Secl. II-27—104,000—4-11-49.

Education. (195) Department.

Ms. SERIES.

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Clerk
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G.O. NO. 2895 Education

Dated 25th October, 1950.

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[Despatch Abstract.]

EDUCATION - Association of University Teachers - Representati

Orders - Passed.

Ms - 1125 | Form | 25.4.57

THE ASSOCIATION OF UNIVERSITY TEACHERS

(FORMERLY KNOWN AS 'THE COLLEGE TEACHERS' UNION')

SOUTH INDIA

(ESTABLISHED 1946)

PRESIDENT
R. N. SELVAM, M.A. (CANTAB)
PROFESSOR OF PHYSICS
PACHAIYAPPA'S COLLEGE, MADRAS

VICE-PRESIDENT
A. RAMA IYER, M.A.
PRINCIPAL
NATIONAL COLLEGE, TIRUCHI

OFFICE
23A, PACHAIYAPPA'S HOSTEL ROAD
MADRAS 10

SECRETARY
S. A. JAIN, M.A.
PACHAIYAPPA'S COLLEGE, MADRAS

JOINT SECRETARY
T. GOVINDARAJAN, M.A.,L.T.
ANNAMALAI UNIVERSITY, ANNAMALAINAGAR

TREASURER
S. PARTHASARATHY, M.A.
[illegible] CHRISTIAN COLLEGE, TAMBARAM

22nd July 1949

ASST. SECRETARY TO GOVERNMENT
25 JUL 1949
EDUCATION AND PUBLIC HEALTH DEPT.

To
The Secretary to the Government of Madras,
Education and Public Health Department,
Fort St. George, Madras.

56639

Sir,

Sub: Aided Colleges - Scales of pay of teachers etc.
Ref: Your reply dated 30th May 1949.

PP 27-28 & 5
Memo No 6 Edn, dt-30/5/49

(F)

PP 5-11 & 15

A copy of our reminder to the University is enclosed herewith for the information and consideration of the Government. The authorities have to realize that constitutional representations should not be ignored; on the other hand they should receive their prompt attention. Even those who would unreservedly condemn violence seem to think that it is the policy of indifference and undue delay that promote violence. To give room for such a belief to be strengthened, we feel, is highly detrimental to the country's interests. The discouragement of open, constitutional methods by suppression will breed only subtlety. Nor will vague promises and prolonged delay check discontent; and the college teachers, because of the sheer indifference of the University authorities dominated by Principals who represent their managements, have been subjected for several years to acute suffering for which there is no parallel at all here or elsewhere.

Managements have been permitted to violate several of the rules laid down by the Inspection Commission, and the representations of the Association are conveniently ignored or put off. The result is teachers have lost faith in the authorities of the university, and they do not expect a square deal and impartial consideration of their problems from that quarter. The years of delay will confirm the truth of the prevailing state of affairs. It is this that the Government should realize and remedy, as the harm resulting from discontented, dejected and dispirited teachers is incalculable. This does not rest with the sufferings of

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teachers; it arrests the development of the youth of the country in their most critical period and thus affects national well-being.

We request you to bestow prompt consideration on all the representations made to the Government from time to time and take up directly for consideration matters affecting the well-being of College Teachers. A copy of a comparative study of 'University Development' is enclosed herewith. It is our confirmed view, voiced forth already, that the State should give liberal financial support to aided colleges and also exercise greater control over the affairs of these institutions. The successful working of colleges is essential for feeding the entire educational as well as administrative machinery of the country.

P13 unfin

We request you to kindly arrange for our deputation an interview with the present Minister for Education.

Thanking you,

Yours faithfully,

S.A. Jain

Secretary

THE ASSOCIATION OF UNIVERSITY TEACHERS

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ANNAMALAI UNIVERSITY, ANNAMALAINAGAR

TREASURER
S. PARTHASARATHY, M.A.
MADRAS CHRISTIAN COLLEGE, TAMBARAM

22nd July 1949

To
The Registrar,
University of Madras,
Chepauk, Madras.

Sir,

Sub: Teaching Staff of Colleges - Scales of pay and Service conditions, weightage, D.A. etc.
Ref: Your reply dated 4th May 1949.

In our letter dated 12th February 1949 reference was made to the several representations made to the University by the Association. Though we were assured even earlier in your letter dated 31-3-48 that the Syndicate was taking steps in the matter, no relief has been afforded to the teachers so far. It is well known that the College teachers have been working during the war years and subsequently on practically the pre-war rates of salaries and in several instances on even less than the pre-war scales. It was made clear that the conditions prevailing were not conducive to efficiency or discipline. Deterioration has been developing rapidly, and several unheard of practices have been on the increase. We are convinced that, as long as teachers are made to suffer under economic disabilities, there is not much scope for improvement. Instead of making a human approach to the problems of teachers, managements are often actuated by the spirit of vindictiveness, and the teachers in such circumstances have to look up to the University for protection.

While College teachers in our university area have been treated thus, in England as far back as 1943 flat increases of £100 to £150 were generally made to the salaries of permanent teachers, and salary scales are examined by the University Grants Committee in relation to the cost of living and the prospects offered in other liberal professions. The principles laid down by the Grants Committee are quoted below.

> In our Report of 1930, we said that "in the matter of remuneration the career of a university teacher should in the first place offer to a man the prospect of marrying and maintaining himself and his family in such material comforts as are enjoyed by moderately successful members of other learned professions, and of

providing satisfactorily for the education of his children"; and we went on to suggest that academic salaries ought also to take into account such specifically academic needs as the accumulation of a private library, membership of learned societies and if possible, some amount of foreign travel. These principles of remuneration still seem to us to be sound, and if salaries are insufficient to satisfy these basic needs, university teachers without private means (and that denotes the great majority of university teachers) will be under the handicap of chronic financial anxiety or, alternatively will be driven to the expedient of supplementing their salaries by a distracting burden of extraneous work.

We make a fervent appeal to the Vice-Chancellor and the Syndicate to afford immediate and substantial relief to teachers, to promote academic atmosphere and harmony in institutions, without which satisfactory progress is not possible. It is unfortunate that very often things are viewed in a personal light and not with academic dispassion. In one institution 24 teachers left in 1947-48, and changes of staff and inadequacy of staff affect several institutions. A member on temporary staff of one college on Rs.80/- or 85/- goes over sometimes on Rs.150/- to another institution, whereas there ~~are~~ members who have been for some years may be getting between 100 to 150. Such anomalies cannot but disturb the atmosphere, and they cannot be justified on any grounds. The need for enforcing adequate scales of pay, and more important still payment of adequate weightage for service was stressed by the Association on several occasions.

The only legitimate measure would be to revise the scales of pay and salaries of all teachers in all aided colleges to suit the present day conditions, and the present scale for university lecturers (Rs.200—500) should be enforced in all colleges for lecturers and Assistant Professors. Even on the principle of supply and demand, it has been found necessary by the Government and Private Managements to offer a starting of Rs.150/-; and this starting of Rs.150/- at least though it is certainly inadequate must have been enforced by the University during the last six or seven years. But this still seems to be in the stage of consideration. This is a human problem deserving human approach, sympathetic attitude and speedy implementation. Without such substantial and speedy relief the vast majority of teachers cannot be free to devote their entire energy and attention to their work, and, as pointed out by the Grants Committee, they would be forced to do extraneous work to supplement their meagre income.

In spite of the G.O. G.O. 2302, Edn, 15/7/49 (M) even D.A. is not paid in one or two institutions at Government rates. And even after repeated representation, in Pachaiyappa's College D.A. at Government rates has, it seems, been sanctioned only from

1-7-49 and not from 1-1-48. In spite of several representations, the increases sanctioned by the Board of Trustees on 28-2-47 with effect from 1-3-47 have not yet been paid to the staff. The Standing Committee of the Executive adopted a resolution on the same subject at its meeting held on 11th March 1949, and that was also communicated to the University. The management has not even favoured us with a reply. In a similar instance affecting the attenders of the same college, the Labour Commissioner within a short time enquired into the matter and gave his decision, whereas after several representations to the University and the Government extending over a long period, the teachers' problem remains as unchanged. The contrast is significant and reveals the abject helplessness of teachers because of inaction on the part of concerned authorities. If the University and the Government do not enquire into even such irregular and illegal actions, the feelings of teachers may be imagined.

Such a violation by a responsible body, we feel, deserves to be investigated by the university and the Government. The individual teachers should be afforded protection against unjust treatment by managements. We feel that representations from individuals and associations should receive impartial consideration irrespective of the personalities involved; unless those in positions of power are responsible minded, there can be no safety at all for innocent victims. An assault on a teacher at the entrance of an institution at Ernakulam was treated differently by the University from a more serious one committed inside a class room in the city. Those who point out such things are viewed with disfavour, and everything possible is done to make their lives uncomfortable and miserable. But such a policy can do no good; it will only worsen the situation.

We have reiterated that shockingly low salaries are bound to tell upon the character of any group of people. At least now it should be realised that maintenance of high standards of university life is not possible as long as the teachers are made to suffer from economic dependence and chronic financial worries. And it is hoped that substantial relief will be afforded to college teachers by recommending liberal scales and weightage with retrospective effect and enforcing them rigorously. May we hope that the patience of the long suffering teachers will not be tried any longer.

Several matters connected with university examinations deserve the most careful attention of the Syndicate if uniformity and reliability are to be maintained, which would be possible only if strict check is exercised, rigorous impartiality enforced, and the play of prejudice and influence completely eradicated. Certain recent happenings have shaken the reputation of the university. I have a few suggestions to

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make regarding improvement in this direction, and I shall be glad to discuss the matter at any time.

At the end of the last academic year, the deputation which met the Minister for Education also felt it desirable to wait on the Vice-Chancellor. I request you therefore to kindly arrange for our deputation and interview with the Vice-Chancellor.

Thanking you,

Yours faithfully,

S.A. Jain

Secretary

Copies to Governments

COMPARATIVE STATEMENT OF SCALES OF PAY OF COLLEGE AND UNIVERSITY TEACHERS

Scales of Pay recommended by the Central Advisory Board (1945) and accepted by the Inter-University Board

	Principal	Professors	Readers	Lecturers	Junior Lecturers
University Departments	...	Rs1000--1250	Rs500-25-800	Rs300-20-500	Rs150--300 or if there is only a single scale for lecturers 200-500
Affiliated & Constituent Colleges	800-1000	...	Rs500-25-800	Rs300-20-500	Rs210-15-300 (Technical & Engineering) Rs150-15-300 (other Junior Lecturers)

Scales of Pay recommended by the Central Pay Commission

Principal	...	Rs.800 -- 1150
Senior Lecturer	...	Rs.500--30--800
Lecturer	...	Rs.300-25-500-30-560
Asst.Lecturer	...	Rs.180-10-320-15/2-350

Scales of Pay of University Teachers

	Professor	Reader	Lecturer
University of Allahabad	800-50-1200	500-30-800	300-20-500
University of Bombay	800-50-1000	400-25-700	200-20-400-25-500
University of Madras	750-50-1000	400-25-600	200-15-350-20-450-25-500 Junior Lecturer 150-10-250

Scales of Pay of Teachers working in Affiliated Colleges

	Professor or Senior Lecturer	Lecturer	Demonstrator or Tutor
University of Delhi	Rs.500-25-800	Rs.200-15-290-20-450-25-560	...
University of Bombay (Bombay city) (In mofussil Rs.50/- less in the maximum & minimum)	Rs.300-15-450	Rs.200-10-350	Rs.150-5-200
University of Madras	Rs.200-15-350-20-450-25-500	Rs.100-10-250	Rs.75-5-100

Starting Salary for Lecturers working in Colleges affiliated to different Universities

Delhi	Bombay	Andhra	Annamalai	University of Madras	Government of Madras
Rs.200	Rs.200	Rs.150	Rs.150/- (Lecturer I) Rs.100/- (Lecturer II)	Rs.150/- (1928) Rs.100/- (1947)	Rs.150

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E.& P.H.(G.2)

Colleges - Aided colleges - Scales of pay etc. of teachers Representation.

C.No.56639/49.

From the Secretary, the Association of University Teachers, dated 22-8-1949.

Memo.No. 56639/42/G2/Edn., dated 6/8/49

The Secy., The Association of University Teachers, is informed that H.M.(Edn) has no objection to receive a deputation on the subject, any working day between the 9th and the 14th of August 1949 at the Secretariat, Fort St.George, Madras.

To

The Secy.,
The Association of University Teachers,
23-A, Pachaiyappas Hostel Road,
Madras 10.
1 spare copy.

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THE ASSOCIATION OF UNIVERSITY TEACHERS

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TREASURER
S. PARTHASARATHY, M.A.
MADRAS CHRISTIAN COLLEGE, TAMBARAM

17

G2/10

10 August 1949

ASST. TO SECRETARY TO GOVERNMENT
11 AUG 1949
EDUCATION AND PUBLIC HEALTH DEPT.

The Secretary,
Education & Public Health,
Government of Madras,
Fort St. George, Madras

Sir,

61280

Ref: Your Office Memorandum No. 56639-G2/49-1, Edn. dated 6-8-49

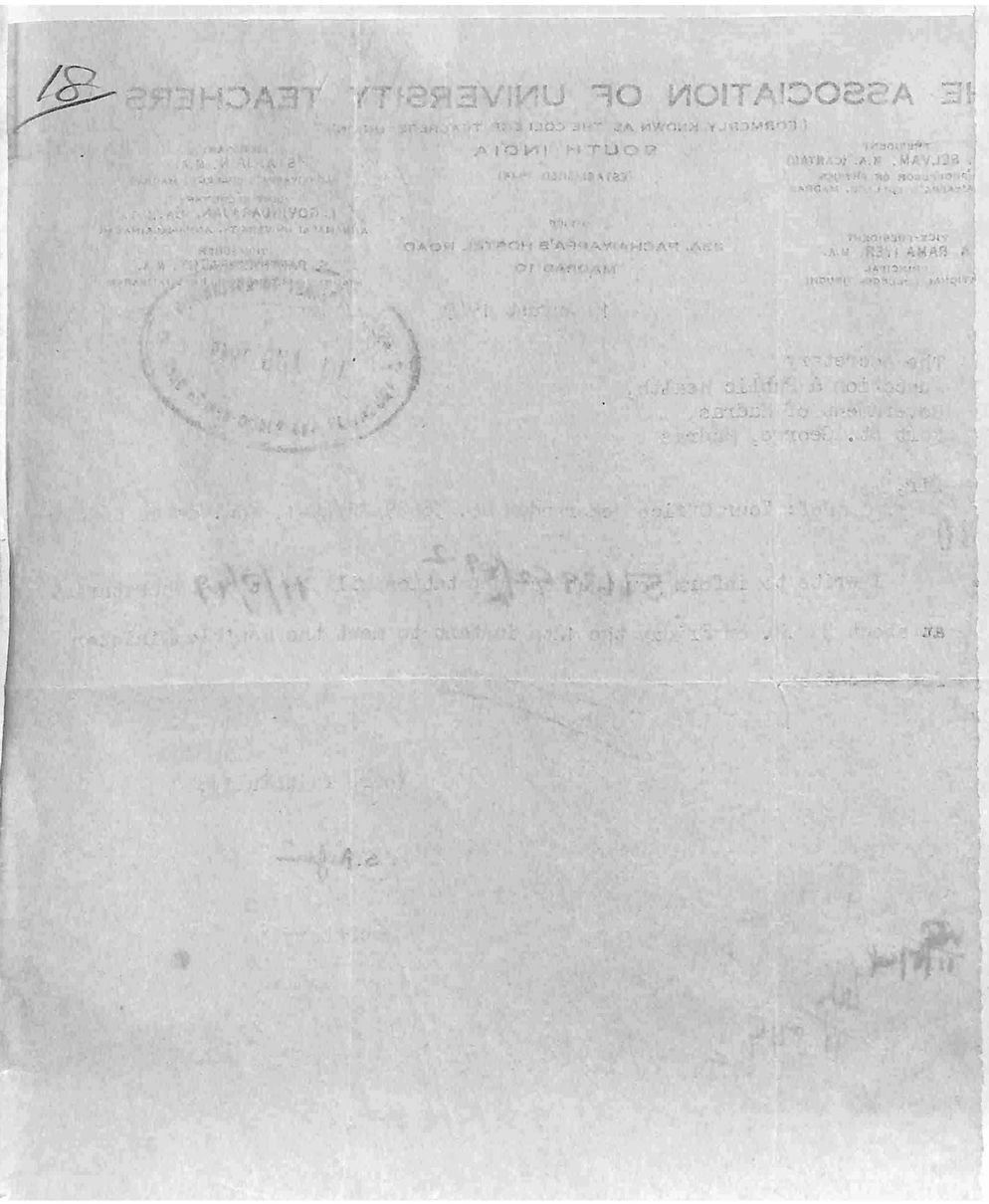
I write to inform you that our deputation will be at the Secretariat at about 3 P.M. on Friday the 12th instant to meet the Hon'ble Minister for Education.

Yours faithfully,

S.A. Jain

Secretary

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E.& P.H.(G.2)

Colleges - Aided Colleges - Scales of pay etc. of teachers - Representation.

C.No.56639/49.

From the Secretary, the Association of University Teachers, dated 10.8.49.

Memo.No. 56639/49-2 Edn., dated 11/8/49

The Secretary, the Association of University Teachers, is informed that 3 P.M. on Friday the 12th instant will not suit the Hon'ble the Minister for Education and Law for the interview. The deputation may therefore meet the Hon'ble Minister at 3 P.M. on Saturday the 13th instant, in his room in the Secretariat buildings, Fort St.George, Madras.

To
The Secretary,
The Association of
University Teachers,
23-A, Pachaiyappas
Hostel Road,
Madras 10.

No. D.2643/49 D1
Government of India,
Ministry of Education,

New Delhi 3, the 12th August 1949.

From

The Secretary to the Government of India.

To

The Secretary to the Government of Madras,
Education and Public Health Department,
Fort St. George, Madras.

62408

Sub:- The Association of University Teachers - Representation regarding scales of pay, service conditions and weightage etc.

