

**OFFICE OF DEAN OF UNIVERSITY INSTRUCTION
PANJAB UNIVERSITY, CHANDIGARH**

No.9427-9526/DUI/DS

Date: 11.1.2017

Subject: Note on education system and salaries for academia in India.

Please find attached a note of the Vice Chancellor for your information.

Sd/-
Dean of University Instruction

Encl:- as above.

The Chairpersons/Directors/Coordinators,
All Teaching Departments/Centres/Institutes,
Panjab University,
Chandigarh.

A note on education system & salaries for academia in India

1. The beginning of education system prevailing in contemporary India was made in c.1850, soon after the colonial government had extended their domain across the entire Indian subcontinent with the addition of Punjab and other North Western regions to its fold. The famous Sir Charles Wood's despatch of 1854 had called for enunciation of a properly articulated system of education from Primary School to the University. This further resulted in the recommendation (in 1856) of the nucleation of Universities at the Presidencies of Calcutta, Madras and Bombay, which came into being in 1857. The Departments of Public Instruction (DPI) set up in the provinces/regions in 1956 started to monitor and regulate the education in schools via the introduction of concept of 'grant in aid' from the Government(s). In many provinces, a cess amounting to one per cent of Land Tax was assigned to the education. The minimum standards in schools were enforced by asking the Universities to conduct the College Entrance examination which eventually took the shape of Matriculation Certificates issued by the Universities and provided them with the major source of their revenues with the progressive enhancement in the enrolments in the schools. The Universities remained as Examination Boards and Affiliating Bodies for the colleges, until the promulgation of 'The Indian University Act, 1904', which applied to all the then five Universities of India, the first three and the two more established at Lahore (1882) and at Allahabad (1887). No teachers had been appointed on behalf of Indian Universities until 1904. The Indian University Act, 1904 envisaged creation of different Faculties on behalf of a University by assigning a given Senate member the responsibilities of different Faculties. Universities started to appoint Professors, Readers and Lecturers gradually in different subjects, depending on the resources generated from the examination, affiliation and other fees levied from students from schools and colleges.
2. Government of India did open several Government colleges all across India and in such institutions different salary structure prevailed amongst Englishmen and native teachers. As the Universities enjoined their teachers to engage in advancement of frontiers of knowledge as per the Indian University Act, 1904, the teachers in Government Colleges were permitted to proceed abroad on study

leave for higher learning and research. In addition, the faculty from British Universities were encouraged to be invited by the Indian Universities to spend the 'Cold months' in India to share their expertise with the native peer groups. Small grants were made available to the Universities specially for the latter purpose.

3. BHU (1916), University of Mysore (1916), Osmania University (1918) and AMU (1920) were the next four Universities nucleated outside the domain of colonial government. Calcutta University Commission appointed in 1917 articulated the need of more Unitary and residential Universities. After the end of first World War, newer Universities were established in Lucknow (1921), Dacca (1921), Delhi (1922), Nagpur (1923), Andhra (1923), Agra (1927) and Annamalai (1929). Universities at Delhi, Nagpur, Agra and Annamalai affiliated Colleges as well. The economic depression years from 1929 onwards, followed by the Second War did not see initiation of more Universities. As the War neared its end, newer Universities, viz., Utkal (1943), Sagar (1946) and Rajasthan (1947) came into being. There were Nineteen Universities in India at the time of Indian Independence and there was no uniformity in salary structure(s) of teachers appointed on behalf of different universities.
4. Central Board of Education appointed in 1943 had articulated a plan, viz., Sargent Plan, for the post war development of education in India. It had noted that Universities had stood established in India without providing adequate necessary resources to enable them to realise the objectives of higher learning and research. The Government of India immediately after independence had set up a University Education Commission under the chairpersonship of Dr. S. Radhakrishnan to suggest strategy for improvements for future development of the country. The said Commission had opined that "University teachers should be helped to live in comfort, if one is to devote oneself to learning, teaching and research". It also articulated that university services ought to become attractive as other 'All India Services' so as to induct and retain some of the ablest persons for the Universities. This aspect was discussed at length further during the debate in the Parliament on the UGC Bill some years later, where it was also recognized that bulk of the teaching and learning was happening in the affiliated

colleges of the Universities, and it was (therefore) equally necessary to make provision for them under the proposed UGC Act.

5. Professor Shanti Swarup Bhatnagar had been moved from University of Panjab at Lahore as the Second World War began to head the newly created Board of Scientific and Industrial Research (BSIR) at Calcutta. The Council of Scientific and Industrial Research (CSIR) came into being in 1942. Dr. Bhatnagar was given the charge of Secretary, Higher Education in Independent India concurrent to being Director, CSIR. In November, 1953, he was appointed the founder Chairman of University Grants Commission and he had become conscious of the large disparity in the salary structure of teachers in the colleges and universities and those of administrative and technical officers in the Government of India. At the time of Indian Independence, he had been on the Faculty of University of Panjab at Lahore as well as that of the Delhi University. The University at Lahore had substantially enhanced the salary structure of its teachers and non-teaching staff in 1946 by enhancing in its income via the increase in examination fee of all students by fifteen per cent. This had made salary structure of that University superior to most other Universities and Colleges in India. Dr. S.S. Bhatnagar as Chairperson UGC took initiative to enhance the salaries of all the teachers by twenty five per cent even before the first formal meeting of the UGC happened on December 28, 1953. Dr. Bhatnagar passed away suddenly on January 1, 1955, however, the UGC continued to accord priority to issue of improvement in salaries of the teachers and the minimum requirements that the teachers must satisfy for induction as academics in Colleges and Universities so as to sustain high standard. New Salary structures for appointments at different levels in Universities and Colleges were proposed and implemented in 1956, these barely matched the salary structure that had been made operative at Lahore a decade earlier. UGC had borne the entire burden of upgraded salary structure in Central Universities and had provided 80% support to the State Universities on the stipulation that the remaining 20% would be provided by the State Governments. Newer qualifications for different categories of faculty positions in different institutions were also laid down in 1956.
6. A new Education Commission headed by the then Chairman, UGC Prof. D.S. Kothari was appointed in 1964. It recommended an improved salary structure for

