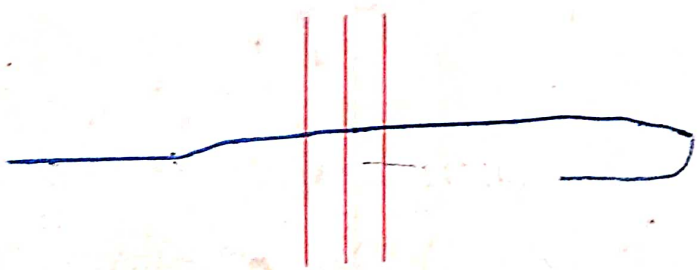


G.M.N  
SILAMEL

# AKPCTA

## Bulletin



8

AUGUST 1978

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# AKPCTA BULLETIN

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കേരളസർക്കാരിന്റെ കിറകരമായ അലംഭാവം അവസാനിപ്പിക്കുക

എ. കെ. പി. സി. ടി. എ. അതിന്റെ ഒൻപതാം (തൃശൂർ) കൺവൻഷനിൽ വെച്ച് ഒരു അവകാശപത്രികയ്ക്ക് രൂപംകൊടുക്കുകയും സർക്കാരിന്റെ പരിഗണനക്ക് സമർപ്പിക്കുകയുണ്ടായി. ഇത് 1977 ഫെബ്രുവരിയിലായിരുന്നു. ഈ അവകാശപത്രികയിലുണ്ടായിരുന്ന ആവശ്യങ്ങളെക്കുറിച്ച് ചർച്ചകൾ തയ്യാറാകണമെന്നും, കൂടിയാലോചനകളിൽ കൂടി രമ്യമായ പരിഹാരങ്ങൾ കണ്ടെത്തണമെന്നും അസോസിയേഷൻ നിരന്തരമായി ആവശ്യപ്പെടുകയുണ്ടായി. നിവേദനങ്ങളുടെ ഫലമായി 1978 ഫെബ്രുവരി 17-ാം തീയതി സർക്കാർ ചർച്ചകൾ തയ്യാറായി. യു. ജി. സി. സ്റ്റേബിൾ, നിയമഭരണ സംരക്ഷണം എന്നീ മുഖ്യപ്രശ്നങ്ങൾ ഒഴികെയുള്ളവ മാത്രമാണ് ചർച്ചകൾ വിഷയമായിട്ടുള്ളത്. ഇവയ്ക്കുള്ള നയപരമായ തീരുമാനങ്ങൾ ഉൾക്കൊള്ളാത്തതും, താരതമ്യേന വളരെ വേഗം പരിഹാരം കണ്ടെത്താവുന്നവയുമായിരുന്നു. കോൺഗ്രസ്സിൽ ചർച്ചചെയ്ത പ്രശ്നങ്ങൾ പ്രധാനമായും പെൻഷൻ പ്രോവിഡൻ്റ് ഫണ്ടുപദ്ധതി സംബന്ധിച്ചുള്ള അപാകതകൾ, സർവ്വകലാശാലാ നിയമങ്ങൾക്കുള്ള സ്റ്റാൻഡർട്ടുകളുടെ അഭാവം, അവകാശാവധി അനുവദിക്കൽ, സ്ഥലംമാറ്റം മൂലം ശമ്പളം നിഷേധിക്കൽ, അധ്യാപകർക്കു ജോലിസ്ഥിരത ഉറപ്പുവരുത്തുക മുതലായവയായിരുന്നു.

31-3-1976 മുതൽക്കാണ് കേരളത്തിലെ സ്വകാര്യകോളേജ് അധ്യാപകർക്ക് റിട്ടൻ മെൻ്ററൻ കൂലിമൂലം നടപ്പാക്കിയത്. ഇതു നടപ്പാക്കിക്കിട്ടുന്നതിനുവേണ്ടി അധ്യാപകർ നടത്തിയ സമരങ്ങൾ നിരപധിയാണ്. 1976-ൽ പെൻഷൻ സ്റ്റാൻഡർട്ടുകൾ പ്രസിദ്ധീകരിച്ചപ്പോൾ 1971-ൽ നൽകിയ ഒരറ്റപ്പ നടപ്പാക്കുക മാത്രമാണ് സർക്കാർ ചെയ്തത്. പ്രസിദ്ധീകരിച്ച നിയമമാവട്ടെ അവ്യക്തതകളും അപാകതകളും നിറഞ്ഞതായിരുന്നു. കൊളീജിയറും വിദ്യാഭ്യാസവകുപ്പിന്റെ വ്യായാസം കൂടിയായപ്പോൾ അധ്യാപകർക്കു സഹായകമാകാൻ വേണ്ടി നിർമ്മിച്ച നിയമം ദ്രോഹത്തിനു വഴിതെളിക്കുന്നതായിത്തീർന്നു.