Sir,

In continuation of this Ministry's letter No. D.1045/49 D1 dated 20th April,1949, I am directed to forward herewith a copy of letter dated 22nd July, 1949, with enclosures from the Secretary to the above mentioned Association, for information and such action as is considered necessary.

Yours faithfully,

B. Chatterjee
(B. Chatterjee)
for Secretary.

NCJ.

Copy of letter dated 22nd July, 1949, from the Secretary to the Association of University Teachers, to the Government of India.

Sir,

Sub:- Teaching Staff of Colleges - Scales of pay, service conditions and weightage etc.

Ref:- Copy of your letter dated 29th April 1949 addressed to the Secretary to the Govt. of Madras, Education & Public Health.

We thank you for having requested the Provincial Government to consider the matters represented to them and to take action as is considered necessary. In his reply dated 30th May 1949 the Secretary to the Government of Madras, Education and Public Health Department, informed us that the Government understand 'that the University authorities are taking the necessary action in the matter.'

The enclosed copy of our reminder addressed to the University of Madras will make it clear that, after three years of representation our conditions remain unchanged. The comparative statement enclosed will show that the salary scales are the lowest in Madras. Letting things alone and lack of effective scrutiny have worsened the situation and the state of things, the examination vagaries - more serious things concerning this matter have not been touched upon in the printed article, they are reserved for personal discussion - and rapidly spreading dterioration all round are discussed in the printed article enclosed.

The way in which most urgent matters are deliberately delayed and ignored promote only subtlety, cunning and dishonesty; and honest and sincere workers find themselves in a miserable plight. The sufferings and the feelings of long-suffering College teachers may be guaged from the literature enclosed.

In the first article of the Education Quarterly (March issue) - Educational Administration at the Centre - Representative opinion in favour of the Centre's responsibility is given. Our opinion is the same and has been stated unequivocally before the Universities Commission. Even if the work of the Centre is limited to shaping the policy - our view is that university education at least must be under the direct control of the Centre -the Centre cannot disclaim responsibility in promoting the wellbeing of teachers on whom rests the duty of implementing the policy.

You may realize that only after a series of ineffective attempts with the local authorities we brought our matters to the notice of the Central Government. The truth here is that people in high positions do not hesitate to commit anything as long as they are permitted to do anything without check. And the greater they are the more recklessly they indulge in such things. It is this that is spreading discontent everywhere, and is the cause for the sufferings of the vast multitudes of people. We are convinced that checks and counter-checks alone will prevent such abuse of power and will offer safety to the weak and helpless. To mention just one or two instances. In a City College, a teacher, who was assaulted in his class-room while carrying on his work, was forced to seek redress in a Court, as the Head of the Institution and the management did not take action, some of the offenders bei g related to members on the management. Again the increases in salary sanctioned to some 50 teachers after careful consideration of their representations through their association, remain unpaid for over two years, with no reply even from the management. If highly educated men are treated thus, you can realize the injustices being perpetrated in the country, which are to a large extent responsible for the wide-spread unrest. College teachers have been subjected for several years to cruel treatment and they have been the worst exploited. Some of the great institutions have been built with the savings effected by denying even living wages to the hard-working teachers, plunging them in misery and debts.

We entreat you to kindly bestow consideration on the matters placed and afford the College teachers in the South effective and speedy remedy.

Yours faithfully,
Sd/- S.A. Jain.
Secretary.

PLACE OF EXAMINATIONS IN EDUCATION

By AN EDUCATIONIST

THE tendencies among the student world have alarmed the state authorities, the public, the press and the educationists. But no serious attempt has so far been made to probe into their causes and remedy them. Various are the causes of the trouble, and these cannot be grasped without thorough investigation. The authorities are generally inclined to put others in the wrong and fail to realize their own shortcomings and errors. Understanding is born of sympathy, and unless we view the matter with dispassion and the necessary detachment, the working of the minds of the youth will elude our grasp. It is true that the leakage of papers has never been as frequent and flagrant as it has become in the last few years. But it is often overlooked that the problems of education have been receiving scant attention in recent years. And while the standards of attainment of the students and the quality of instruction imparted to them have deteriorated considerably owing to various causes, the standards of examinations have not been lowered correspondingly. Overcrowding of schools and colleges on the one hand and lack of suitable personnel on the other have not so far engaged the serious attention of the agencies in charge of education as in advanced countries like England and America. As the grievances of teachers are ignored, those of students also are overlooked. Their representations regarding lack of facilities, amenities, etc., do not receive the attention they deserve, which is one of the potent factors for developing the spirit of defiance among students. In recent years they have not been receiving proper training for lack of facilities in several directions. The strength has been increasing, and expenditure is reduced on library books, equipment, etc. Because of the dearth of teachers, even instruction is not provided in certain subjects during certain periods. Such conditions cannot but provoke rebellion. From institution to institution there is considerable variation in standards of discipline, quality of instruction, facilities afforded and tone. The wide-spread 'tendency of students to circumvent the ordinary rules for the passing of examinations, by resorting to strikes and other unfair means' is explicable under such conditions.

Detention in college classes was an unheard of thing in the past, and even in schools this right was exercised very sparingly. That was the right thing. We know that our fears as well as our expectations are belied in certain cases. Surprises are in store for us both ways. The student whom we expect to pass, fails, and he of whom we have no hope passes sometimes. High standard should be maintained by imparting efficient training and not by attaching undue importance to examinations. Examinations should be viewed only as a rough method of testing students' attainments, and cannot make good the deficiencies of defective training. Nor can marks give any indication of the qualities that make for success in life. The unsympathetic and unimaginative approach of the authorities in dealing with problems of students as well as of teachers has brought to the forefront several evils which hamper efficiency, discipline and progress.

It must be realized that detention is an evil which does incalculable harm from the very beginning of the school course. The huge wastage involved in this unthinking procedure cannot be realized by those who have not studied this problem thoroughly. The heads of institutions generally feel touchy on this matter, and resent interference in the exercise of this right. But they must realize that this is a right which is to be used most sparingly and only in very exceptional cases. Even in such cases they must show reason why it has been found imperative, and account for lack of progress. Formal examinations must be entirely dispensed with in the early stages. The strength of the classes must be as low as possible in order to enable the teacher to pay individual attention which is quite essential in the early stages. Under ideal conditions progress cannot but be satisfactory except in the case of the mentally defective children. Whether the pupil is fit to follow instruction in the next higher class should be the only consideration in deciding promotion and not at all

marks obtained in formal examinations, which are unreliable for various reasons. The present practice of attaching too much importance to marks involves the waste of precious years of a large number of children, and this must be avoided.

Detention in lower classes is indefensible. There are various defects in the text books used, subject-matter taught, instruction imparted and examinations conducted. Class and examination marks do not tally, and are subject to considerable variation. But the authorities pay little heed to such considerations, and follow the rough and ready method with greater and greater rigour. Sometimes there is variation in the development of children, and no allowance is made for such differences. Aptitude also varies considerably, and certain children find it very difficult to master certain subjects, and these things will be remedied by time. Exceptionally bright children deserve the utmost consideration in this respect. They are well up only in the subjects of their interest, and sometimes show even a positive dislike to certain other subjects. It would be doing the greatest harm to such promising children, if they are forced to conform to routine methods which ignore individual differences emphasized by Dr. Alexis Carrel in his well-known book 'Man The Unknown.'

Having proved victims to this vexatious practice when they were young, the students naturally protest against it when they become vocal and develop concerted action. It is unfortunate that organizations of students as well as of teachers should be looked upon with distrust and suspicion in Free India. The advantage of dealing with organised groups is not yet realized in our country. Collective strength is misused only when the authorities are deaf to constitutional methods. One kind of extreme attitude begets another. Fairness and justice can alone solve human problems satisfactorily. Injustice provokes injustice. On the other hand goodwill and sincerity and frankness succeed in winning the confidence of others. Because they are youngsters, it is not proper on our part to treat the views of students with contempt and indifference in an authoritative way without giving due consideration to them. It is such an attitude that leads to antagonism. It requires imagination and foresight to enter into their spirit and grasp their point of view, and every question must be decided purely on its merits. It is not maintained that there will be agreement on all questions. What is urged is mutual understanding and mutual adjustment, wherein lies the secret of success and the prevention of waste of human endeavour. Only then is it possible to ensure satisfactory progress. It is learnt from the Association of University Teachers in England that 'relations with students are quite cordial and in many institutions there are joint staff-student committees to discuss matters of mutual interest.' Such a spirit of cooperation and and mutual goodwill can work wonders in our educational system.

The teachers of young children must be specially gifted to enter into their spirit and foresee their difficulties. Upto the age of 10 or 12 they should not be tortured with frequent examinations. Such cruelty stunts the physical growth of children and retards their mental development. The strain, suspense and anxiety, which cannot be avoided under such a system, are highly injurious to children. Again it is the inexpert and inexperienced teacher that asks difficult, out-of-the-way questions which baffle even more advanced students. The skill of the teacher consists in testing the student's grasp of the subject without confounding him by driving him to his wit's end.

In these days it is usual to criticise the Government's interference in educational matters even when it is salutary. Sometimes professional exclusiveness leads to extreme and harmful results. Certain intelligent parents who are not teachers very shrewdly detect the serious flaws of certain methods, and to refuse to be guided by their opinions would be professional narrow-mindedness. The Government did well to abolish selection in the S.S.L.C. class, which was productive of much mischief. It would be good to abolish detention in every class from the lowest to the highest, as is said to have been done by the Mysore Government. They will be conferring a great benefit on children if they do it, as that will be preventing the immense harm now being done to the brain-power and the nervous system of under-fed, ill-nourished, weak children who form the vast bulk of the school-going children. How can a boy or girl of 10 or 12 years grasp the modern period in Indian History? They should not be forced to master such alien matter, which certainly taxes their power with no benefit but resulting in much harm. It is necessary to see that the things taught are suited to the age of the pupils. Formal testing in such subjects should be eliminated, so that the pupils may retain what they can without positive distaste created in them for these subjects, when their minds are not sufficiently developed to grasp the intricacies of these subjects. The teaching of problems is also commenced too early to the confusion of young minds. What we expect from students at the end of their courses should not be aimed at from the very beginning. This is the greatest mistake committed by educators at the present day. To aim too high and too early is harmful to young minds. Literature, interesting stories and simple poems carefully chosen, must form the core of children's studies. The bother of grammar and the way in which it is taught and tested! Woe unto the children that they should be taught grammar at all! Any scheme to improve higher education must take into consideration the conditions in schools.

The probable irregularities and defects in the conduct of examinations and assessment of performances detract their value and reliability. But these are minimised in the S.S.L.C. and University examinations. Their impersonal character is a great advantage. Success or failure, the candidates are at a loss to know whom they should praise or blame. Under such a system the results are generally fair and impartial. Formerly their reliability was unquestioned. Of late things have taken an unhealthy turn, and the former rigour is relaxed owing to various conditions. Rumours gain currency of the exercise of influence in manipulating results in stray cases. Very often they may be unfounded and sometimes exaggerated. But the least suspicion undermines the prestige and unquestionable nature of these impersonal examinations even. The frequent leakage of papers adds weight to wild rumours and unconfirmed reports. A certain amount of unfairness is generally taken for granted, and this seems to lend sanction to unwholesome practices which are on the increase. Regular expeditions are set afoot, on a more and more large scale with no compunction. One province tries to beat another in these practices. Thus a vicious circle is set in motion which confounds the conscientious. The whole atmosphere must change to bring about a healthy outlook; otherwise it is vain to look for improvement. An all-round tightening on an all-India basis can alone set matters right.

Secondly, experience has shown that the assessment of performances even without extraneous influences is liable to considerable variation and error. Such being the case in impersonal examinations, how much more are the results of local examinations unreliable under conditions which should be imagined rather than described. Hence the old faith in examinations has been shaken. At the same time it is true that no system of education can dispense with examinations altogether. But every attempt should be made to eradicate the defects and make the examinations more reliable by means of research and carefully conducted experiments. There is no doubt that the evils must be minimised and that formal examinations must be dispensed with altogether in the early stages of the school course. The waste involved in the large-scale detentions in vogue in almost all schools must be put an end to.

It cannot be too much emphasized that importance should be laid on training and not on examinations. The prevailing practice is the other way about. Instruction or teaching is of low quality and defective in several respects. The worse the quality of instruction, the greater is the importance attached to examinations. There is no prospect of the standard of training improving as long as the teacher is forced to suffer from economic disability and supplement his income by additional work in order to eke out a wretched and cursed livelihood. The teacher of young children and buoyant youth must have abundant energy in order to satisfy their endless curiosity and not to damp their enthusiasm by curbing their overflowing spirits. But it is sad to contemplate the spectacle of half-famished children and undernourished youth presided over by no-better-fed teachers. The children and youth of the country are the greatest asset to a nation, and nothing should be stinted to foster their growth and healthy development. Human lives and human needs ought to be of greater concern to the state than the fabulous riches of the few, who stand in the way of every pressing national

reform and who will not hesitate to sacrifice nation and country for private gain.

Able-bodied and well-trained youth are an asset of supreme importance and all the resources of the nation should be pooled together to afford efficient training and draw out the best in them. Such well-trained personnel are urgently needed for the service of the nation. If our schools and colleges turn out undisciplined, irresponsible and inefficient groups with neither initiative nor sterling qualities which go to make a great nation, the fault is not entirely theirs. It is the training that is very largely to be blamed. The canker that eats into these institutions may not be seen by those who are not intimately acquainted with the real state of affairs.

From beginning to end, life at school or college is a series of hurdles to the vast majority. Admitting students to courses to which they are not fitted, huge numbers which preclude individual attention, lack of suitable machinery to watch the progress of every student and give timely warning where necessary, not finding out the special difficulties of individual students, not satisfying the essential needs of students in the classroom, in the hostel and on the playground, lack of opportunities for exercising special capacities without undue strain on one's time, lack of closer co-operation between the teacher and the taught and the absence of a healthy and invigorating atmosphere, are some of the drawbacks that must engage the serious attention of educationists, heads of institutions, managements and the Government.

Lack of finance is the reason that is generally advanced for not tackling this problem in the right spirit. But the Governments, both Provincial and Central, must find it possible to allocate large proportions of their revenues to education, without which satisfactory progress cannot be expected. While it is realized that none can be expected to discharge his duties efficiently without certain standards of comfort and decent living, it is often overlooked that the teachers too should have their wants satisfied if they are to give their best to the arduous task of training the youth. Suitable personnel, without whom it is vain to look for progress, can be attracted to the profession only when the status and emoluments of teachers are considerably raised.

Th entire problem must be reviewed by a dispassionate body, and service conditions of teachers should be revised in the light of improvements effected in the course of the last six or seven years in advanced countries like England and America. In England the relation between salary scales and the cost of living has been kept constantly under review, and during the war years and subsequently considerable improvement has been effected in the salaries of teachers; whereas in our country, while some slight improvement has been effected in the salaries of school teachers, practically nothing has been done in the case of college teachers especially in our province. With regards to Government grants too the colleges are affected adversely. In England the University institutions receive grants from local authorities as well as Parliamentary grants. And from the latest report of the University Grants Committee, it is found that Parliamentary grants to University institutions in 1946-47 show an increase of about 70 per cent over the 1935-36 figures, and are more than double the fee-income, whereas most of our colleges have to depend mainly on fee-income. The serious consequences of such a state of affairs should not be overlooked by the Government. The effects of the meagre grants on the efficiency of the institutions may well be imagined. All the agencies concerned with education should move with the times, if the nation-building process is to progress satisfactorily. Any attempt to perpetuate the old order will prove a dismal failure.

The shortage of teachers is a serious handicap to the advancement of education, and the only way to remedy this grave situation is to raise the status, dignity and prospects of teachers, who are engaged in the vital task of educating the flower of youth. The country is in need of ideal educational institutions, which secure the best men by paying double the salaries that are in force now, which charge half the rates of fees with plenty of free places for poor and deserving students and which provide excellent facilities for the study and recreation of teachers and students with hostel and residential accommodation. Mere multiplication of institutions cannot serve much useful purpose. It is to be hoped that well equipped and well staffed institutions will be established in large numbers for the proper training of the youth of the nation!

(Reprinted from SWATANTRA)

THE ASSOCIATION OF UNIVERSITY TEACHERS

(FORMERLY KNOWN AS 'THE COLLEGE TEACHERS' UNION')

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R. N. SELVAM, M.A. (CANTAB)
PROFESSOR OF PHYSICS
PACHAIYAPPA'S COLLEGE, MADRAS

VICE-PRESIDENT
A. RAMA IYER, M.A.
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SOUTH INDIA
(ESTABLISHED 1946)

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22nd July 1949

Ministry of Education
25 JUL 1949
Diary No.

To
The Registrar,
University of Madras,
Chepauk, Madras.

Sir,

Sub: Teaching Staff of Colleges - Scales of pay and Service conditions, weightage, D.A. etc.
Ref: Your reply dated 4th May 1949.

In our letter dated 12th February 1949 reference was made to the several representations made to the University by the Association. Though we were assured even earlier in your letter dated 31-3-48 that the Syndicate was taking steps in the matter, no relief has been afforded to the teachers so far. It is well known that the College teachers have been working during the war years and subsequently on practically the pre-war rates of salaries and in several instances on even less than the pre-war scales. It was made clear that the conditions prevailing were not conducive to efficiency or discipline. Deterioration has been developing rapidly, and several unheard of practices have been on the increase. We are convinced that, as long as teachers are made to suffer under economic disabilities, there is not much scope for improvement. Instead of making a human approach to the problems of teachers, managements are often actuated by the spirit of vindictiveness, and the teachers in such circumstances have to look up to the University for protection.

While College teachers in our university area have been treated thus, in England as far back as 1943 flat increases of £100 to £150 were generally made to the salaries of permanent teachers, and salary scales are examined by the University Grants Committee in relation to the cost of living and the prospects offered in other liberal professions. The principles laid down by the Grants Committee are quoted below.

