned, it did not have the power either to pay the different of salary or to enforce new scales.

SHRI R. BALAKRISHNA PILLAI: Many of the State Governments which have implemented the directions or recommendations of the UGC on equalisation of pay of the University teachers are put to very great financial difficulty due to the default in payment by the UGC at various stages. For example, the Kerala Government are facing a financial crisis because of the fact they have to pay Rs. 4 crores every year as recurring expenditure for equalisation of pay of the private Colleges with that of the Government colleges. Is the Government prepared to consider this fact and offer them financial help, at least for a period of five years, to tide over the crisis?

PROF. S. NURUL HASAN: I do not have the exact figures with me. But my recollection is that a sum of Rs. 4 crores has been granted as loan to the Government of Kerala for revision of salary scales of teachers at higher education level.

SHRI P. G. MAVALANKAR: From the statement I find there is some scope for confusion. In regard to some States in column 4 it is stated "Same as per 1966—17" while in the case of sent date and not retrospectively? Seper 1966—71 but effective from 1st November, 1966" e.g., Haryana. Does it mean that in the case of other States it is effective from the present date and not retrospectively? secondly, the Government colleges are very adamant and they refuse to increase the salary scales of their professors and lecturers to the level of the salary scales of the Private college Professors and lecturers in spite of the offer of grant by the UGC. Why could the Central Government and the State Government not see to it that teachers in the Government colleges are given the same scales as in the Private colleges? Sir, I am asking so many questions because I am a Professor and, therefore, I feel for my brethren. Finally, with regard to emoluments and service conditions, is the government aware of the fact that in spite of the improvement of salaries and other service conditions, big or small, there is a large number of government and private colleges where the teachers are summarily dismissed and there is no security of tenure? What is the government doing in this behalf?

PROF. S. NURUL HASAN: So far the first part of the question is concerned, the recommendation that was made and the subsidy that was offered did not discriminate between Government colleges and privately-managed aided colleges. Our recommendation was the same for both. Secondly, Government and the UGC are both deeply concerned about ensuring security of service of teachers and that is why this is one of the terms of reference of the committee to which I made a reference, which it is hoped will submit its report within this fortnight to the UGC. After receiving the report and knowing the views of the UGC, Government will take such

steps as may appear to be feasible and necessary.

Integrated Nutrient supply strategy for cropping system

*564. **DR. H. P. SHARMA:** Will the Minister of AGRICULTURE be pleased to state:

(a) whether there is any scheme for evolving an integrated nutrient supply strategy for each cropping system, involving an appropriate combination of organic and inorganic manures; as indicated by the Director General of I.C.A.R. in a lecture at New Delhi on February 27, 1973;

(b) if so, the main features of the contemplated strategy; and

(c) the steps taken in that direction?

THE MINISTER OF STATE IN THE MINISTRY OF AGRICULTURE (SHRI ANNASAHEB P. SHINDE): (a) to (c). A statement is laid on the table of the Sabha.

STATEMENT

(a) There is no separate scheme for evolving an integrated nutrient supply strategy for each cropping system. However, in each area, the available organic residues should also be conserved and applied to the soil. This is particularly important both to minimise the need for excessive application of fertilisers thereby creating problems of water pollution and also to produce more food and other plant products with the available fertiliser resources. The Director General of I.C.A.R. in his lecture pointed out that the following are some of the major sources of organic manure which deserve widespread conservation and use;

- (i) Urban solid wastes like garbage, night-soil, sludge and slaughter house wastes.