പെൻഷൻ പദ്ധതി സംബന്ധിച്ചുള്ള അവ്യക്തതകൾ പ്രധാനമായും "സർവ്വീസ്" എന്ന പദത്തിന്റെ നിർവ്വചനത്തെ സംബന്ധിച്ചുള്ളതാണ്. 60 വയസ്സുവരെ സർവ്വീസിൽ തുടരാൻ ആഗ്രഹം പ്രകടിപ്പിച്ച അധ്യാപകർക്കു നിയമം വളരെതേറെ വൈഷമ്യങ്ങൾ സൃഷ്ടിച്ചിരിക്കുന്നു.

പെൻഷൻ സ്റ്റാൻഡർട്ടുകൾ നിലവിൽവരുന്നതിനുമുമ്പ് അധ്യാപകർക്ക് പ്രോവിഡൻ്റ് ഫണ്ടിൽനിന്നും കടമെടുക്കാനുള്ള അവകാശം ഉണ്ടായിരുന്നു. സ്റ്റാൻഡർട്ടുകൾ നിലവിൽവന്നതോടുകൂടി ആ അവസരം നഷ്ടപ്പെട്ടു. സർവ്വകലാശാലകൾ കൊളീജിയറും വകുപ്പിന് കണക്കുകൾ കൈമാറ്റം വൈകിയതു മൂലമാണിതെന്നുണ്ടായത്. ഇപ്പോൾ കണക്കുകൾ പുണ്ണമായും കൈമാറിക്കഴിഞ്ഞിരിക്കുന്നു. പക്ഷെ 25-ൽ പരം കോളേജുകളിലെ അധ്യാപകർക്ക് ഈ അവകാശം നിഷേധിക്കപ്പെട്ടിരിക്കുന്നു. അതും അവരുടേതായ താഴെതന്നെ തെറ്റംകൊണ്ടല്ലാതെ. മാനേജ്മെൻ്റുകൾ അധ്യാപകരുടെ പ്രോവിഡൻ്റ് ഫണ്ടു സർക്കാരിന്റെ ദീർഘകാലമായ പകളിൽ നിഷേധിച്ചതു മൂലമാണിതെന്നായിരിക്കുന്നു.



ക്കുന്നതും. പുതിയ സർവ്വകലാശാലാനിയമങ്ങൾക്കുണ്ടാകേണ്ട സ്റ്റാൻഡർട്ടുകൾ പ്രസിദ്ധീകരിക്കുക, വെ  
 ക്ഷേപകാലങ്ങളിൽ സർവ്വകലാശാലാപരീക്ഷകളുമായി ബന്ധപ്പെട്ട ജോലികൾ ഏറ്റെടുക്കുന്ന അ  
 ഡ്യാപകർക്ക് ഉണ്ടാകുന്ന നഷ്ടം നികത്തുന്നതിന് അവകാശാവധി നൽകുക, പാഠ്യപുസ്തകങ്ങളിൽ  
 കാലാവധിയിൽ സർവ്വകലാശാലകൾ വരുത്തുന്ന പരിഷ്കാരങ്ങൾ വർദ്ധിപ്പിക്കുകയും കൂടുതൽ അ  
 ഡ്യാപകരെ ഒരുതരത്തിലും ബാധിക്കുകയില്ലെന്നുറപ്പു വരുത്തുക, സ്ഥലംമാറ്റംകാരണം ശമ്പളം നി  
 ക്കുവാൻ സാധിക്കാത്ത സമ്പ്രദായം അവസാനിപ്പിക്കുക, കെ. എസ്. ആരിലെ എന്തെല്ലാം വകുപ്പു  
 കളാണ് സ്വകാര്യകോളേജുപകർക്ക് ബാധകമെന്നതു വ്യക്തമാക്കുക, നിയമങ്ങൾ വകുപ്പു  
 സ്വകാര്യമാനേജ്മെന്റുകൾക്കെതിരെ കർശനനടപടികൾ സ്വീകരിക്കുക തുടങ്ങിയ ആവശ്യങ്ങളും  
 ചർച്ചയ്ക്കു വിധേയമായി.