> In our Report of 1930, we said that "in the matter of remuneration the career of a university teacher should in the first place offer to a man the prospect of marrying and maintaining himself and his family in such material comforts as are enjoyed by moderately successful members of other learned professions, and of

Able-bodied and well-trained youth

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providing satisfactorily for the education of his children"; and we went on to suggest that academic salaries ought also to take into account such specifically academic needs as the accumulation of a private library, membership of learned societies and if possible, some amount of foreign travel. These principles of remuneration still seem to us to be sound, and if salaries are insufficient to satisfy these basic needs, university teachers without private means (and that denotes the great majority of university teachers) will be under the handicap of chronic financial anxiety or, alternatively will be driven to the expedient of supplementing their salaries by a distracting burden of extraneous work.

We make a fervent appeal to the Vice-Chancellor and the Syndicate to afford immediate and substantial relief to teachers, to promote academic atmosphere and harmony in institutions, without which satisfactory progress is not possible. It is unfortunate that very often things are viewed in a personal light and not with academic dispassion. In one institution 24 teachers left in 1947-48, and changes of staff and inadequacy of staff affect several institutions. A member on temporary staff of one college on Rs.80/- or 85/- goes over sometimes on Rs.150/- to another institution, whereas there ~~are~~ members who have been for some years may be getting between 100 to 150. Such anomalies cannot but disturb the atmosphere, and they cannot be justified on any grounds. The need for enforcing adequate scales of pay, and more important still payment of adequate weightage for service was stressed by the Association on several occasions.

The only legitimate measure would be to revise the scales of pay and salaries of all teachers in all aided colleges to suit the present day conditions, and the present scale for university lecturers (Rs.200—500) should be enforced in all colleges for lecturers and Assistant Professors. Even on the principle of supply and demand, it has been found necessary by the Government and Private Managements to offer a starting of Rs.150/-; and this starting of Rs.150/- at least though it is ~~is~~ certainly inadequate must have been enforced by the University during the last six or seven years. But this still seems to be in the stage of consideration. This is a human problem deserving human approach, sympathetic attitude and speedy implementation. Without such substantial and speedy relief the vast majority of teachers cannot be free to devote their entire energy and attention to their work, and, as pointed out by the Grants Committee, they would be forced to do extraneous work to supplement their meagre income.

In spite of the G.O. even D.A. is not paid in one or two institutions at Government rates. And even after repeated representation, in Pachaiyappa College D.A. at Government rates has, it seems, been sanctioned only from

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1-7-49 and not from 1-1-48. In spite of several representations, the increases sanctioned by the Board of Trustees on 28-2-47 with effect from 1-3-47 have not yet been paid to the staff. The Standing Committee of the Executive adopted a resolution on the same subject at its meeting held on 11th March 1949, and that was also communicated to the University. The management has not even favoured us with a reply. In a similar instance affecting the attenders of the same college, the Labour Commissioner within a short time enquired into the matter and gave his decision, whereas after several representations to the University and the Government extending over a long period, the teachers' problem remains ~~as~~ unchanged. The contrast is significant and reveals the abject helplessness of teachers because of inaction on the part of concerned authorities. If the University and the Government do not enquire into even such irregular and illegal actions, the feelings of teachers may be imagined.

Such a violation by a responsible body, we feel, deserves to be investigated by the university and the Government. The individual teachers should be afforded protection against unjust treatment by managements. We feel that representations from individuals and associations should receive impartial consideration irrespective of the personalities involved; unless those in positions of power are responsible minded, there can be no safety at all for innocent victims. An assault on a teacher at the entrance of an institution at Ernakulam was treated differently by the University from a more serious one committed inside a class room in the city. Those who point out such things are viewed with disfavour, and everything possible is done to make their lives uncomfortable and miserable. But such a policy can do no good; it will only worsen the situation.

We have reiterated that shockingly low salaries are bound to tell upon the character of any group of people. At least now it should be realized that maintenance of high standards of university life is not possible as long as the teachers are made to suffer from economic dependence and chronic financial worries. And it is hoped that substantial relief will be afforded to college teachers by recommending liberal scales and weightage with retrospective effect and enforcing them rigorously. May we hope that the patience of the long suffering teachers will not be tried any longer.

Several matters connected with university examinations deserve the most careful attention of the Syndicate if uniformity and reliability are to be maintained, which would be possible only if strict check is exercised, rigorous impartiality enforced, and the play of prejudice and influence completely eradicated. Certain recent happenings have shaken the reputation of the university. I have a few suggestions to

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make regarding improvement in this direction, and I shall be glad to discuss the matter at any time.

At the end of the last academic year, the deputation which met the Minister for Education also felt it desirable to wait on the Vice-Chancellor. I request you therefore to kindly arrange for our deputation and interview with the Vice-Chancellor.

Thanking you,

Yours faithfully,

S.A. Jain

Secretary

Copies to Governments

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THE ASSOCIATION OF UNIVERSITY TEACHERS
23A, Hostel Road, Madras 10. 21st March 1949.

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Sir/Madam,

In submitting the resolutions adopted by the Standing Committee of the Association at the meeting held on the 11th March 1949 for the earnest consideration of Managements of Colleges, Universities and Governments, the Association desires to state that its main aim is the maintenance of high professional standards and the improvement of the tone and atmosphere of Institutions for Higher Education, so that teachers may be able to give of their best to the service of the country.

The Association looks forward to the sympathetic response of the authorities concerned with University education, and desires to assure them of its unstinted cooperation.

Yours faithfully,

R.N.Selvam
PRESIDENT

S.A.Jain
SECRETARY

RESOLUTIONS

1. The Standing Committee of the Executive of the Association of University Teachers urges on the Universities and the Government the necessity of giving immediate attention to the several representations made by the Association, and urges on these authorities to redress the longstanding grievances of teachers without delay by revising their salaries and scales of pay in conformity with the recommendations of the Central Pay Commission, which are coming into force in the case of all other workers except the teachers. (Comparative statement attached).

2. The Committee feels compelled to convey the sense of frustration that has been distressing the minds of College Teachers in the South, who are suffering great hardship, and wishes to impress on the authorities that unless they take prompt action to redress the grievances of teachers the cause of Higher Education in the Province will be gravely prejudiced.

3. The representations of Teachers' Associations in advanced countries like England and America receive prompt and earnest attention at the hands of the authorities concerned. Unless a similar attitude is adopted by the authorities here and the enthusiastic cooperation of the teachers is secured thereby, Higher Education will inevitably suffer. It is earnestly hoped that the representations of the Association will receive prompt and sympathetic consideration.

4. The Committee urges on the University of Madras and the Government the pressing necessity of immediately coming to the aid of helpless teachers by compelling the Managements to ensure fair conditions of work to the teachers and exercising strict control over the affairs of all Institutions. They are requested to realise the harm that is being done not only to teachers but to the youth of the country by the policy of non-intervention which virtually leaves the managements to do things at their pleasure.

5. The Committee makes a special appeal to the Vice-Chancellors and the Syndicates of the Annamalai and Madras Universities to realise the inadequacy of the very low scales of pay and salaries of teachers, and the severe hardships to which they are put, and the consequent deterioration that is developing rapidly in several institutions, and entreats these authorities, who are to be the champions of the cause of teachers, to raise their status by revising their salaries and scales of pay in consonance with those obtaining in other forward areas like the Delhi University area in India. The Committee also wishes to bring to their notice the insecurity of tenure and the prevalence of unhealthy discrimination which causes heart-burning in those superseded. This poisons the atmosphere of Educational Institutions, and the Committee feels that this should be put an end to.

6. Resolved that representation be made to the Management of Islamiah College, Vaniyambadi regarding the case of Mr.K.S.Sivarama Iyer, B.O.L., Lecturer in Tamil, and that the matter be reported to the University if deemed necessary.

7. Resolved that the University and the Government of Madras be again requested (a) to take suitable action on the representations made by the Association on behalf of the Pachaiyappa's College Teachers' Union and redress the grievances of teachers to whom increases in respect of weightage for service had been sanctioned two years ago and later withheld, (b) to direct the Management to pay D.A. at revised Govt. rates, which has not yet been done and (c) to enquire into complaints of discrimination which have already been brought to the notice of the University authorities on 12-10-1948 by this Association.

8. Resolved that the Secretary be instructed (a) to bring to the notice of the authorities concerned the reports received by the Association regarding the grievances of teachers and (b) to give due publicity to all matters affecting the status and welfare of teachers.

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COMPARATIVE STATEMENT OF SCALES OF PAY OF COLLEGE AND UNIVERSITY TEACHERS

Scales of Pay recommended by the Central Advisory Board (1945) and accepted by the Inter-University Board

	Principal	Professors	Readers	Lecturers	Junior Lecturers
University Departments	...	Rs1000--1250	Rs500-25-800	Rs300-20-500	Rs150--300 or if there is only a single scale for lecturers 200-500
Affiliated & Constituent Colleges	800-1000	...	Rs500-25-800	Rs300-20-500	Rs210-15-300 (Technical & Engineering) Rs150-15-300 (other Junior Lecturers)

Scales of Pay recommended by the Central Pay Commission

Principal	...	Rs.800 -- 1150
Senior Lecturer	...	Rs.500--30--800
Lecturer	...	Rs.300-25-500-30-560
Asst.Lecturer	...	Rs.180-10-320-15/2-350

Scales of Pay of University Teachers

	Professor	Reader	Lecturer
University of Allahabad	800-50-1200	500-30-800	300-20-500
University of Bombay	800-50-1000	400-25-700	200-20-400-25-500
University of Madras	750-50-1000	400-25-600	200-15-350-20-450-25-500 Junior Lecturer 150-10-250

Scales of Pay of Teachers working in Affiliated Colleges

	Professor or Senior Lecturer	Lecturer	Demonstrator or Tutor
University of Delhi	Rs.500-25-800	Rs.200-15-290-20-450-25-560	...
University of Bombay (Bombay city) (In mofussil Rs.50/- less in the maximum & minimum)	Rs.300-15-450	Rs.200-10-350	Rs.150-5-200
University of Madras	Rs.200-15-350-20-450-25-500	Rs.100-10-250	Rs.75-5-100

Starting Salary for Lecturers working in Colleges affiliated to different Universities

Delhi	Bombay	Andhra	Annamalai	University of Madras	Government of Madras
Rs.200	Rs.200	Rs.150	Rs.150/- (Lecturer I) Rs.100/- (Lecturer II)	Rs.150/- (1928) Rs.100/- (1947)	Rs.150

Dept. of Education
No.
26 JUN 1948
Diary No.

UNIVERSITY DEVELOPMENT
(A Comparative Review)

(21) 21 38

Needs of Universities and Colleges

The developments described in the latest report of the University Grants Committee and other reports of the A.U.T.(England) will, it is hoped, be taken into consideration by the Universities Commission in making their recommendations, which may be expected to be of the greatest significance to University development in Free India. The report of the Working Party on University Awards -- of which Dr. J.F. Duff, now on the Indian Universities Commission, was a member-- is also of far-reaching importance to Indian conditions, as a similar scheme should have been in force in our Country long ago.

The advancement of education at all stages and the maintenance of high standards of University life will very largely depend upon the recommendations of the Universities Commission and their implementation. Education has received scant attention in the past-- being almost the last item in national schemes--, and the continuance of such a policy in Free India will prove detrimental to national interests and may threaten the hard won freedom itself. A bold and liberal policy must be pursued in future, and the needs of educational institutions should be fully met by liberal grants from both the Central and Provincial Governments. The educational needs of the nation should be fully satisfied, and careful planning is essential to provide for rapid expansion, which calls for men of genius, imagination and far-sightedness. But, unfortunately, in the new set up it is becoming more difficult for men of real merit and distinction to come up. This does not bode good for the future of the Country. In the field of education at least real merit should be the only consideration in choosing candidates for responsible positions. And as in England and America persons of distinction in humble positions ought to be encouraged and elevated to high positions according to their deserts. Routine methods and the play of influence will work havoc and retard progress considerably.

The present niggardly policy will take us nowhere. Much depends upon the personnel of the teaching staff, and the quality of the human material will not improve without considerable improvement in the emoluments and service conditions of teachers of all grades. Various factors tend to undermine efficiency and interfere with progress and the maintenance of high standards, and the centres of Higher Learning as at present constituted are not calculated to foster the development of personality, initiative or inventiveness. Overcrowding of Colleges and lack of suitable facilities are largely responsible for the present state of affairs. Insecurity of tenure, the play of favouritism and prejudice, suppression of freedom

of speech and association, and lastly economic dependence — which is the most serious handicap in resisting aggression and asserting independence — are the evils from almost which/the entire teaching profession suffers. The irony is the very men who condemn the prevalence of such conditions in Reports and at Conferences are responsible for perpetuating them. Naturally the hopes of teachers have been shattered time and again and a sense of frustration and despair has cast a gloom over their nature and soured their spirits. How can standards be maintained at a high level under such conditions? To subject those engaged in the arduous task of training the youth of the Country to severe hardships extending over several years is no matter for triumph to the authorities or private managements; on the other hand this is the misuse of power against the interests of the Country.

Problems of Teachers

Several irregularities prevail in educational institutions run by private agencies to the detriment of staff and students, and these should not be overlooked byy the University and the Government. The influential persons who generally constitute the managements may resent supervision and direction. But that cannot absolve the Government of their responsibilities towards the less privileged classes, which certainly are greater and should not be disregarded. We regret to mention, however, that those in power and position are allowed to do things as they like, which makes the position of teachers precarious. The urgent need for setting up arbitration tribunals to settle disputes between teachers and managements has been stressed at the All-India and Provincial conferences. But in this respect as in several others teachers are at a great disadvantage when compared with labour, and it is considered unfair that the most pressing claims of teachers should be ignored by the Government and the Universities. To pay attention only to claims backed by numerical strength and concerted action is indefensible, and it would be an evil day if the teachers are forced to adopt the methods of labour in enforcing their claims, ~~and~~ It is unfortunate that indifference and neglect on the part of the authorities have already driven them to that extremity in certain parts of our Country. The patience of College teachers has been tried too long in the South, and the attitude that is rapidly spreading among them should be checked by prompt measures taken by the University and the Government and by adopting a human approach to their problems.

The authorities should take into ~~xxxxxxxxxx~~ account what sympathetic and prompt consideration is shown to representations ~~xxx~~ from teachers and organizations of teachers in free countries like England and America and what facilities and amenities are provided for them — salaries consistent with their status and professional needs and related to the cost of living, Family (Educational) Allowances, and provision for super-annuation through the F.S.S.U. (Federated ~~Superannuation~~ ...

annuation through the F.S.S.U. (Federated Superannuation System for Universities); whereas here they are treated as of no concern to the State and are plunged in want and misery. The recent developments in England show phenomenal changes effected to suit the changed conditions, to afford facilities to the youth of the country and to relieve the burden of the middle and working class parents in educating their children. The speedy implementation ~~xhxxx~~ of such progressive measures alone can lessen the wide-spread discontent among the vast sections of the people and at the same time contribute to national well-being and prosperity. As the Grants Committee expresses, it is the duty of the Government to find funds ~~fxr~~ and ways and means for implementing essential schemes and urgent measures of reform. The eager and expectant hopes of the people should not be baffled any longer, and no people will accept the facile excuse of lack of financial resources.

Universities and National Welfare

The importance of Universities in promoting national prosperity is not yet fully realized in our Country. Probably for this reason ~~thx~~ State support to university education is very meagre, almost negligible. Again Colleges are treated differently from Universities. The latter which are semi-Governmental institutions receive better consideration, whereas Colleges which are treated alike in the West as they form part of universities receive very little financial aid from the Government here. This is a matter which deserves the serious attention of the Government, as this handicap prevents Colleges from fulfilling their functions in the best manner possible. It must be remembered in this connection that Higher Education is imparted mainly through the Colleges; hence they deserve liberal financial assistance from the State, without which they cannot discharge their obligations satisfactorily.

The observation of the University Grants Committee deserve the careful consideration of our Government and the public. "The part which the universities thus played in the national struggle for survival did not pass unnoticed by the public mind; and there has emerged from the war a new and sustained public interest in the universities and a strong realisation of the unique contribution which they have to offer to the national well-being, whether in peace or war. Any conception that may have existed of the universities as places of cultural luxury catering for a small and privileged class has passed away and will not return. The heightened sense of social justice generated by the war has opened their doors more widely than ever before..... And it may be assumed that the proportion of university students dependent on some form of public aid, already large before the war, will in future be greatly increased. These things, and many others, make at once for a strengthening and a complication of

the tie between the universities and the State. ... The universities are showing themselves, by many signs, to be eagerly responsive to the challenge presented to them, and the State has already given substantial evidence of its willingness to give them all possible support in the tasks that lie before them." May we hope that such a mutual relationship will soon be established between the Universities and the State in our Country on the recommendations of the Universities Commission.

University men and women contributed a great deal in England's war effort towards the successful issue of the war; the scientists helped the war effort with their in inventiveness and adaptability, while others played an indispensable part in public administration. Thus England's effort was furthered in a large measure by the cooperation of the highly trained and resourceful body of university teachers, who could be expected to shoulder responsibility in new positions with the utmost speed and efficiency. "The great expansion of the higher grades of the Civil Service which the war entailed would hardly have been possible without a large importation of university teachers, and it did not escape the public notice that a former professor of philosophy was at one time the administrative head of the joint Ministries of Supply and Aircraft production." But unfortunately in our Country university teachers are underrated, and complaints are made regarding the dearth of first-rate men without utilizing the services of university teachers as in England when there is an emergency.

The urgent need of the hour is to evolve a system suited to the conditions of our people, their genius, their temperament, intellectual calibre, established traditions and the country's resources. A sound system of education with equal opportunities for all is essential for the Country's progress and national well-being. But one important principle should not be overlooked. A break with the past or the rest of the civilised world is not only impossible but also undesirable. And educational reconstruction should not violate this vital principle.