the University and College teachers w.e.f. April 1, 1966. A key aspect of it was that the starting basic salary of the University lecturer was made equal to that of Class I officers in the Central Government. The College Lecturers, however, were left behind. The Scientific and technical cadres in Central Government had in the meantime been given grade structure(s) comparable to their counterparts in the administrative services, by virtue of establishment of Atomic Energy Establishment (founded 1954) by Dr. Homi Bhabha and a string national laboratories set up by CSIR and DRDO (founded 1958). The Professor's salary scale (1100-1600) did not have any overlap with the Joint Secretary's salary scale in Central Government. The Scientific Officers in Atomic Energy were permitted to get personal promotions in their cadre. The same option was also made available to academicians in the institutions, like, Tata Institute of Fundamental Research (TIFR), which were a part of the Department of Atomic Energy of Government of India.

7. The recommendation of Third Pay Commission for Central Government employees were made effective from 01.11.1973. Thereafter, a Committee chaired by Prof. S.M. Sen, Vice Chancellor, Calcutta University looked into minimum qualification for teachers in colleges and Universities and submitted an exhaustive report 1974. It encompassed all aspects, qualifications, remuneration and professional development. Sen Committee recommended the same starting salary for College and University teachers and provided for a long extended salary scales for Lecturer (700-1500) Reader (1200-1900) and Professor (1500-2500). It permitted avenues for personal promotion for teachers in the Universities on the basis of assessment of outstanding contribution via duly constituted selection Committees. The new Professor's scale had some overlap at the upper end with the Joint Secretary's scale in the Central Government.
8. The recommendations of Fourth Pay Commission for Central Government Employees were made effective from 01.01.1986. Prof. Yash Pal took over as Chairperson UGC in 1986. He had commenced his career at TIFR and served in Space Commission and Department of Science & Technology thereafter. University and College teachers' salary structure received an up gradation vis a vis their counterparts in scientific and technical cadre under the Central

Government. The grades for Lecturer (2200-4000), Reader (3700-5700) and Professor (4500-7300) now compared very favourably with these in the Administrative Services. The second half of Professor's scale now subsumed the entire Joint Secretary's scale. College Lecturers were also allowed transition to the Senior Lecturer's level (3700-5700) with the same salary grade as that for the Reader. The faculty in IITs were given even more superior salary structure. For IITs, the Lecturer's position was made a contractual appointment. The three levels in IITs and IISc. were designated as Assistant Professor (3700-5700), Associate Professor (4500-5700) and Professor (5100-7300). The benefit of personal promotion scheme was made available to all IITs and Central Universities.

9. The recommendation of Fifth Pay Commission for Central Government employees were made effective from 01.01.1996. The University and IIT teachers were awarded salary structure which brought them on par with the scales offered to scientific and technical cadres in Atomic Energy, Space, CSIR and DRDO. Professor scale in IITs (18400-22400) became identical to that of the Joint Secretary in Central Government. The University Professor's though were given a lower start (16400-22400). The Readers' in Universities (12000-420-18300) had a salary grade inferior to that of Associate Professor (16400-20000) in IITs.
10. The recommendations of the Sixth Pay Commission became effective from 01.01.2006 for Central Government Employees. The notion of Grade Pay (GP) and Pay Bands (PB) replaced the fixed salary Grades. The hierarchy of grades in Sixth Pay Commission is determined by the Grade Pay. The teachers in the University section were assigned 'Academic Grade Pay', which are different from 'Grade Pay' levels for administrative and technical officers. College and University teachers at the first level were assigned the AGP of 6000, which is superior to the lowest GP of 5400 for Class-I officers in the Central Government. The nomenclature of Assistant Professor replaced the Lecturer, and the three levels of Assistant Professor stand created with AGP of 6000, 7000 and 8000 in the scheme of Sixth Pay Commission. Readers with three years seniority up to 01.01.2006 were placed in the Pay Band-4 with AGP of 9000. Professors in

Universities were assigned the same AGP (10000) as the GP for Joint Secretary in the Central Government. This implied an up gradation in the stature of University Professor vis a vis earlier Joint Secretary. The Professors in IITs were assigned even a more superior AGP (10500) vis a vis Joint Secretary. The starting level for Professor in IIT stands placed at 48000 in PB-4 as compared to 43000 for Joint Secretary. The Associate Professor in IIT also received a better deal with AGP of 9500 and starting salary of 42800 in PB-4.