ആവശ്യങ്ങളെക്കുറിച്ചു തീരുമാനമെടുക്കുന്നതിനുമുമ്പ് മറ്റു വകുപ്പുകളുമായി ആലോചിക്കേ  
 ണ്ടതുണ്ടെന്നും ആലോചനകൾ വളരെപേഗം പൂർത്തിയാക്കിക്കൊണ്ട് ശ്രീ. എ. എസ്. ഇ. ഉണ്ടായ യോജിപ്പിന്റെ  
 അടിസ്ഥാനത്തിൽ ഉത്തരവുകൾ പുറപ്പെടുവിക്കാമെന്ന് സ്പെഷ്യൽ സെക്രട്ടറി ഉറപ്പുനൽകുകയുണ്ടായി.  
 പ്രൊവിഡൻഷ്യൽ ലോൺ സംബന്ധിച്ചുള്ള ബുദ്ധിമുട്ടുകൾ ഒഴിവാക്കിക്കൊണ്ടുള്ള ഉത്തരവുകൾ  
 ഉടൻ പുറപ്പെടുവിക്കുന്നതാണെന്നും അദ്ദേഹം പ്രസ്താവിച്ചു.

പക്ഷേ മാസങ്ങൾ പലതു കഴിഞ്ഞിരിക്കുന്നു. സ്വാഭാവികമായും ഫെബ്രുവരിയിൽ നടന്ന  
 ചർച്ചയുടെ അടിസ്ഥാനത്തിൽ ഒരു മാസത്തിനകമെങ്കിലും സർക്കാർ ഉത്തരവുണ്ടാകേണ്ടതാണ്. ഇതു  
 ണ്ടായിട്ടില്ല. സ്വകാര്യകോളേജുപകരോടുള്ള സർക്കാരിന്റെ അനഭാവരാഹിത്യം മാത്രമാണിതു  
 സൂചിപ്പിക്കുന്നത്. സർക്കാർ അനുവദിക്കാൻ തയ്യാറായതുപോലും ഇ ചിട്ടത്തെ ഐ. എ. എസ്. ലോ  
 ബി തകിടം മറിക്കുന്നു. ഈ സർക്കാരിനെ നിയന്ത്രിക്കുന്നതുതന്നെ ഐ. എ. എസ്. വെള്ളാനകളല്ലേ  
 എന്ന് സംശയിക്കേണ്ടതുണ്ട്. ബ്യൂറോക്രസിയുടെ ഈ കടന്നാക്രമണം ജനാധിപത്യവ്യവസ്ഥതന്നെ  
 അപകടപ്പെടുത്തും. കേരളാസർക്കാർ അടിയന്തിരമായി ഈ വെള്ളാനകളെ നിലക്കുനീർത്താൻ തയ്യാ  
 റായേ മതിയാകൂ.

സാമ്പത്തികബാധ്യതകളില്ലാത്തതും നയപരമായ പ്രശ്നങ്ങൾ ഉൾക്കൊള്ളാത്തതുമായ ഈ  
 ആവശ്യങ്ങൾ അനുവദിക്കുന്നതിൽ ഇനിയും അമാന്തിക്കരുതെന്നാണ് ഞങ്ങൾക്കു സർക്കാരിനോടു്  
 അഭ്യർത്ഥിക്കാനുള്ളതു്.