Problems of Expansion

The expansion of student numbers and the problems involved are discussed at great length in the English Report. The goal of ten years has almost been reached in two, and this is characterized as unparalleled in university development in England. It is noteworthy that the Committee rightly insists on the maintenance of high academic standards in the changed conditions. The Barlow Committee stressed that the quality of university graduates must not be sacrificed to quantity. " In few other fields are numbers of so little value compared to quality properly developed. Character, temperament and wider qualities of mind are, of course, as important as intellectual acuity, and the test of fitness for the universities is not intelligence

alone. Moreover, before it enters the university, intelligence must be trained and the associated personal qualities matured to a standard that we would not wish to see lowered." The Committee of Vice-Chancellors and Principals added the warning that "academic standards once lowered are not retrievable, and Gresham's Law applies to them". The vicious circle that will be created by disregard of this principle is described in the report. "If the universities are not first enabled to produce (among others) enough well-educated school teachers to cope with an older and larger school population, the schools will in turn soon sendup up ill-educated entrants to universities, whom the universities ex hypothesi will not have the means to cure before sending them out again, many to become school teachers." Again it is emphasized that "the maintenance or improvement of academic standards is clearly dependent on two factors, the quality of the undergraduate material reaching the universities from the schools and the quality of the training provided by the universities themselves." How much needs to be done in our country in these two respects is not clearly visualized by educationists. The vicious circle referred to above has been in operation for long that considerable improvement should be effected both in schools and colleges if the quality of university graduates is to be improved.

The various aspects of the problems created by the rapid expansion of student numbers are dealt with in great detail. The Committee deplores that the heavy strains imposed on staff and students by the sudden increase in numbers "have involved quite serious deterioration in the standards of university life, and that a leisured university life with adequate opportunities for regular contacts between staff and students is rarely possible." It is emphasized that such temporary conditions necessitated by special circumstances should not be permitted to continue for long. "Conditions which may be tolerable for a short period become in time unendurable." But even in pre-war years scarcely did such high standards of university life obtain in the centres of higher education in our country.

The spread of secondary education in our country has already created a serious problem, and the existing provisions are hardly sufficient to cope with the growing demand for university education. The supply of freshmen will increase year after year, and till now there has been no State Planning in this direction. The vast numbers of educational institutions, both schools and colleges, are still managed in our country by private bodies ill-equipped for this great task. Besides, most of these institutions suffer from lack of financial resources, and adequate support is not forthcoming from the State. Naturally the training imparted is unsatisfactory, and standards are inevitably low. It is the function of the State to provide facilities for education, and hence the State must not hesitate to render adequate financial

assistance to private enterprise in this field. At the same time, the State must exercise strict supervision over the affairs of these institutions until direct control is assumed.

Financial Assistance

The universities and colleges of England are not administered by the State; but the financial assistance given to them by the State has increased phenomenally. In 1945 the Universities R Grants Committee emphasised the argument that the universities had reached a critical point in their history and that the expansion and improvement of facilities for university education which the public interest demanded could be achieved only with the aid of largely increased subventions from the Exchequer. The annual grant recommended for each of the first two years that followed the war was nearly double the previous grant. It was also stressed by the Committee that the universities should be given an assurance in general terms that the grant during the remaining years of the decade would be substantially increased. The acceptance of the recommendations surprised the Committee itself, and the announcement of that decision h was recognised in academic quarters as implying an entirely new attitude on the part of the Government towards the universities. Such has been the liberal a attitude of the British ~~Government~~ Government towards the universities in spite of the strain to which ~~she~~ has been subjected during and since the war. That ought to be the attitude if genuine progress is to be ensured, and not endless delay and evasion in implementing the recommendations of the Central Pay Commission in the case of teachers. The consideration ought to be not how long ameliorative measures could be put off conveniently, but what would be the harmful consequences of such a policy and whether it is justifiable to subject ~~an important~~ a small but important section of noble workers to severe hardships and unnecessary suffering.

The following table taken from ~~it~~ page 79 of the ~~Report~~ report of the U.G.C. indicates the new and enlarged conception of the responsibility of the State towards university education in Great Britain.

Main Sources of Universities' Income as Percentages of Total Income

Institution	Endowments		Donations etc.		Grants from Local Authorities		Parliamentary Grants		Fees	
	1935-36	1946-47	1935-36	1946-47	1935-36	1946-47	1935-36	1946-47	1935-36	1946-47
Oxford & Cambridge	27.9	23.9	1.0	2.7	—	—	26.1	39.5	34.2	23.0
London	9.0	4.1	3.6	1.5	8.0	3.6	32.6	58.3	38.2	25.0
Wales	6.5	3.1	1.0	0.4	17.0	10.6	48.5	60.3	24.0	19.6
Scotland	18.9	10.0	1.8	2.9	4.4	5.3	38.8	52.2	33.6	25.4
Great Britain	14.5	9.3	2.5	2.2	8.7	5.6	34.3	52.7	32.5	23.2

It must be noted the the criterion of need was a factor that influenced the distribution of grants. We may be reminded in this connection that most of the Colleges in our Province are maintained mainly by fee income with practically no grant and with very little income from endowments. It is not surprising that academic standards are low under such circumstances. The plight of teachers may also be imagined under such depressing conditions. A fundamental change in outlook can alone pave the way for efficiency and progress.

The State and the Universities

In another most important respect the English example offers a valuable lesson. There is no evidence of antagonism in the relationship between the universities and the State. The Committee recommends a sound course on the relationship that should subsist between the two. "The principles of central planning and of academic autonomy are not irreconcilable opposites. Far from that being so, we believe that the relationship between the State and the Universities which is now being evolved may properly be conceived as a form of partnership. ... On the side of the universities, there is every evidence of a progressive spirit and of a genuine desire to accommodate their policies to the various demands of the public interest; on the side of the Government there is full recognition of the over-riding duty of those who follow the academic path to ascertain the truth and to proclaim it without respect to the convenience of Governments."

But this is not the object for which academic autonomy is championed by university authorities in our country. It seems to be interpreted as the right to do things as they intend without Governmental interference. It may be noted that the Committee of Vice-Chancellors in England explicitely stated that "the universities entirely accept the view that the Government has not only the right, but the duty to satisfy itself that every field of study which in the national interest ought to be cultivated in Great Britain is in fact being cultivated in the university system and that the resources which are placed at the disposal of the universities are being used with full regard both to efficiency and to economy." Owing to economic disabilities and other factors, university teachers in our country are not independent enough to give free expression to their views even on purely academic questions. And as long as the individual teacher does not come into his own, extreme autonomy of universities may delay considerably the emancipation of teachers. At present they have to serve several masters, who very often prove unsympathetic and even hostile, with none to safeguard their privileges. They vainly look to up to the universities for protection and succour, with the result they are helpless at every turn. The authorities may note that, at the fifth meeting of the International University Conference, it was observed that 'the moral freedom of

the scholar and researcher is his most vital possession' and that 'academic freedom, economic security and professional status of the university teacher are essential to the successful execution of his functions.' And the A.U.T. has a standing committee whose work it is to deal with attacks upon the freedom of university teachers. But academic freedom is rarely interpreted here in terms of individual teachers, and even constitutional methods of representation are resented by authorities. Thus even the authorities of the universities, whose responsibility it is to safeguard the interests and privileges of teachers, act in a manner calculated to curb them.

Representation on University Bodies

This is a vital matter of concern to teachers as a body, as they cannot come into their own and make their significant contribution to the solution of educational problems without adequate representation on governing bodies of universities. The methods of election are not such as to secure true representation, and the representatives of the teaching staff are not admitted to a full share in the proceedings of the governing bodies, including such fundamental matters as finance, salaries and promotion and the appointment of new members of staff, as insisted on by the A.U.T.

Principles of Remuneration

The needs of university teachers were stressed by the University Grants Committee in their Report of 1930. "In the matter of remuneration the career of a university teacher should in the first place offer to a man the prospect of marrying and maintaining himself and his family in such material comforts as are enjoyed by moderately successful members of other learned professions, and of providing satisfactorily for the education of his children; and we went on to suggest that academic salaries ought also to take into account such specifically academic needs as the accumulation of a private library, membership of learned societies and, if possible, some amount of foreign travel. These principles of remuneration still seem to us to be sound, and if salaries are insufficient to satisfy these basic needs, university teachers will be under the handicap of chronic financial anxiety or, alternatively will be driven to the expedient of supplementing their salaries by a distracting burden of extraneous work."

Even as long ago as 1943 funds were allocated by the Treasury and increases of from £100 to £150 were very generally made to the salaries of permanent university teachers to meet the rise in the cost of living; whereas to this day College teachers have had to suffer on practically the pre-war rates of salaries. It is nothing short of tyranny to expect the teachers to give of their best under the most depressing conditions in a hard and inexorable world, where their responsibilities as human beings cannot be met without material resources.

State Scholarships

The same sympathetic consideration is shown to the needs of students in England. Now the university population includes nearly 30,000 students (out of a total of 90,000) in receipt of grants under the Further Education and Training Scheme. Even in the future it is estimated that subsidies on an unprecedented scale will be needed. Thus the process of socialization has been proceeding apace in England. The value of the awards ~~inxliberalxenoughxtoxsuffixxforxth~~ has also engaged the attention of the Working Party. "The standard figures of maintenance for all students should include allowances for books, instruments, clothing, mid-day meals, travelling, subscriptions and pocket money, as well as a contribution towards the cost of the student's keep during term-time and expenses during vacation. Additional allowances should continue to be available to assist a student with abnormal expenditure on travelling, or on expensive instruments essential to his course of study." Such is the consideration shown in satisfying the students' needs. The contrast needs no emphasis. Again the amount of parental contribution towards a student's expenses is based on the income available after certain deductions have been made from the gross income. The minimum income below which such contributions are ~~xxxx~~ waived is also laid down.

Conclusion

It has been reiterated by those who are competent to speak on the matter that, unless the Centre takes over Education-- especially University Education--, satisfactory progress cannot be expected. This step is essential for a variety of other reasons too, including the establishment of uniform standards and a broader outlook. It is necessary that our Governments and the public should be actuated by the same 'heightened sense of social justice,' ~~xxxx~~ move forward in consonance with the spirit of the times, and ~~xx~~ offer facilities 'towards establishing equality of opportunity in the highest stages of education' and in other spheres. Such measures will effectively combat the disruptive tendencies spreading now. The danger of shattering the long nourished and expectant hopes of the masses must be clearly visualized by those in power, and as long as the unjustifiable disparities tend to accentuate rather than disappear by the continuance of the present set up, unrest cannot be rooted out. Dr. Torres Bodet emphasized the same ~~xxxxxx~~ truth when he said that,"~~xx~~ long as there are two groups of people -- the one privileged, supplied with first-class universities, laboratories and libraries, the other backward, for whom even primary school is luxury, there can be no true international peace of a just and lasting character."

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~~xxx~~ S.A. JAIN
Secretary, A.U.F., Madras 10

THE ASSOCIATION OF UNIVERSITY TEACHERS
MADRAS 10
12th August 1949

Matters to be represented to the Hon'ble the Minister for Education by the Deputation

1. Recognition to the Association by the Government may kindly be granted without further delay.

2. Conditions of Teachers and Universities. The depressing conditions of College Teachers may be imagined from the fact that, while the wages of the labourers and crafts men have been doubled or trebled, the salaries of college teachers especially have remained practically at pre-war levels. Managements of aided colleges have been completely indifferent to the well being of teachers. Increase of fees to the extent of 50% effected in the course of the past 4 or 5 years did not at all benefit the teachers, and the surplus was generally utilised for the opening of new courses and the construction of buildings and capital expenditure at the cost of teachers. Discrimination, the play of prejudice, injustice and victimization have been causing disharmony in colleges and vitiating the atmosphere of these institutions. The University dominated by vested interest like the Principals on the managements of colleges has done nothing to improve the lot of college teachers. This is very largely responsible for deterioration in standards, discipline and efficiency and the wide prevalence of irregularities and abuses in several directions

Several representations made to the University of Madras during the last three years have not engaged the attention of the University. Naturally managements have been proceeding arbitrarily to the detriment of the interests of teachers. At present there is no means of redress for the grossly exploited teachers who are subjected to several kinds of unjust treatment. The teachers feel that persons in position and power are permitted to commit any offence with impunity. This is fraught with serious consequences. Flesh and blood cannot but rebel at such treatment.

The authorities of the University seem to think that, with the support of persons in power like Principals, they can carry on ignoring the claims of teachers and at the same time command their votes under the present system of open voting, which is against ~~universal~~ Human Rights. They also close their eyes to inefficiency, inadequate staffing and other defects in the working of the institution. Such a procedure has created a ferment among teachers and is driving them to desperation forcing them to leap all bounds. The teachers have been constrained to believe that constitutional methods have been in vain. It must be noted that no authority can expect them to be dumb under any circumstances

Several serious offences on the part of managements are winked at by the University. For instance increases sanctioned to a large number of teachers of Pachaiyappa's College by the management on 28-2-47 with effect from 1-3-47 have not been paid to the staff till now. The violation of a specific order like this is illegal, and still no action has been taken on the representation of the Association regarding this matter either by the University or by the Government. In similar circumstances, when the same management went back on their undertaking with regard to the attenders of the same college, it seems that the Labour Commissioner has directed the Management to pay the amounts. This will bring home the disabilities under which college teachers are placed. In another instance in the same institution, no action was taken on an assault made on a teacher (because a few offenders were related to those on the management) Thus driving the teacher to seek redress in a court. Such things could be avoided by the University and the Government. In a similar case at Ernakulam the very University rusticated the offenders whereas in the instance that took place in the city the University took no action.

Conditions of teachers in several aided colleges are highly unsatisfactory. Many of the rules framed by the University Inspection Commission are not enforced. Even well established and flourishing institutions take advantage of this and deny hard working teachers their essential needs. In the Board of Education report of 1944 it is specifically stated that teachers should not be treated as a race apart, 'when the prime need is that they should be regarded as what in fact they are: ordinary people with personal life to live and a necessary and therefore a useful task to perform'. The practice of educating children on the cheap is condemned in the same report. "We say nothing about the folly of that policy from the point of view of the spiritual heritage of the community and the social justice due to each individual member of the community. But we wish to stress the fact that from the economic point of view also it is a short-sighted policy. It is not customary to liken education to agriculture and industry as productive activities, but in fact it is one of the most productive of all human activities, and we are persuaded that the material wealth and the defensive capacity of a community depend in very high degree upon the kind and quality of education which it gives to its children."

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It has been emphasised that cheapness and efficiency do not go together and that the "emoluments of the profession should bear a relationship to the earnings of other professions and occupations so that the necessary supply of teachers of the right quality will be forthcoming." The principles of remuneration emphasised by the University Grant Committee of Englsnd may be referred to in the copy of our recent representation to the University dated 22nd July 1949. P13 ante

3. Conditions of Teachers in Annamalai University. The standing complaint of teachers in that University has been insecurity of tenure. There have also been frequent changes of staff owing to the prevalence of very low scales of pay. But the former complaint has always produced the feeling of bitterness in teachers. There is an impression among the teachers there, that their continuance in the service of the University depends largely on their sweet pleasure of the Founder. This will be admitted to be a severe handicap for teachers in the performance of their duties. Such high handed ways are resented everywhere by teachers, and the voice of protest is raised against such methods. If these methods are not checked, they are bound to precipitate a crisis. Under such conditions the freedom of a teacher is at stake. It also seems that an order was passed by the Municipal Commissioner of Salem prohibiting teachers from addressing meetings without obtaining previous permission. It has been said by an educationist that 'in a free country no fetters should be placed on the freedom of professors in expressing their views on political or social problems.' (S.R.Dongerkery). The teachers look up to the Government to check such unnecessary interference and safeguard the legitimate privileges of teachers and security of tenure.

4. Conditions of teachers and the Government. The previous Minister for Education gave expression to the peculiar conditions of college teachers, and mentioned to the members of the deputation last time in March 1949 that the University, while not improving the lot of college teachers, at the same time resented interference in the matter by the Government. It was made clear then that the Government could not disclaim their responsibilities towards college teachers because the University thought otherwise. It is time that the University should be told that either things should be set right by the University or the Government would be forced to take over the regulation of service conditions of college teachers. The University has been given plenty of time, but the University has done nothing except perpetuating injustices and prolonging the miseries of teachers,

It is also to be emphasised that Universities and colleges are treated differently by the Government in the matter of grant, as the University is treating differently the University and college teachers, for which there is no precedent in Western countries. It is felt that Government grants to colleges must be based on needs and not on deficit. At present several colleges get almost nothing by way of grant, except backward concessions. In advanced countries of the west liberal financial support is given to colleges as well as universities, as may be seen from the article on University development, a copy of which was sent to the Government.

Several of these matters have been represented to the Government from time to time, and it is earnestly hoped that all those representations will be carefully studied by the Government and disposed of to the satisfaction of the teachers, who have been subjected to severe hardships for several years. The essential needs which deserve speedy implementation are given below:

IMMEDIATE REQUIREMENTS.

Payment of D.A. at Government rates from 1-1-48 to be made compulsory on all managements.

House Rent Allowance at Government rates.

Rs.150-10-250 for Lecturers with weightage for older incumbents. (This is only an interim measure, and The Pay Commission's Recommendations to be implemented early.)

Rs.250-15-400 for Additional Professors.

Rs.250-20-500 for Professors.

The starting of Rs.150/- which must have been introduced in 1942 or 1943, and which was recommended By the Association from its very inception (which was sanctioned by the Government too) is yet to be adopted by the University. Those who deny the essential needs to teachers are indirectly doing harm to the youth and the country.

A favourable gesture by the Government is looked for by the deputation at an early opportunity.

* * *

THE ASSOCIATION OF UNIVERSITY TEACHERS
(Formerly known as "The College Teachers' Union")
South India

32 60

President
R.N.SELVAM,M.A.(Cantab)

Office:
23A,Pachaiyappa's Hostel Road,
Chetput, Madras 10.

Secretary
S.A.JAIN, M.A.

12th February 1949.

To
The Registrar,
University of Madras,
Chepauk, Madras.

Sir,

At the last conference severe disappointment was felt that the many representations of the Association have not received the attention that was hoped for. We request you to place the entire correspondence before the Syndicate.

The Association has made a series of representations to the University of Madras in the course of the last two years. For years the teachers have been struggling on on inadequate salaries, and in the present condition of abnormal cost of living, they have to suffer grave hardship. Nowhere else are the conditions of college teachers so depressing as in the South. The salaries of college teachers in North India and even in the Andhra University area are considerably higher than those in our university area.

To the memorandum dated 22-3-48 submitted to the Vice-Chancellor by the Union, you wrote to the Union on 31-3-48 as follows:
'I am to acknowledge receipt of your letter under reference and to inform you that the Syndicate is taking steps in the matter'.
To the further representation made in July 1948, the Acting Vice-Chancellor gave the Union a hopeful and assuring reply. Subsequently a memorandum was submitted to the Vice-Chancellor in September, and you replied in yourletter dated 21-9-48 that 'it will be placed before the permanent Vice-Chancellor who is expected to be back in a week's time'.
In October a further representation on behalf of the Pachaiyappa's College Branch Union was made for consideration by the University. This and the letters dated 25-11-48 and 27-11-48 have not been acknowledged and replied to.

The Association would be grateful if you will kindly expedite consideration of the above matters. As teachers in institutions connected with the University we have the right to expect that the University will spare no effort to ensure fair conditions of work to teachers in the university area, and rigorously enforce their decisions on managements.

We give below the scales of pay of the teachers working in the colleges affiliated to the Delhi University.

Lecturers: Rs.200-15-290-20-410-25-560
Lecturers: (Selection grade) Rs.500-25-800
Principals: Rs.800-40-1000-50-1250 (Strength of each college is limited to 600)

Recently the Government of Bihar are reported to have decided to raise the scale of salary of teachers of non-government colleges. The proposed scale will start from Rs.250 and go up to Rs.450. The former scale started from Rs.150 and stopped at Rs.374'.

In our province things are as bad as they can be, and we feel that neither the universities nor the government ought to permit the continuance of the present state of affairs, which is undermining efficiency and discipline and is poisoning the atmosphere of educational institutions. It is also felt that there should be no distinction between College and University teachers in the matter of salaries and service conditions. We wish to reiterate that decent scales of pay in conformity with those obtaining in the North with adequate weightage based on service should be sanctioned to teachers with effect at least from July 1947. It must also be pointed out that conceding the claims of the few at the top and ignoring those of the vast majority who form the backbone of the profession disturbs the harmony which is essential in educational institutions.

A copy of the resolutions passed at the recent Conference is also sent for consideration.

Yours faithfully,

S.A.JAIN
Secretary

R.N.Selvam
PRESIDENT

Copy to the members of the Syndicate.

ASSOCIATION OF UNIVERSITY TEACHERS

Resolutions passed at the Third Provincial Conference of the Association of University Teachers (formerly known as the College Teachers' Union) on the 16th January 1949 at Annamalainagar under the Presidency of Prof. K.A.Nilakanta Sastri, M.A., Retired Professor of History, University of Madras.

General

(Addressed to Governments & Universities)

1. This Conference of College and University Teachers resolved that the twelve clauses of the resolution adopted by the All India University Teachers' Convention held at Delhi in December 1948 be generally accepted.

This Convention is of the opinion:

(1) That no College or University Teacher in India should receive a basic pay of less than Rs.300/- per month in definite time scales of pay on the lines recommended by the Central Pay Commission for teachers in Government Colleges, and that it should not be open to the managements to withhold the increments without good and sufficient cause;

(2) That all College and University Teachers should be granted dearness and other allowances on Government scales;

(3) That all College and University Teachers should be given either the benefit of Provident Fund or Pension wherever this is not being already done; and these should be regarded as the inalienable right of teachers not subject to modification by the management; the minimum contribution which the managements should be required to make to the Provident Fund should be 8-1/3%.

(4) That all College and University Teachers should be granted security of tenure and confirmation should follow a defined period of satisfactory service after which services should not be terminable except for good and specified causes and subject to the right of appeal to an arbitration tribunal;

(5) That proper housing of College and University Teachers should be made the direct responsibility of the educational institutions and should be liberally subsidised by the government;

(6) That the Government has obligation not only to the teachers but also to society at large to see that higher education is well-looked after and should, therefore, adequately finance the same;

(7) That the University and College Teachers should have effective voice in educational administration, and teacher representatives should constitute the majority of members of the Governing Bodies of the Colleges and Universities;

(8) That the same scales of pay for the same type of work should be applicable in all educational institutions whether University or Colleges and whether Government or privately managed and there should be no distinction between men and women teachers in this respect;

(9) That the teachers irrespective of the nature of the employing authorities, should have full freedom of thought and expression on social, political and economic questions and association, and all teachers, individually and collectively, should safeguard the exercise of this right by any teacher ;

(10) That the teacher element should be adequately represented on all Governing Committees and Commissions appointed to deal with educational matters, and no important decision on them should be taken without consulting Teachers' Organisations;

(11) That College and University Teachers should be specifically represented on such legislatures as have special constituencies;

(12) That appointments of teachers should be made by properly constituted Selection Committees.

2. This Conference resolves that a standardized time scale be introduced in all Collegiate and University institutions and that all unnecessary classes and grades among the members of the profession be done away with.

3. This Conference urges upon the Universities and the Provincial and Central Governments the urgent need for the creation of a suitable machinery for the adjudication of disputes between teachers and managements.

4. This Conference strongly recommends that University title holders in Indian Languages and Music be entitled to exercise their votes in elections to University Bodies and also to seek election to such Bodies just like degree holders.

5. This Conference appeals to the Universities and the Government to grant recognition to the Association of University teachers.

Government of Madras

6. Resolved that the Secretary be authorised to request the Madras Government to remove the ban on teachers of the Madras Government Colleges becoming members of the College Teachers' Union (now known as the Association of University Teachers).

7. This Conference congratulates the Government of Madras and thanks them for having done justice to the teachers of Indian Languages by giving them M.E.S. and S.E.S. ranks in Government Colleges.

8. This Conference strongly condemns the delay by the Government in the matter of revision of scales of pay of the Salem Municipal College staff. Repeated representations made by the Tutors, Demonstrators and Assistant Lecturers who are receiving the

scandalously low pay of Rs.40/- and 60/- per month have not yet been heeded. This Conference demands that immediate sanction be accorded by the Government to the recommendations made by the Salem Municipal Council regarding the pay of the College teachers.

Universities

9. This Conference requests the Universities and other educational institutions to facilitate the conduct of research by the members who have put in a service of 5 years and more, (i) by meeting part of the expenses of bona fide researchers; and (ii) by granting study leave to researchers to pursue their researches in India or abroad.

10. Resolved that it be a recommendation to the Universities of India to take steps to carry out the Resolutions of the 1943 session of the Inter-University Board, namely to take steps to see that, in their supreme Governing and Executive Bodies, the teachers of the Universities form a majority of at least one.

11. Resolved that this Conference recommends to the authorities of the Annamalai and Madras Universities that it is advisable to introduce practical surveys and a study of statistics in the curriculam of the Economics Honours course.

12. Resolved that it be a recommendation to the Annamalai and Madras Universities and to the affiliated Colleges that the following be the mode of appointment and confirmation of teachers.

(a) Any vacant post be advertised and a Committee of experts in the subject be requested to choose a panel of three candidates in order of preference from among the applicants; and the appointment be made on the basis of this choice.

(b) The initial appointment be on probation for a period of not more than two years, at the end of which period, the candidate must be confirmed if his service has been found satisfactory.

(c) When a lecturer is promoted to a higher category, his period of probation be in this category for not more than one year; also this must be without prejudice to his being confirmed in the junior post.

(d) No confirmed teacher shall have his services terminated without a proper enquiry, wherein he will be given full opportunities to explain any charges against him.

13. Resolved that the office of the Vice-Chancellor be made elective by the Senate from among distinguished educationists and active teachers and research workers, preference being given to members already in the University and having the requisite qualifications.

14. This Conference is opposed in principle to the exclusion of University teachers from the Executive Bodies of the Universities, and urges on the Government to amend the Acts of the Madras and Andhra Universities suitably.

University of Madras

15. This Conference views with concern the lack of sympathy on the part of the authorities of the University of Madras towards teachers in not taking steps to ensure for them fair conditions of service such as Standard scales of salaries, weightage and so on.

16. This Conference requests the University of Madras to get the Bachelor and Bachelor of Honours in Oriental Learning recognized for recruitment to Public Services by the Provincial and Central Governments and the Public Service Commissions.

Annamalai University

17. This Conference requests the authorities of the Annamalai University to take steps to provide facilities for the teachers of this University to appear privately for University Examinations as provided in other Universities.

18. This Conference feels that external and internal examiners in a residential University should be nearly equal in number on each Board, and that there should be no differentiation between external and internal examiners in the matter of remuneration etc.

19. This Conference expresses its regret that in the recent revision of salaries of the members of the teaching staff of the Annamalai University, there has been a backward revision of the salaries of the Readers from 250-10-300 to 200-10-300; and urges the University authorities to restore the old scale.

20. This Conference requests the authorities of the Annamalai University to revise immediately the salary scales of the Oriental Title holders in order to set right the downward revision effected recently, to refund deducations made from their salaries and to discontinue further deducations. (This is the gist and not the text of the resolution).

All India Radio

21. This Conference recommends that regular lectures in English at least once a week, bearing on the great classics in all Indian Languages, may be broadcast from the All India Radio Station, Delhi and relayed from all stations.

K.A.Nilakanta Sastri
President of the Conference

S. A. Jain
Secretary

R.N. Selvam
President
of the Association

Extracts from Work and Aims Leaflet of A.U.T.(British Isles)
Association of University Teachers: Its Work and Aims.

The objects of the Association, which was founded in 1919, are "The advancement of University Education and Research, the promotion of common action among University Teachers and the safeguarding of the interests of its members".

Organisation: The Association is essentially a federation of Local Associations. (There is an Association in every University and University College in England, Wales and Northern Ireland). Each Local Association in general includes the majority of the teaching staff and is therefore the normal medium through which representations are made to the Governing Body on matters affecting staff interests. It also promotes discussions on matters of university concern, both local and general, maintains contact with outside bodies which have common interests, and arranges social functions.

Journal: The Association publishes a journal, The Universities Review, which contains articles of both national and international university interest.

Post-war University Developments: The Association is at present reviewing the whole question of university expansion in the light of post-war developments.

Co-operation with other bodies: The Association takes every opportunity of co-operating with other organisations in matters of common interest. Conferences are held when necessary with teachers', students', scientific and other organisations interested in the work of the Universities. During the period 1924-35 it joined with the Standing Committee of Vice-Chancellors and Principals in deputations to the Chancellor of the Exchequer on the subject of the State Grant to the Universities. Direct and frequent contact is maintained with the University Grants Committee and in 1945 it took the initiative in presenting a memorandum on university needs in connection with post-war developments. It also takes steps to promote understanding of university problems among interested Members of Parliament.

Salaries: A detailed survey of the salaries and grading situation was carried out and published as a Report in 1938, and much had been done to improve conditions by the start of the second world war. Owing, however, to the considerable rise in the cost of living during the war, the salaries then existing became quite inadequate and in December, 1943, the A.U.T. Central Council approved the following revised scheme:

Grade II. Lecturers £400--£425--£475--£25 p.a.--£800.
Grade I. Senior Lecturers and Readers: £800--£25 p.a.--£1,100.
Non-professional Heads of Departments: should rise to at least £1,300.
Professors: £1,500 as basic salary.

(Family Allowance of £50 per annum per child is a general feature in almost all Universities and Colleges).

Moreover, in order to temper the immediate need, an A.U.T. deputation met the Chairman of the University Grants Committee in 1943 and advocated a flat rate increase of £150 to the salaries of all permanent university teachers to meet the rise in the cost of living: shortly afterwards funds were allocated by the Treasury for this purpose and increases of from £100 to £150 were very generally made. A further deputation met the Chairman of the University Grants Committee in May, 1945. The considerations stressed in these discussions were taken into account in the allocation of the Treasury Grant for the present quinquennium, and revised post-war scales approximating to those above advocated by the Association are now coming into general operation.

Superannuation: The Association has continually watched the operation of the Federated Superannuation System for Universities scheme and played an important part in obtaining the Government Grant of £500,000 in 1920 for the improvement of the superannuation benefit of the older members of the university staffs.

Staff representation on University Bodies: In 1927 the Association published a Report containing a detailed survey of the extent to which the academic staff were represented on university governing bodies and drawing attention to the inadequacy of such representation at that time. During the succeeding years the position improved considerably, and in 1943 a second Report was issued in which further recommendations were made.

Subscription: The Subscription of one guinea per member (payable on October 1st, annually) to the Central Organisation defrays the cost of The Universities Review to members, the travelling expenses of representatives attending Council meetings, and other expenses necessary for the work of the Association. The Local Association levy such additional amounts as they find necessary for their special expenses.

(By kind permission of the Association)

(It is hoped that the same spirit will actuate the members of our Association and the authorities in our country.)

R.N.Selvam
President

S. A. Jain
Secretary

THE ASSOCIATION OF UNIVERSITY TEACHERS, SOUTH INDIA.

ASSOCIATION OF UNIVERSITY TEACHERS
23A, Hostel Road, Madras 10.
21st July 1949

INTERIM REPORT

The members are aware that the Association has been doing everything possible to improve the status and service conditions of University and College teachers. The plight of teachers in the Universities of South India, very low salaries and scales of pay, which are practically the pre-war rates and in some instances even lower, insecurity of tenure, lack of freedom of thought and expression, lack of suitable machinery to protect teachers from unjust treatment and victimisation, in a word the utter helplessness of teachers which is not conducive to efficiency or discipline have been brought to the notice of the universities and the governments from time to time during the last three years. But the response has not so far been very encouraging.

We were informed by the University of Madras (1-4-48) 'that the Syndicate is taking steps in the matter'. On 31-7-48, we were assured as follows: 'The scales of salary approved by the Senate are the minimum scales which every College would be compelled to adopt..... The question of weightage for service is also under consideration. When reports are received from Colleges as to what weightage they had given for teachers who have been in their service, the Syndicate will proceed to examine each case carefully.....'

On 4-5-49 again we were informed that the Syndicate had considered our letter dated 12-2-49 communicating the resolutions adopted at the Conference held in January 1949 regarding the scales of salaries to teaching staff of colleges and had resolved that we 'be informed that the subjects noted are receiving the attention of the Syndicate and such action as is deemed necessary will be taken.

We hope that the authorities of the University would realize the severe hardships to which the members of our profession are subjected in these days of high cost of living by such long delay on the part of the authorities in redressing the most pressing grievances of teachers.

In response to our representation, the Government of India requested the Provincial Government (20-4-49) 'to kindly consider the points raised therein and to take action as is considered necessary'. And the Government of Madras (30-5-49) informed us 'that the Government understand that the University authorities are taking the necessary action in the matter'.

In our letter to the University we emphasized the need for sanctioning decent scales of pay in conformity with those obtaining in the North, with adequate weightage based on service with effect atleast from July 1947. Since the teachers were made to suffer and drain their resources owing to the delay of the authorities, the need for giving retrospective effect to the recommendations has been stressed in all our representations.

We thank the Government for insisting on all managements to pay D.A. at Government rates, and the instances brought to our notice of non-compliance with the G.O. pertaining to this have been reported from time to time to the Director of Public Instruction for necessary action. It is a sad state of affairs that there are still managements of Colleges who are bent upon evading their responsibility in this matter. It is not realized in our country that concessions made after repeated and insistent demands lose their value. And irregularities, that would be condemned in individuals and expose them to blame, are safely committed by managements against which there seemsto be no effective remedy. Intervention by the University and the Government will alone check such irregularities and rescue the individual teacher from his present abject conditon. Mention has been made of these matters in our several representations to the authorities, and we believe that due consideration will be bestowed on such matters and enquiry instituted in all such instances.

We wish to assure members and Branches that it is not incompatible on their part to make representations directly to the university and the government; The individual members and Branch Associations are requested to remit their subscriptions for the current year as early as possible. They are also entreated to support those candidates who will work for the case of teachers in elections to the various university Bodies. United effort alone will enable us to achieve our objects. We entreat the support of all the members of our profession.

S. Appadurai
SECRETARY

R.N.Selvam
PRESIDENT

THE ASSOCIATION OF UNIVERSITY TEACHERS
23A, Hostel Road, Madras 10.

3666 (30)

21st March 1949.

Sir/Madam,

In submitting the resolutions adopted by the Standing Committee of the Association at the meeting held on the 11th March 1949 for the earnest consideration of Managements of Colleges, Universities and Governments, the Association desires to state that its main aim is the maintenance of high professional standards and the improvement of the tone and atmosphere of Institutions for Higher Education, so that teachers may be able to give of their best to the service of the country.

The Association looks forward to the sympathetic response of the authorities concerned with University education, and desires to assure them of its unstinted cooperation.

Yours faithfully,

R.N.Selvam
PRESIDENT

S.A.Jain
SECRETARY

RESOLUTIONS

1. The Standing Committee of the Executive of the Association of University Teachers urges on the Universities and the Government the necessity of giving immediate attention to the several representations made by the Association, and urges on these authorities to redress the longstanding grievances of teachers without delay by revising their salaries and scales of pay in conformity with the recommendations of the Central Pay Commission, which are coming into force in the case of all other workers except the teachers. (Comparative statement attached).

2. The Committee feels compelled to convey the sense of frustration that has been distressing the minds of College Teachers in the South, who are suffering great hardship, and wishes to impress on the authorities that unless they take prompt action to redress the grievances of teachers the cause of Higher Education in the Province will be gravely prejudiced.

3. The representations of Teachers' Associations in advanced countries like England and America receive prompt and earnest attention at the hands of the authorities concerned. Unless a similar attitude is adopted by the authorities here and the enthusiastic cooperation of the teachers is secured thereby, Higher Education will inevitably suffer. It is earnestly hoped that the representations of the Association will receive prompt and sympathetic consideration.

4. The Committee urges on the University of Madras and the Government the pressing necessity of immediately coming to the aid of helpless teachers by compelling the Managements to ensure fair conditions of work to the teachers and exercising strict control over the affairs of all Institutions. They are requested to realise the harm that is being done not only to teachers but to the youth of the country by the policy of non-intervention which virtually leaves the managements to do things at their pleasure.