**നിയമാധിഷ്ഠിത സേവന വ്യവസ്ഥകൾക്കുവേണ്ടി  
 തമിരനാടു് സ്വകാര്യ കോളേജുപകർ  
 സമരത്തിലേക്കു്**

തമിരനാട്ടിലെ സ്വകാര്യ കോളേജുപകർക്ക് ഇന്നും സേവനവ്യവസ്ഥകളോ സംരക്ഷ  
 ണമോ ഇല്ലെന്നും അവർക്ക് നിയമമന്തസേവന സംരക്ഷണം അടിയന്തിരമായി അനുവദിക്കണമെ  
 ന്നും മധുര യൂണിവേഴ്സിറ്റി ടീച്ചേഴ്സു് അസോസിയേഷൻ (MUTA) തമിരനാടു് ഗവണ്മെ  
 ന്റിനോടഭ്യർത്ഥിച്ചിരിക്കുന്നു. ഇക്കാര്യത്തിൽ ഗവണ്മെന്റ് ഒരു തീരുമാനമെടുക്കാത്തപക്ഷം,  
 അഡ്യാപകർ പ്രത്യക്ഷ സമരത്തിന് നിർബ്ബന്ധിതരായിത്തീരുകമെന്ന് ജനറൽ സെക്രട്ടറി ശ്രീ.  
 രാജൻ പ്രസ്താവിക്കുകയുണ്ടായി.



**MEMORANDUM**  
**SUBMITTED BY THE JOINT ACTION COUNCIL OF UNIVERSITY**  
**AND COLLEGE TEACHER'S ORGANISATIONS IN KERALA**  
**TO THE STATE PAY COMMISSION**

Sir,

We are submitting this memorandum to bring to your kind attention the rationale of our demand for the U. G. C. Scales of pay and to appraise you with certain basically relevant details regarding the schemes of pay revision for teachers in affiliated colleges already brought into effect in two of our neighbouring states viz. Karnataka and Tamil-nadu, and we trust that you would kindly take note of them and make appropriate recommendations to the State Government.

1. We have been demanding the U. G. C. Scales of pay for University and College teachers in the State chiefly for the following reasons:-

a) They represent a set of national scales applicable to the teaching staff of all Universities and affiliated colleges;

b) they envisage a single uniform running scale for all teachers of affiliated colleges without any cadre distinction.

The Government of India accepted the U. G. C. recommendations and prescribed the revised scales of pay with effect from 1-1-1973 for which they also offered to meet 80% of the additional expenditure involved for a period of five years. Needless to say that these scales as such have now become stale and out of date by efflux of time although the basic principles embodied in the fifth plan scales listed above continue to be quite relevant and meaningful in any scheme of pay revision.

2. The Government of Kerala have been reluctant to delink the scales of pay of teachers in affiliated colleges from those of other categories of state employees and have not yet accepted or implemented the U. G. C. Scales of pay. Instead they have chosen to refer the whole question to the Pay Commission.

In Karnataka where too the State Government took a similar position and brought into effect a general scheme of pay revision on the basis of the recommendations of a Pay Commission (Pai Commission) the following scales and grades have been prescribed for teachers in affiliated colleges.



Lecturers : Rs. 750-50-1000-60-1300-75-1525  
Readers : Rs. 900-60-1000-60-1300-75-1750  
Professors : Rs. 1000-60-1300-75-1825

The number of Professors, Readers and Lecturers is determined on the basis of the ratio 1:3:12 which besides offering ample scope for promotion, virtually provides for a running scale of Rs. 750-1825. Obviously the revised scales for teachers in affiliated colleges are not only comparable to the U. G. C. Scales but are in fact higher and better. Teachers in affiliated colleges are, in addition, entitled to such allowances as are admissible to other categories of State Government Employees.

In Tamilnadu, as per the recent orders implementing the U. G. C. Scales of pay, all teachers in affiliated Colleges, irrespective of cadre distinction, have been sanctioned a uniform running scale of Rs. 700-1600. In addition, the Heads of Post graduate Departments/Post graduate Professors in affiliated colleges are entitled to the University Readers' scale of Rs. 1200-1900. While the D. A. on the date of implementation of the revised scales (1-1-1974) was merged with the basic pay, the D A, sanctioned after that date to State Government Employees was made applicable to all teachers of affiliated colleges.

3. In the circumstances, we request you to be so good as to recommend to the State Government the following:

a) that a uniform running scale of Rs. 700-1900 be sanctioned to all teachers in affiliated colleges in the state irrespective of any cadre distinction in conformity with the basic principle embodied in the U. G. C. Scheme of pay revision and incorporating the scales of pay prescribed recently in the neighbouring states of Karnataka and Tamil Nadu.

b) that D. A. be sanctioned at the rates admissible to all categories of State Government employees.

c) that House Rent Allowance at the rate of 10% of the basic pay be sanctioned to all teachers taking into account the dearth of housing facilities and prevailing high rent even in rural areas.

d) that city compensatory Allowance be sanctioned to teachers in affiliated colleges.

e) that the teachers in private affiliated colleges be sanctioned medical reimbursement benefits on a par with those admissible to State Government employees including Government College Teachers in conformity with the Principle of parity in emoluments and service benefits already admitted by the State Government.