5. The Committee makes a special appeal to the Vice-Chancellors and the Syndicate, of the Annamalai and Madras Universities to realise the inadequacy of the very low scales of pay and salaries of teachers, and the severe hardships to which they are put, and the consequent deterioration that is developing rapidly in several institutions, and entreats these authorities, who are to be the champions of the cause of teachers, to raise their status by revising their salaries and scales of pay in consonance with those obtaining in other forward areas like the Delhi University area in India. The Committee also wishes to bring to their notice the insecurity of tenure and the prevalence of unhealthy discrimination which causes heart-burning in those superseded. This poisons the atmosphere of Educational Institutions, and the Committee feels that this should be put an end to.

6. Resolved that representation be made to the Management of Islamiah College, Vaniyambadi regarding the case of Mr.K.S.Sivarama Iyer, B.O.L., Lecturer in Tamil, and that the matter be reported to the University if deemed necessary.

7. Resolved that the University and the Government of Madras be again requested (a) to take suitable action on the representations made by the Association on behalf of the Pachaiyappa's College Teachers' Union and redress the grievances of teachers to whom increases in respect of weightage for service had been sanctioned two years ago and later withheld, (b) to direct the Management to pay D.A. at revised Govt. rates, which has not yet been done and (c) to enquire into complaints of discrimination, which have already been brought to the notice of the University authorities on 12-10-1948 by this Association.

8. Resolved that the Secretary be instructed (a) to bring to the notice of the authorities concerned the reports received by the Association regarding the grievances of teachers and (b) to give due publicity to all matters affecting the status and welfare of teachers.

COMPARATIVE STATEMENT OF SCALES OF PAY OF COLLEGE AND UNIVERSITY TEACHERS

Scales of Pay recommended by the Central Advisory Board (1945) and accepted by the Inter-University Board

	Principal	Professors	Readers	Lecturers	Junior Lecturers
University Departments	...	Rs1000--1250	Rs500-25-800	Rs300-20-500	Rs150--300 or if there is only a single scale for lecturers 200-500
Affiliated & Constituent Colleges	800-1000	...	Rs500-25-800	Rs300-20-500	Rs210-15-300 (Technical & Engineering) Rs150-15-300 (other Junior Lecturers)

Scales of Pay recommended by the Central Pay Commission

Principal	...	Rs.800 -- 1150
Senior Lecturer	...	Rs.500--30--800
Lecturer	...	Rs.300-25-500-30-560
Asst.Lecturer	...	Rs.180-10-320-15/2-350

Scales of Pay of University Teachers

	Professor	Reader	Lecturer
University of Allahabad	800-50-1200	500-30-800	300-20-500
University of Bombay	800-50-1000	400-25-700	200-20-400-25-500
University of Madras	750-50-1000	400-25-600	200-15-350-20-450-25-500 Junior Lecturer 150-10-250

Scales of Pay of Teachers working in Affiliated Colleges

	Professor or Senior Lecturer	Lecturer	Demonstrator or Tutor
University of Delhi	Rs.500-25-800	Rs.200-15-290-20-450-25-560	...
University of Bombay (Bombay city) (In mofussil Rs.50/- less in the maximum & minimum)	Rs.300-15-450	Rs.200-10-350	Rs.150-5-200
University of Madras	Rs.200-15-350-20-450-25-500	Rs.100-10-250	Rs.75-5-100

Starting Salary for Lecturers working in Colleges affiliated to different Universities

Delhi	Bombay	Andhra	Annamalai	University of Madras	Government of Madras
Rs.200	Rs.200	Rs.150	Rs.150/- (Lecturer I) Rs.100/- (Lecturer II)	Rs.150/- (1928) Rs.100/- (1947)	Rs.150

THE ASSOCIATION OF UNIVERSITY TEACHERS

(FORMERLY KNOWN AS 'THE COLLEGE TEACHERS' UNION')

SOUTH INDIA

(ESTABLISHED 1946)

PRESIDENT
R. N. SELVAM, M.A. (CANTAB)
PROFESSOR OF PHYSICS
PACHAIYAPPA'S COLLEGE, MADRAS

VICE-PRESIDENT
A. RAMA IYER, M.A.
PRINCIPAL
NATIONAL COLLEGE, TIRUCHI

SECRETARY
S. A. JAIN, M.A.
PACHAIYAPPA'S COLLEGE, MADRAS

JOINT SECRETARY
T. GOVINDARAJAN, M.A.,L.T.
ANNAMALAI UNIVERSITY, ANNAMALAINAGAR

TREASURER
S. PARTHASARATHY, M.A.
MADRAS CHRISTIAN COLLEGE, TAMBARAM

OFFICE
23A, PACHAIYAPPA'S HOSTEL ROAD
MADRAS 10.

64689

August 1949

The Hon'ble Minister for Education,
Government of Madras,
Fort St. George, Madras

Sir,

Sub: Aided Colleges - Scales of pay, Service Conditions, Weightage etc.

I have sent by separate post a copy of the constitution and a copy of the resolutions passed at the second conference. It is hoped that, as promised, you will look into the several items represented by the Association and the deputation from time to time and remove the grievances from which college teachers have been suffering for several years.

We feel that, while the ban on the R.S.S. has been lifted, there is no point in not granting recognition to a non-political and peaceful organization like ours. This matter has been dealt with in all its aspects in our previous representations.

Secondly, it has been pointed out that there is no justification for the very low salaries and scales of pay that obtain in aided colleges, and that the university will not give a square deal to the teachers, as long as the university is constituted as at present. We therefore request the Government to enforce decent scales of pay, with adequate weightage for old incumbents, and allowances as in Government service, in all aided institutions. We have stressed already that autonomy of universities cannot mean enslavement of teachers. On the other hand, in the West it is intended only for upholding the status, dignity and prestige of the individual teachers and safeguarding his freedom to give expression to truth irrespective of what those in power might feel.

Thirdly, a suitable machinery is needed to protect teachers from unjust treatment. Managements terminate the services of teachers for no valid reason. Very often discrimination is shown in promotion, which causes heart-burning to the experienced teachers who are superseded. The case of Sri K.S. Sivarama Iyer of Islamiah College, Vaniyambadi, embodied

P.T.O.

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38 72

in resolution no.6 of our circular dated 21st March 1949, is one of several such instances. Recently a teacher of Annamalai University (a Sundicate member besides) was forced to leave the service of the University, because his position was made as uncomfortable as possible. Such arbitrary and high-handed ways of aided managements are provoking bitterness and resentment among college teachers in general. This is because the university refuses to do ~~xxx~~ for college teachers what the Department of Education does for High School teachers. Hence it is urgent that the Director or some authority should be authorised to enquire into such matters and give his decision on matters referred to him by the teachers and the managements. We feel that the Department, as in the case of High Schools, can exercise powers of supervision. Some such provision alone can check the injustices committed now, and as long as managements are allowed to commit anything they please, there can be no end to the troubles and humiliations of teachers.

The matter concerning Pachaiyappa's College teachers, reported in our letter of 2nd February 1949 and conveyed in our circular dated 21st March 1949, deserves investigation by Government without delay, as the matter is highly irregular on thepart of a responsible body to commit and as it is more than two years old.

Lastly we feel it is also our duty to make an entreaty to the Government to render liberal financial assistance to Colleges, as in Western Countries, since Colleges feed other educational institutions by providing teachers and the administrative machinery as well. The present system of meagre grants is not conducive to efficiency and progress.

We hope that now at least concrete steps will be taken by the Government and the sufferings of the teachers alleviated.

Thanking you,

Yours faithfully,

S.A.Jain

Secretary

THE ASSOCIATION OF UNIVERSITY TEACHERS

(FORMERLY KNOWN AS 'THE COLLEGE TEACHERS' UNION')

SOUTH INDIA

(ESTABLISHED 1946)

94 94 39

PRESIDENT
R. N. SELVAM, M.A. (CANTAB)
PROFESSOR OF PHYSICS
PACHAIYAPPA'S COLLEGE, MADRAS

VICE-PRESIDENT
A. RAMA IYER, M.A.
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OFFICE
23A, PACHAIYAPPA'S HOSTEL ROAD
MADRAS 10

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TREASURER
S. PARTHASARATHY, M.A.
MADRAS CHRISTIAN COLLEGE, TAMBARAM

ASST. SECRETARY TO THE GOVT. OF MADRAS
16 DEC 1949
EDUCATION (UNIVERSITIES) DEPARTMENT

29 Nov. 1949

The Registrar,
University of Madras,
Madras

Sir,

98603

Sub. Teaching Staff of Colleges - Scales of Salaries, Weightage etc.
Ref. Your letter dated 4-May 1949 and our letter dated 15 Oct. 1949

As assured in your letter mentioned above, may I know what action has been taken by the Syndicate on the resolutions submitted and the representations made by us from time to time. This information is requested so that we may be in a position to acquaint our members at the forthcoming conference on 29th and 30th Dec. 1949 with what has been done to the teachers by the University. An early reply is solicited.

Yours faithfully,

S.A. Jain

Secretary

Copy to the Director of Public Instruction, Madras, and the Government of Madras.

Enc. A copy of the Interim Report.

E.& P.H.(G.2)

The Association of University Teachers - Representation.

C.No.56639/49. Memo.No.566398/48-3Edn., dated ~~12/1/50~~ 12/1/50.

The Association of University Teachers has submitted a memorandum to the Govt., requesting them to grant recognition to the Association, without further delay.

2. The attention of the D.P.I. is invited to the orders contained in G.O.No.1698 Edn., dated 6-7-1948 in which recognition was refused to the College Teachers' Union which was the old ~~th~~ name of the Association.

3. It has been suggested that there is no reason why the staff in aided colleges should not be allowed the same rights as have been conceded to the staff in aided schools. The Director is requested to state whether Associations of the staff in aided Secondary schools have been accorded recognition, and if so, whether a similar recognition may not be accorded to this Association as well.

4. The Association of University Teachers has ~~represented with reference to the conditions of service of the teachers in colleges~~ stated that an order was passed by the Municipal Commissioner, Salem, prohibiting the teachers from addressing meetings without obtaining previous permission.

5. The Govt. consider that in respect of the privileges of the staff of the Salem College in this matter the position should ~~be~~ not be worse than in Govt. colleges. The Director is requested to offer his remarks as to the privileges of the staff in Govt. Colleges in regard to ~~th~~ addressing meetings on political and social subjects and on the order alleged to

have been passed by the Commissioner,Salem Municipality.

To

The D.P.I.

16.1.50

THE ASSOCIATION OF UNIVERSITY TEACHERS
(FORMERLY KNOWN AS 'THE COLLEGE TEACHERS' UNION')
SOUTH INDIA
(ESTABLISHED 1946)

PRESIDENT
R. N. SELVAM, M.A. (CANTAB)
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MADRAS CHRISTIAN COLLEGE, TAMBARAM

OFFICE
23A, PACHAIYAPPA'S HOSTEL ROAD
MADRAS 10

25th Feb.1950.

The Secretary,
Government of Madras,
Education and Public Health dept.,
Fort St. George, Madras.

Sir,

I enclose a copy of the report of the Special Committee on the University Education Commission's recommendations and resolutions adopted by the Executive Committee of the Association at its meeting held on 18th instant. I request you once more to bestow sympathetic consideration on the resolution requesting formal recognition of the association by the Government.

We thank you for what the government and the department have done in the matter of payment of D.A. to teachers in aided colleges. But we regret to inform you that our representations regarding the urgent need for the revision of salaries and salary grades of teachers of aided colleges have not received due consideration at the hands of the University and the Government. The University Education Commission have referred to the plight of teachers in aided colleges in very strong terms, and we hope that the Commission's report will

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prove an eye opener to the authorities concerned and confirm the statements we have made in our several representations submitted from time to time. The Commission has frankly emphasised that improvement is impossible under the present conditions. The quality of training is very low, and the lack of facilities and want of efficiency are very largely responsible for the rapidly spreading indiscipline. We have made it clear that the question of the status and emoluments of college and university teachers is not a matter affecting the interests of a small section of teachers alone. But it is a question which is closely linked for the training of the youth and national prosperity. The Commission has also stressed that efficient working of these institutions cannot be ensured without substantial and liberal aid from the government. We have also drawn the attention of the government to the fact that even in advanced countries of the west -- as for instance the United kingdom -- 50 to 60 per cent of the total expenditure of colleges and universities are met by parliamentry grants. While such is the case in countries where endowments and private benefactions have been on a large scale, the need for Governmental aid in our country should be much greater.

We entreat the government to bestow due consideration on all our representations and take prompt and suitable action in order to

81

-3- 82 (36) 43

ensure satisfactory working of the centres of higher learning. This is also necessary for the satisfactory progress of all grades of education and the efficiency of the administrative machinery.

Yours faithfully,

S.N. Jain

Secretary

ASSOCIATION OF UNIVERSITY TEACHERS, MADRAS 10.

Report of the Special Committee (under the Chairmanship of Sri C.D.S. Chetti) on the Recommendations of the University Education Commission (1948-49), adopted by the Executive Committee at its meeting held on 19th February 1950.

Chapter IV. In the opinion of the Committee, the Intermediate courses as organised in this State should form an integral part of University Education. Any attempt to amalgamate this course in part or in full with high schools will bring down the standards, besides depriving a large body of University student population of the opportunities they at present enjoy of studying under a higher type of teachers and in a freer atmosphere. On the other hand there is every need for raising the standard of education in high schools and as a consequence in the Intermediate stage also.

This Committee is of the opinion that it is impracticable to secure 180 working days exclusive of examination days. It suggests 160 days including the examination days.

The Committee is of the view that it is very undesirable to abolish the practice of prescribing text books. To develop initiative and originality among the students they must be encouraged to read books for themselves and not to depend on lectures for everything.

Chapter V. The duration of pass and honours courses must be two and three years respectively as at present. After taking of the Honours degree, the graduates must be given the M.A. Degree by mere lapse of time. All higher degrees must be obtained by research.

In view of the fact that most University students are expected to learn at least two languages, it is not possible to have a separate general educational course for all students. The object should be secured by prescribing suitable text books in languages for students of sciences and ~~books of~~ sciences for students of humanities.

Chapter VIII. The Committee does not think any useful purpose will be served by organising so called religious instruction classes.

Chapter III. This Committee is definitely of the opinion that teachers of affiliated institutions where Honours and Post-Graduate work is done should be treated on a par with those in Universities. The proportion of professors to lecturers in institutions offering instruction in Intermediate and pass courses should be as 1 : 3. The initial pay of the lecturers in these colleges should be the same as that of lecturers in Universities, viz., Rs.300/-.

Chapter XIV. The Committee welcomes the proposal of the Commission that the aid to private colleges should be on a uniform basis and recommends that the aid should amount to half the gross expenditure on approved items.

The Committee hopes that early action will be taken on the whole question expeditiously.

Resolutions adopted by the Executive on 19-2-50

1. Resolved that the report of the Special Committee on the University Education Commission's recommendations be adopted.

2. Resolved to request the University of Madras and the Government to fix the same date for announcement of first list of admissions to all colleges including professional colleges, to avoid the wastage and confusion that now occurs at the time of admission.

3. Resolved that the authorities of the universities be entreated to bestow sympathetic consideration on appeals received from individual teachers and on representations made on their behalf by the Association, and redress their grievances effectively and speedily.

4. Resolved that the Executive Committee should immediately scrutinise appeals from individual members and make representations to the authorities concerned when necessary.

S. A. Jain 25/2/50
S. A. JAIN
Secretary

R.N.SELVAM
President

E+PH(92)

This may await the receipt of the DPI's remarks, called for already, tel. 25/3/50.

GPS 27/2/50

hm 28/2/50

hm 27.2.50

45 (30) 86

Edn (F)

VB

The Association of University Teachers - Representation

Memo 56639/F/49-5 Edn dt- 30/3/50

PP 76-77

30/3

The attention of the DPI is invited to Memo No. 56639 F2/49-3 Edn dt 12/1/50 and he is requested to send his reply at a very early date urgently.

To the DPI.

hm 30/3/50

hm 29.3.50

V. Nigam

(39) 86

Edn (F)

The Association of University teachers - Representation

Memo 56639F/49-5 Edn dt 24/4/50.

The attention of the DPI is invited to Memo No. 5-6639 F2/49-3 Edn dt 12/1/50 and reminders thereon and he is requested to ~~send~~ expedite the furnishing of his reply ~~very urgently~~

To the DPI.

25/4/50

21.4.50

21/4/50

89

Edn(F)

Please see the memo to the DPI on pp76-77 ante. Two enchange reminders (on 31/1/50 and 23/2/50) and two memo reminders, were sent to the D.P.I. He has not yet sent his reply. For orders whether a memo reminder may be sent to the DPI now. Yes please -

KS
23/5/50
DS
23/5

WS
24.5.50

The memo reminder below is in order.

90
25/5/50
KS
25/5

WS
26.5.50

Education (F)

90 47

The Association of University teachers - Representation.

C.No.56639/49.

90/1615

pp76-77 ante
pp 86-88 ante

Memo.No. 56639F/49-6 Edn., dated 26/5/50

To
The D.P.I.

The attention of the D.P.I. is invited to ~~his~~ Memo.No. 56639-C2/49-3 Edn., dated 12.1.50 and the reminders thereon and he is requested to ~~kindly~~ expedite his reply.

27/5

KS
25/5/50
DS
25/5/50

WS
26.5.50

THE ASSOCIATION OF UNIVERSITY TEACHERS

(FORMERLY KNOWN AS 'THE COLLEGE TEACHERS' UNION')

SOUTH INDIA

(ESTABLISHED 1946)

PRESIDENT
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ANNAMALAI UNIVERSITY, ANNAMALAINAGAR

TREASURER
S. PARTHASARATHY, M.A.
MADRAS CHRISTIAN COLLEGE, TAMBARAM

EDUCATION DEPARTMENT
17358

26th June 1950

To
The Secretary to the Government of Madras,
Education Department,
Fort St. George,
Madras

Sir,

Subject: Recognition of our Association.

We have addressed the Government on a number of occasions by way of deputations and in the form of resolutions passed at annual conferences, requesting the Government to grant recognition to our Association, which is a legally constituted body registered under the Societies Act.

We now learn from press reports the following details, and we request you to grant us the same privileges extended to the South India Teachers' Union. Ours is the only organisation of university and college teachers functioning systematically perhaps in the whole of India, with the result that the publication named COMMUNICATION published by the International Association of University Professors and Lecturers is being distributed to all the universities in India through us. And we are maintaining contact with foreign associations and international bodies, exchanging valuable information on several problems confronting University Education.

We give below the press report which appeared in the Hindu of 21st instant, and we request you to treat our Association in the manner in which the South India Teachers' Union is treated by the Government.

"The Government have permitted the South India Teachers' Union to represent all district teachers' guilds and teachers' unions in the State for the purpose of taking to the notice of Government representations made by individual guilds and unions.

Orders have also been issued permitting teachers employed in educational institutions under Government and local bodies to become members of the South India Teachers' Union and to participate in its activities on the academic side, subject to the condition

P.T.O.

94 (249)

that the work should not affect their normal official duties, that they should not take part in any controversy or criticise the policy of Government, that they should not handle the funds of the Union and that they should not become office-bearers of the Union or take part in the collection of funds."

We request you to consider our request in the same sympathetic manner and grant recognition to our Association with the same conditions as have been imposed in the case of our sister organisation.

Yours faithfully,

S. A. Jain

Secretary

Edn (F)

Since DPI's reply to the memo at p. 76/77 may be awaited

Will 15/7/50.

VKS 17/7/50 RN 5/8/50

f 7/50.

12.7.50

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96

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D.O. No 56639 R/ G2 - 7 Edn. dt. 28/7/50

My dear Reddi

Education (F)

The Association of University teachers - Representation.

~~MEMO.NO.~~ EDN.~~, dated~~

C.No.56639/49.

I am to invite attention

~~The~~ attention of ~~the D.P.I. is invited~~ to Memo. No.56639-G2/49-3 Edn., dated 12.1.1950 and the ~~several~~ reminders thereon, ~~and he is requested~~ to ~~expedite his reply.~~ to ask that a reply to it may please be expedited

Y.S.

PP 76-77 cf + PP 86, 88, & 90 cf

To

~~The D.P.I.~~ D S Reddi D.P.I.

VES 24/7/50

DY 24/7/50

28.7.50

26.7.50

28.7.50

RECEIVED SECRETARY 23162 3 AUG 1950 EDUCATION DEPARTMENT

98

Education Department.

From

The Director of Public Instruction,
Madras.

To

The Secretary to Government,
Education Department, Madras.

Roc.No.9-D8/50 dated 7-8-1950.

Sir,

Sub: The Association of University Teachers - Recognition - Representation regarding.

Ref: Government Memorandum No.56639-G2/49-3 Edn. dated 12-1-1950.

The Association of University Teachers was formerly known as the "College Teachers' Union" to which Government declined to accord recognition (G.O.Ms.No.1698 Edn., dated 6-7-1948). This decision was taken on my recommendation which was made after consulting the three universities in the State. While the Andhra and the Annamalai Universities did not favour the recognition of the Union, the syndicate of the Madras University expressed the opinion that the recognition of the Union was a matter to be decided by Government. Since then circumstances have in no way changed to justify the recognition of the Association.

2. The reasons for not recognising the Association even now are as follows:--

(a) The Association of the University Teachers is not entirely composed of members of the staffs of aided colleges in the State. The Association, as its name indicates, consists not only of teachers employed in aided colleges but also of those employed under the Universities in the State. The Professor of Mathematics, Madras University, is the present President of the Association. It does not seem appropriate for Government to accord recognition to an Association partly consisting of members who are employees of the Universities, over whom Government have no control.

(b) At present no teachers' union is recognised on a provincial basis, nor is there any union of the staffs in aided secondary schools alone. Even the South Indian Teachers' Union, which is the premier organization of teachers in this State has not been accorded 'recognition' as such. This Union is open to all teachers including those working in aided Colleges. While the South Indian Teachers' Union itself has not been granted recognition, it is not necessary or desirable to accord recognition to the Association of University Teachers which is a smaller body than the Union.

3. The question of the representative status of the South Indian Teachers' Union was considered by Government sometime back and they have permitted the Union (i) to make representations on academic matters and on behalf of teachers in schools under private agencies and (ii) to act as the channel of representations made by individual District Teachers' Guilds and Teachers' Unions - vide G.O. Ms.3448-Edn. dated 10-11-49 and G.O.Ms.1793 Edn. dated 15-6-50. In the same way the representative character of the Association of University Teachers may be conceded for certain defined purposes without according recognition to the Association.

p.t.o.

Though the administrative control of aided colleges vests in the Universities concerned, there are yet certain matters, e.g. Dearness allowance, scales of pay admissible for grant purposes, which Government as the source of grants can consider without infringing the autonomy of the Universities. In the past Government had considered the representations made by the Association - e.g. vide G.O.Ms.2302 Edn., dated 15-7-1949.

In the circumstances explained, I am of opinion that it is not necessary to accord recognition to the Association of University Teachers but that the Association may be permitted to make representations to Government on behalf of teachers in aided colleges only in respect of such matters as are within the purview of Government.

4. In regard to addressing meetings on political and social subjects, Government servants have no defined privileges but they are not obliged to obtain the previous permission of their superiors in every case. They should take care to see that their participation in any meeting does not contravene Rule 20 of the Government Servants conduct Rules and the instructions issued in G.O.Ms.3925 Public (Services) dated 12-11-1949. In similar matters the officers and servants of Municipal Councils are governed by Rule 22 of the Rules relating to personal conduct of officers and servants, which runs as follows:--

"No officer or servant of a Municipal Council shall by any utterance, writing or otherwise discuss or criticise in public or at any meeting of any association or body, any policy pursued or action taken by the Central or a Provincial Government, a municipal Council or a local board nor shall he in any manner participate in any such discussion or criticism."

The responsibility of adhering to this rule should lie on the Municipal Officers and servants themselves. Any person contravening Rule 22 is liable to be proceeded against and a plea of ignorance or misconception of the Municipality's attitude towards the organisation or association in the meetings of which he has taken part, would not be tenable. While it is open to any Municipal Officer or servant to seek the permission of the Commissioner in cases of doubt, it is unnecessary for the Commissioner to forbid participation in meetings without previous permission. I am therefore of opinion that subject to the provision of rule 22, the staff of the Salem College should be free to participate in meetings.

Yours faithfully,

for Director of Public Instruction.

KHR.7.8.

Education (F)

T.M.

From

The Secretary to Govt.,Edn. Deptt.

To

The Registrar,University of Madras,Madras.

Sub:- The Association of University Teachers - Representation - Request for recognition.

In a memorandum submitted to Govt., the Association of University Teachers has requested to Govt. to accord recognition to it. Having examined the question, the Govt. have decided after an examination of the question that it is neither necessary nor desirable for Govt. to accord recognition to the Association, but they propose to concede that the representative character of the Association may be conceded for certain defined purposes, viz. matters relating to dearness allowance and scales of pay of teachers for purposes of grant and such other matters as are entirely within the purview of the Govt. It has been suggested in this connection that the Association may be asked to seek recognition from the respective Universities who have administrative and disciplinary control over colleges. Please offer your remarks on the suggestion at an early date.

Edn/1419

P.C. to issue

T.M

(X) 102/53 Edn (F)

PH/134/52

CRO 56639/50 PH

From

The Secretary to Govt, Edn. Deptt.

To

The Registrar, University of Madras.

Sub:- The Association of University teachers — Representation — Request for recognition.

Ref:- This office TM with p.c dt- 30/8/50

Please state when a reply to the above TM may be expected.

12.9.50

Proof

Issued.
G.B
13.9.50.

11/9/50 DM 11/9.

TELE { GRAMS: UNIVERSITY, MADRAS.
PHONE: 86914.

It is requested that all communications should be addressed to The Registrar, University of Madras, Triplicane P.O., Madras, and not to any person by name.

104
54

47

UNIVERSITY OF MADRAS.

No. A3958.

UNIVERSITY BUILDINGS,
CHEPAUK, MADRAS.

ASSISTANT SECRETARY 30 SEP 1950 EDUCATION DEPARTMENT 30203

29 SEP 1950

Enclosures. (1)

FROM

THE REGISTRAR,

University of Madras.

To

The Secretary to the Government of Madras,
Education Department,
Fort St.George, Madras 9.

Sir,

Sub: The Association of University Teachers-Recognition of.

Ref: Your ~~letter~~ post copy of Telephone message dated the 30th August 1950.

- - -

I have to inform you that the Syndicate considered your reference regarding the question of recognition of the Association of University teachers and resolved that the Government be informed that the Syndicate is prepared at all times to consider any suggestions from Associations of this nature, but that as there is a duly constituted statutory body representative of the teachers of all colleges within the University area, the Syndicate is unable to recognise any other Association of teachers within the University area.

I am also enclosing a copy of this Office letter No.A.7058 dated 23-12-1947 to the Director of Public Instruction, Madras in which the previous resolution of the Syndicate on a similar reference (from the Director of Public Instruction, Madras) has been communicated to him.

Yours faithfully,

R.Rao Varma

REGISTRAR.

Copy to the Director of Public Instruction, Madras. for information

105

UNIVERSITY OF MADRAS. 18 106 55

Copy of my letter No.A.7058, dated the 23rd December 1947, to the Director of Public Instruction, Madras.

Ref: Your letter dated the 12th November 1947 - requesting remarks of the University regarding recognition of College Teachers' Union.

I have the honour to inform you that the Syndicate considered your above letter at its meeting held on the 15th December 1947 and resolved that you be informed that the Syndicate is of opinion that this is a matter for Government to decide, after a consideration of the aims and objects and constitution of the Association and in the light of the conditions under which they have given recognition to similar association of teachers.

TST/28-9.

107

108

Education (F)

Education - Association of University Teachers - Representation - Orders - passed.

No.56639-F/49. — From the Secretary, The Association of University Teachers, dated 22.7.49.
— From the Govt. of India, Ministry of Education, New Delhi, No.D.2643/49-D1 dated 12.8.49.
— From the Association of University Teachers, dated 12.8.49
— From the Secretary, The Association of University Teachers, dated 19.8.49, ~~dated~~ 25-2-50, &26.6.50
— From the D.P.I.Roc.No.9.D.8/50 dated 7.8.50.
— From the Registrar, University of Madras, No.A.3958 dated 29.9.50

ORDER/MS. 2895 EDN. DATED 25.10.50.

~~The Government have considered the representations made by The Association of University Teachers, and they proceed to pass the following orders:--~~ The following orders are passed on the requests of the Association of University Teachers:—

(1) Recognition of the Association. - The Govt. regret that they cannot accord recognition to the Association. The Association must seek recognition from the Universities who ~~have administrative and disciplinary control~~ exercise control and supervision over the ~~xxxxxxxxxxx~~ colleges. The Govt. will however consider any suggestions from the Association on matters which are purely within the purview of the Government, e.g. dearness allowance to the staff.

(2) Condition of teachers in aided colleges.

Questions relating to the scales of pay of the teachers in aided colleges are those that relate to the managements of the colleges and the University concerned. The University has already fixed the scales of pay of the teaching staff in the various aided colleges. The Govt. regret that they cannot interfere in these matters.

The ~~complaint regarding~~ question of the non-payment of increase ~~to the staff~~ of pay to the staff in the Pachaiyappas College, Madras, should be ~~addressed to~~ taken up with the authorities of the College.

As regards the incidents relating to the assault on Sri A.Ramanathan, M.A., a member of the Pachaiyappas College staff, the management of the College has already taken action against ~~these~~ persons concerned.

As

In regard to the conditions of service of the teaching staff in the colleges, Universities being autonomous bodies, the Govt. ~~cannot~~ insist the Association to ~~insist~~ on the Unversities to set right these matters.

(3) Conditions of teachers in the Annamalai University, etc.

The scales of pay of the teaching staff of the Annamalai University have been revised by the ~~University~~ University.

As regards ~~Regarding the complaint against~~ the order of the Commissioner, ~~Municip~~ Salem Municipal Council, the Association is informed that, subject to the provisions of Rule 22 of the rules relating to Personal Conduct of Officers and servants of ~~in Municipalities~~ Md. Councils, the staff of the Salem Municipal College may be considered to be free to participate in meetings.

(4) Request for payment of grant to aided institutions on the lines of grants to the Universities.- The Govt. regret that they cannot accept the suggestion of the Association to ~~make~~ treat the aided colleges on a par with the Universities in the matter of making grants.

(5) Payment of Dearness allowance to the staff.

~~Govt~~ The Association is informed that the managements of aided colleges are paying dearness allowance to their staff at Govt. rates. Govt. cannot insist on the managements of aided colleges to pay house rent allowance at Govt. rates.

To

The Secretary,
The Association of
University Teachers,
No.23-A, Pachaiyappas
Hostel Road,
Madras 10.

The D.P.I.

The Registrar,
University of Madras.

4 spare copies.

GOVERNMENT OF MADRAS.
ABSTRACT.

...

EDUCATION - Association of University Teachers - Representation - Orders - passed.

EDUCATION DEPARTMENT.

G.O.Ms.No. 2895, Education, Dated 25th October 1950.
Read the following:-

From the Secretary, The Association of University Teachers, dated 22nd July 1949.
From the Government of India, Ministry of Education, New Delhi, No.D.2643/49-U1 dated 12th August 1949.
From the Association of University Teachers, dated 12th August 1949.
From the Secretary, The Association of University Teachers, dated 19th August 1949, 25th February 1950 and 26th June 1950.
From the Director of Public Instruction, Roc.No. 9.D.8/50 dated 7th August 1950.
From the Registrar, University of Madras, No.A.3958 dated 29th September 1950.

ORDER:

The following orders are passed on the requests of the Association of University Teachers:-

(1) RECOGNITION OF THE ASSOCIATION.- The Government regret that they cannot accord recognition to the Association. The Association must seek recognition from the Universities who exercise control and supervision over the colleges. The Government will however consider any suggestions from the Association on matters which are purely within the purview of the Government, e.g., dearness allowance to the staff.

(2) CONDITION OF TEACHERS IN AIDED COLLEGES.

Questions relating to the scales of pay of the teachers in aided colleges are those that relate to the managements of the colleges and the University concerned. The University has already fixed the scales of pay of the teaching staff in the various aided colleges. The Government regret that they cannot ~~ix~~ interfere in these matters.

The question of the non-payment of increase of pay to the staff in the Pachaiyappa's College, Madras, should be taken up with the authorities of the College.

As regards the incidents relating to the assault on Sri A. Ramanathan, M.A., a member of the Pachaiyappa's College staff, the management of the College has already taken action against persons concerned.

In regard to the conditions of service of the teaching staff in the colleges, Universities being autonomous bodies, the Government cannot accept the suggestion of the Association to insist on the Universities to set right these matters.

(3) CONDITIONS OF TEACHERS IN THE ANNAMALAI UNIVERSITY, ETC.

The scales of pay of the teaching staff of the Annamalai University have been revised by the University.

As regards the order of the Commissioner, Salem Municipal Council the Association is informed that, subject to the provisions of Rule 22 of the rules relating to Personal Conduct of Officers and servants of Municipal Councils, the staff of the Salem Municipal College may be considered to be free to participate in meetings.

(4) Request for payment of grant to aided institutions on the lines of grants to the Universities.- The Government regret that they

P.T.O.

they cannot accept the suggestion of the Association to treat the aided colleges on a par with the Universities in the matter of making grants.

(5) PAYMENT OF DEARNESS ALLOWANCE TO THE STAFF.

The Association is informed that the managements of aided colleges are paying dearness allowance to their staff at Government rates. Government cannot insist on the managements of aided colleges paying house rent allowance at Government rates.

(BY ORDER OF HIS EXCELLENCY THE GOVERNOR)

K.M. UNNITHAN,
Secretary to Government.

To

The Secretary, The Association of University Teachers,
No. 23-A, Pachaiyappa's Hostel Road, Madras-10.
The Director of Public Instruction.
The Registrar, University of Madras.

Forwarded/By order

SUPERINTENDENT.

ANG.26.10.

THE ASSOCIATION OF UNIVERSITY TEACHERS

(FORMERLY KNOWN AS 'THE COLLEGE TEACHERS' UNION')

SOUTH INDIA

(ESTABLISHED 1946)

PRESIDENT
T. N. SELVAM, M.A. (CANTAB)
PROFESSOR OF PHYSICS
PACHAIYAPPA'S COLLEGE, MADRAS

VICE-PRESIDENT
A. RAMA IYER, M.A.
PRINCIPAL
NATIONAL COLLEGE, TIRUCHI

OFFICE
23A, PACHAIYAPPA'S HOSTEL ROAD
MADRAS 10

SECRETARY
S. A. JAIN, M.A.
PACHAIYAPPA'S COLLEGE, MADRAS

JOINT SECRETARY
T. GOVINDARAJAN, M.A.,L.T.
ANNAMALAI UNIVERSITY, ANNAMALAINAGAR

TREASURER
S. PARTHASARATHY, M.A.
MADRAS CHRISTIAN COLLEGE, TAMBARAM

27 November 1950

ACCTANT DIRECTOR 2 DEC 1950 38243 EDUCATION DEPARTMENT

The Secretary to Government,
Education & Public Health Department,
Government of Madras, Madras

Sir,

Ref: G.O. Ms. No. 2895, Education, dated 25th October 1950

I acknowledge receipt of the communication referred to above, forwarding the orders passed by the Government on the representations made from time to time to Government by our Association.

Our deputations placed before the Hon'ble Minister for Education the peculiar difficulties and hardships to which college teachers in particular have been subjected, owing to the fact that their most pressing problems have not received from the concerned Authorities the attention they deserved. The Hon'ble Minister for Education was convinced of the need for remedial measures, and he assured the deputation that he would speak to the Vice-Chancellor too. But the conditions of college teachers have not changed for the better. In fact the college teachers are more helpless than other grades of teachers with regard to security of tenure and other conditions of service. There has been very little improvement in their status and emoluments, and with the rising cost of living they have been put to great suffering.

All our requests except one relating to payment of Dearness Allowance have been turned down. And our requests for the provision of adequate superannuation benefits and the introduction of Family (Educational) Allowance have not been dealt with.

The orders of the Government are thus disappointing. They will be placed before the Executive and the next annual conference, when further representations will be submitted to the Government along with the conference resolutions. We have to plead with the Government for sympathetic consideration of the problems of college teachers both by Government and the Universities.

Yours faithfully,
S.A. Jain
Secretary

2/113

38743/50

Edn (F)

5/11/50

PP110-2/11 of 52

Filed with Go 2895 Edn.
dt - 25/10/50

How may see this letter

11/50. K

2/12/50

Hm (Edn)

SECRETARY
12 DEC 1950
EDUCATION DEPARTMENT

59 (42)

E.& P.H.(G.2)

Colleges - Aided colleges - scales of pay etc. of teachers - Representation.

C.No.56639/49. From the Secretary, the Association of University Teachers, dated 22-7-1949.

Memo.No. Edn.,dated

The attention of the Secretary, the Association of University Teachers' ~~XXXXXXXXXX~~ Association, is invited to Govt.Memo.No.6 Edn., dated 30-5-49 and he is informed that ~~Govt. do not propose to take any action in the matter~~ no further action is called for on the part of Govt.

2. The Govt. do not consider that any purpose will be served by a personal interview with H.M.(Edn).

To
The Secy, The Assn. of
University Teachers,
23-A, Pachaiyappas Hostel
Road,
Madras 10.
1 spare copy.

11/49

1849

P.T.O.

5663/49

Note.

The questions relating to the pay and prospects of the teachers of aided colleges about which representations have been ~~already~~ made by the Association of University Teachers have already been considered and it is understood that the University is taking the necessary action in the matter. ~~These are matters~~ There seems to be nothing which Govt. can do now in the matter. ~~mainly for the University to consider.~~ The Secretary of the Assn. has already been informed of this.

2. The Secy. of the Association proposes to lead a deputation to H.M.(Edn). In view of what is stated above, no purpose will be served by an interview. The request for an interview may therefore be rejected. The draft overleaf is for approval.

SECTION OFFICER, EDUCATION & P.E. DEPT. 6 AUG 1949 GOVERNMENT OF MADRAS

VS 7/8/49 LMS 7.8.49.

Orde. I have no objection to see them between 9½ & 10½ AM 5-8.

3

(53) E+H(Edn)

With reference to H.H.'s orders on p. 2 ante, a revised draft memo is subs for approval.

MP 6/8/49

[Essuedas Memo. No. 56639/E2/49-1 Edn dt-6/8/49]

C.No.61280/49.

From the Secretary, The Association of University Teachers, dated 10.8.49.

The Secretary of the Association of University Teachers states that the deputation will meet the Hon'ble the Minister for Education at the Secretariat at 3 P.M. to-morrow(12.8.49). It has been unofficially ascertained from the P.A. to H.M. that H.M. has got a prior engagement at 3 P.M. and hence ~~xxxxxx~~ 3 P.M. to-morrow will not be convenient for him. It is for orders whether the Secy.

the Secy. of the Association may be asked to meet H.M.(Edn) 3 P.M. on Saturday (13-8-49) instead of to-morrow (12.8.49).

Subject to orders, the draft memo. below is for approval.

May be circulated to H.M.(Edn.& Law).

VS 11/8/49 LMB 11.8.49

5/8/49

(x) Secy. — Memo 58639 dt/19.

11/8/49

Met the Deputationists. Their memorandum separately and P.M.

KK 13/8

58639

E.& P.H.(G.2)

From the Secretary to the Govt.of India, Ministry of Education No.D.2643-49 -D1 dated 22.8.194.

Representation made by the Association of the University Teachers on 12.8.1949.

From the Secretary, The Association of University Teachers, dated 19.8.49.

With reference to the minutes of H.M.(Edn) on p.56 c.f., sectional notes are submitted in respect of the various representations contained in the memorandum of the Association of the University Teachers Association.

VS 30/10/49.

LMB 1.11.49.

19-11-49

Revised

Revised sections (1) + (3)

21. 11

PTO

6 on

Please see Secretary's orders on p.5 ante, a draft thereto is laid for approval.

VS 11/1/50

No rules regarding recognition of Associations of Secondary School teachers are traceable in Con branch. No points raised by the Secretary (pages 1 & III(a)) of Sectional Notes need be Consulted. As no reference might have been long ago.

lwb 11.1.50.

12/1/50

PP.11.1

No. 56639/46 F

PP56-58 ✓

-7- 62 53 Education (F)

The file relates to the representations contained in the memorandum of the Association of University Teachers. Sectional notes were submitted on the subject, and with reference to the previous Secretary's orders on the Sectional notes on items I and III, further notes have now been added to those two items. The file may now be circulated to H.M.(E.&L) for orders on the sectional notes below, after they has been passed orders on the notes.

VS 14/9/50
DY 16/9/50

lwb 19.9.50

HM(E&L) See notes

2418

Education (F)

The file may now circulated to H.M.(E.&L) for orders on the further notes on p.p. I(b) and I(c) of the Sectional note below. After orders are passed thereon a/consolidated draft reply covering the orders on the points in the Sectional Notes will be submitted for approval.

VS 8/10/50
DY 8/10/50

lwb 9.10.50

HM(E&L)

7000

HM(E&L)

SECRETARY 12 OCT 1950 EDUCATION DEPARTMENT

P.T.O.

Education (F)

Please see the orders in circulation on p.7 ante ~~and~~ and ~~the~~ on p.p. I(b), I(c), II(a), III(b), ~~and~~ IV & V of the Sectional notes below. A draft order is submitted for approval.

[Order No. 2895 Edn(F)-23/10/50]

Sectional note -

(1) Recognition of the Association of University Teachers.

The Association requests the Govt. to accord recognition to the Association of University Teachers urgently. The question of recognition to the above Association (~~then~~ known as the College Teachers' Union was considered in the year 1948 and the Govt. declined to accord recognition. The University Teachers' Association requested for a reconsideration of the above orders in March 1949. That was examined and turned down. Please see in this connection the notes and orders on p.2 n.f. of Lr.12175-G2/49-1Edn., d/- 6-4-1949. There are no fresh grounds for reconsidering the previous orders in the matter. The request need not be considered.

No doubt the University particularly Andhra University is not in favour of the proposal, but I do not see why we should not allow to the staff of aided Colleges, the same rights we have conceded to the staff of aided Schools. Put up. Ltr. rules & reexamine.

The D.P.I. who was consulted states that since the issue of the orders contained in G.O.No.1698 Edn., dated 6.7.48, declining recognition to the Association of University Teachers which was formerly known as the College Teachers' Union, no new circumstances have arisen so as to necessitat a change in the orders issued, and to grant recognition to the Association. The Director is not for according recognition to the Association for the following reasons:--

(1)The Association consists not only of teachers of aided

I(b)

- 2 -

I(a)

aided colleges but also members of the teaching staff of the Universities in the State over whom the Govt. have no control; and

(2)At present no teachers' union is recognised on a provincial basis, nor is there a union of the staffs of aided secondary schools alone. The South Indian Teachers' Union, the premier organisation of teachers in the Province, has not been granted recognition as such. The ~~University Teachers~~ Association of University Teachers being a smaller body than the S.I.T.U., it is not desirable or necessary to accord recognition to it. As in the case of the South Indian Teachers' Union whose representative status has been recognised by the Govt. for the purpose of making representations on academic matters and on behalf of teachers in schools under private management and ~~and~~ for acting as a channel of representation of individual District Teachers' Guilds and Teachers' Union, ~~in the case of the Unive Association of University Teachers~~, the Director recommends that the representative character of the Association of University Teachers may be conceded for certain defined purposes, viz. matters relating to dearness allowance and scales of pay of teachers admissible for purposes of grant,-and such other matters as are entirely within the purview of the Govt. It is for orders whether the Director's recommendation may be ~~recognised~~ accepted and the Association of University Teachers' informed accordingly.

P9 of S

P15-16 of S
P17 of R

The Director's recommendations are quite reasonable & may be accepted

18.8.50.

21.8.50

VS
14/8/50.

DY
16/8/50

I(b)

64

S7

I have no objection. But why did also tell them that they should seek recognition from the respective Universities to have administrative disciplinary control over Colleges?

KM
24/8

Please see several orders of HM(E+L) above. The Registrar may be conducted that on "5" above. With reference to 5 above. A draft TM ~~to the University~~ is submitted for approval

KRS
26/8/50.

DY
28/8/50

29.8.50

20.8.50

P100 of P102 of

(Issued as Post copy of telephone message d./-30.8.50)

(Issued as Post copy of telephone message " ~~dd~~ 14.9.50)

C.No.30203/50.

P104 of

From the Registrar, University of Madras, No.A.3958 dated 29.9.50.

The Registrar of the Madras University states that the Syndicate considered the question of recognition of the Association of University teachers and resolved that the Govt. be informed that the Syndicate is ~~not~~ prepared at all times to consider any suggestions from Associations of this nature, but that as there is a duly constituted statutory body representative of the teachers of all colleges within the University area, the Syndicate is unable to recognise any other Association of teachers within the University area. Presumably by the ~~Syndicate~~ statutory body mentioned above refers to the Academic Council of which the ~~Principals~~ Principals

of

P.T.

~~of~~ various colleges are members. The University is not ~~in favour of according~~ prepared to grant recognition to the Association of University Teachers. The Registrar has forwarded a copy of the University's letter to the D.P.I. ~~on the D.P.I.~~ dated 23.12.1947. With reference to ~~H.M.x~~ the ~~minutes~~ query of H.M. on p.1(b) ante, it is submitted that if the Association applies to the University for recognition, the University ~~may~~ will in all probability give the reply now sent to Govt. In the circumstances, it is for orders whether the Secretary of the Association of University Teachers may be informed that Govt. cannot accord recognition to the Association, but ~~they are prepared to concede the representative character of the Association for certain defined purposes, viz.~~ will consider any suggestions that may be matters relating to dearness allowance and scales of pay of teachers for purposes of assessment of grant payable by Govt. and such others which are entirely within the purview of the Govt.

on matters which are purely within the purview of the Govt., e.g dearness allce to the teaching staff

I never wanted any reference to the university in my notes. In my suggestion I simply suggested telling the Association so. And that may also be added in the above letter.

-II

E.& P.H.(G.2)

Condition of teachers in ~~xxxxxx~~ aided colleges.

The Secretary of the Association complains about the comparatively low salaries paid to the teachers in aided colleges when compared to people in other walks of life. This is a matter that relates to the management of the colleges and the University. Govt. cannot interfere in the matter.

Re. The complaint regarding non-payment of increase sanctioned to the staff of the Pachaiyappas College in 1947 till now, it may be mentioned that this is a matter that should be addressed to the authorities of the Pachaiyappas Colleges. No action on the part of Govt. is considered necessary.

The Association refers to the incident relating to the assault of Sri A.Ramanathan, M.A., Asst. Professor, Pachaiyappas College, Madras, in 1948 in connection with the Anti-Hindi agitation by the students of the College. Action has already been taken in the matter. The Govt. called for a report from the D.P.I. The D.P.I. had reported that the authorities of the college held an enquiry into the matter and action taken against the students concerned. ~~received~~ In the circumstances, the ~~statement of the Association that no action was against the persons concerned is not correct.~~ No further action is called for on this also.

In paragraph 4 of the memorandum on page 58 of, the Associations criticizes the apathy of the University in the matter of the service conditions of teachers of aided colleges, and suggests that the University should be told that either

Rings

II(a)

things should be set right by the University or Govt. would take over the Regulation of Service Conditions of College teachers. The Autonomy of the University has always been Respected; Such an ultimatum as the one suggested will be inappropriate and undignified. The Association seems to be indifferent to the difficulties in the way either the Govt. or the University enforcing a regulation - The managements cannot be forced to pay more to the Staff according to the dictation of the Association, whatever the financial position of the managements might be - However, in any case the D.P.I is convinced that a management defaults on the pretext of financial difficulties, he can investigate the real position: This will be done only in cases where there is real justification for such an investigation -

The Association's suggestion that at M above need not be accepted -

Ks 1.11.49

M 19-11-49

S 21/11

M 19-11-49

M

M 19-11-49

under the Grant-in-Aid Code. This is applicable to dearness allowance-wide Govt. 2560 Es 29-11-49 (A) No interest of the proper authority to interfere M 19-11-49

III.

E.& P.H.(G.2) 66

49

Conditions of teachers in the Annamalai University.

The Association complains of insecurity of tenure of the posts of the teaching staff in the Annamalai University, and the frequent changes of staff due to the very low scales of pay of the teaching staff.

It may be mentioned that from 1946 onwards the Govt. have been giving a recurring grant of Rs. 1 lakh to the University for revision of scales of pay of the teaching staff, in the Arts Courses. As regards the Engineering and Technological courses, the Govt. have sanctioned a recurring block grant of Rs. 2 lakhs towards the recurring expenditure of the courses. In 1948, the University also constituted a Commmittee to go into the question of administration of the University. An advance copy of the Committee's report has been received. The remarks of the Syndicate on the above report are awaited. The University has also since reported that they have revised the scales of pay of their staff. In the circumstances, no action seems called for on this.

Transcribed P.58 Cf

Returned

Do

Do

(B) Separate file

M 19-11-49

The Association complains of the order of the Municipal Commissioner, Salem, requesting the teachers in the Salem Municipal College to obtain his previous permission before addressing meeting. This is a Municipal College and it is necessary that in the interests of the college and the students, the teachers should get the previous sanction of the competent authority for making speeches, lest they should be of an objectionable type. No action is necessary on this.

M 19-11-49

KS 30/10/49

M 19-11-49

S

M.A. 1.11.49.

we may await the remarks of the Syndicate

Send to Madras when received

III (A)

in respect of Annamalai University. In respect of Salem College, the position would not be worse than in Govt Colleges. Re-examine

21/XI

Please see Secretary's orders above. The remarks of the Syndicate of the Annamalai University on the Report of the Annamalai University Affairs Committee are on p.p.165--191 c.f. of G.O.No.1397 Edn., dated 29.4.50. After considering the report of the Committee and the remarks of the University Syndicate thereon, the Govt. have decided that the matters referred to therein which require the amendment of the Annamalai University Act should be considered by the Committee appointed by the Govt. for the amendment of the Act. In respect of the other matters mentioned in the report, in which administrative action is required, the University has been requested to send a report to Govt. in due course. No action is therefore called for on this now.

Regarding the Salem Municipal College, the D.P.I.'s remarks are in paragraph 4 of his letter on p.99 c.f. In regard to the question of addressing meetings on political and social subjects, Govt. servants have no defined privileges but they are not required to obtain permission from their superiors in every case. They are required to see that their participation in any meeting does not contravene Rule 20 of the Govt. Servants Conduct Rules. In respect of officers under Municipal Councils, Rule 22 of the rules relating to the personal conduct of officers is applicable. The Director is of the view that while it is open to any municipal officer or servant to seek the permission of the Commissioner in cases of doubt, it is not necessary for the Commissioner to forbid their participation

P193 of (L)

P180 of (N)

P99 of

III(b)

60

P99 of

participation in meetings without previous permission. It is for orders whether the Director's view may be concurred in, viz. that subject to the provisions of rule 22 of the rules relating to personal conduct of officers and servants, the staff of the Salem Municipal College should be considered free to participate in meetings, and if so whether the Association of University Teachers may be informed accordingly.

19.8.50

14/8/50

19.8.50

21.8.50

(61) 68

E.& P.H.(G.2)

Request payment of grant to aided institutions on the lines of grants to the Universities.

P589

The Association states that the difference made in the matter of sanctioning grants to the Universities and the aided colleges should be abolished. Teaching grants to aided ~~xxxxx~~ colleges are based on ~~2/3~~ onehalf of the net cost to the management of the institution concerned. But in respect of Universities each scheme of the University is considered on its merits, and grants have been sanctioned to the Universities ranging from one-half of the estimated cost of the scheme to the entire expenditure of the scheme. If the principle followed in respect of Universities is also followed in respect of grants to Aided colleges, then it would involve additional expenditure to Govt, by way of enhanced grants. In the present financial stringency and the poor ways and means position of the Province, it does not seem ~~necessary~~ feasible to consider this request. This request may be ~~deferred~~. rejected.

VRS
30/11/49

1.11.49.

19-11-49

S/21/21

Board's Proceedings
Finance (Aid to Colleges) Branch
No. 2418

E.& P.H.(G.2)

Immediate requirements.

Payment of D.A.at Govt.rates by managements of aided colleges - As far as aided colleges are concerned, the managements have been permitted to incur expenditure on payment of dearness allowance to their staff at Govt.rates from 1.1.48 and this expenditure is taken into account for purposes of assessing the grant payable to the colleges. The grant on payment of D.A. to the staff is paid to the institutions as an separate item, even when institutions which are not eligible for the teaching grant under the Code on account of there being no deficit, ~~are eligible for a grant on the payment of dearness allowance to the staff~~. The D.P.I. is also empowered to carry out an investigation into the financial position of the different aided institutions which do not pay dearness allowance at Govt.rates and if after such enquiry he is satisfied that an affluent institution which could afford to pay dearness allowance to staff did not do so, he is authorised to cut down the grant due in respect of that institution in full or in part. The only institution which was reported to have not given effect to this order was the Pachaiayappas Colleges, and it has since been reported that dearness allowance at Govt. rates are now being paid to the staff of the college. In the circumstances, no further action is necessary.

Payment of house rent allowance at Govt.rates etc. cannot be insisted upon by the Govt., as, if they do so, the managements would come in for greater grant which the Govt. cannot do at the present financial stringency.

As regards the revision of scales of pay of the staff, it is reported that the University is taking the necessary action. Attention is also solicited to the portions marked 'A' on p.11 and R on p.p.12-13 of the Report of the General Inspection Commission - 1946-47 at (C). ~~In the circumstances,~~ No action is called for by Govt.

1.11.49