Yours faithfully,

Prof. R. R. C. Nair (Convener)  
Prof. C. Z. Scaria (Convener)



# COPY OF THE MINUTES

of the Conference held by the Chief Minister  
on 13-6-1978, Trivandrum.

Present:-

- The Chief Minister
- The Minister for Education and Social Welfare.
- Dr. Venkita Narayanan, Spl. Secretary to Govt. (Edn.)
- Sri. K. Viswanathan Nair, Law Secretary.
- Sri. M. Mohan Kumar, Addl. Secretary, Finance Dept.
- Sri. P. P. Achutha Menon, Joint Secretary, General Edn. Dept.
- Sri. T. N. Upendranatha Kurup, President, Travancore, Devaswom Board.
- Sri. K. V. Sreedharan, Member, Travancore, Devaswom Board.
- Smt. Saraswathi Kunjukrishanan, Member do do
- Sri. N. A. Karim, Pro-Vice Chancellor, Kerala University.
- Sri. C. K. Devassy, Registrar, Kerala University.
- Prof. T. R. Subbayan, Director of Collegiate Education.
- Sri. P. Chandrasekharan Pillai, President, Co-ordination Committee of Ministerial staff Federation, D. B. Colleges.
- Sri. C. J. Devasia, General Secretary, Kerala Private College, Ministerial Staff Federation.
- Sri. R. Ramachandran Nair, President, All Kerala Private College, Teachers' Association.
- Sri. P. G. Chandrasekharan Nair, Treasurer, All Kerala Private College Teachers' Association, Southern Region.
- Sri. K. N. Gangadharan, State Working Committee Member, Association of Kerala Govt. College Teachers.
- Sri. Ramachandran Nair, President, Association of Kerala Government College Teachers.
- Sri. N. Ayyappan Pillai, Secretary, Co-ordination Committee of Ministerial Staff Federation, Devaswom Board College, Nariampara.
- Sri. Sabarinathan Nair, Secretary, All Kerala Private College Teachers' Association Unit, Nariampara.
- Sri. R. Kalyanasundaram, Principal, D. B. S. College, Nariampara.



The Chief Minister at the outset pointed out that consequent on the non admission of students in the Devaswom Board Sabarigiri College, Nariampara, a situation has to be found to the problem of accomo. dating the surplus staff in that college. He requested those present to help the Governmet in arriving at satisfactory solution to the problem.

The Presidednt, All Kerala Private College Teachers' Association said that the teaching staff of D. B. College Narimpara are aggrieved by the earlier decision taken by the Government and management without consulting them regarding the absorption of the staff as Junior most in the collegiate Education Department. All the teaching staff of the college have put in long years of service and are entitled for promotion. Their absorption as junior most in Government service will deprive them not only of their seniority but also the security of employment, since their appointment can be done only in deviation of the accepted method of absorption in government service. He requested that this aspect may be considered by the goverment before arriving at a decision.

The president. Travancore Devaswam Board said that the Board is willing to abide by the decision, taken at the conference held by the former Chief Minister on 23-4-'76.

The President, Associatin of the Kerala Govt. College Teachers explained that the Government College teachers have serious reservation about the practice of absorbing surplus Private College teaching staff in the Collegiate Education Department. He pointed out the resentment of the Govt. College Teachers on the earlier decision regarding the absorption of the excess staff of the Nariampara College in the Collegiate Education Department.

The General Secretary, Kerala Private College Ministerial Staff Federation said that the surplus Non-teaching staff should be absorbed in the other three Devaswom Board Colleges instead of absorbing them in the Govt. Service.

The President, All Kerala Private College Teachers' Assocation said that subject to the protection, enjoyed by the teaching staff of the college by virtue of specific Govt. orders, being ensured the teaching staff will be agreeable to any accomodation in finding a solution.



The Pro-vice-Chancellor, Kerala University, said that the scope for granting additional batches of pre-degree Classes to the remaining three D. B. Colleges with a view to accomodating the excess staff of Nariampara college may be considered. He said that one additional batch in each college could be sanctioned for the purpose. He conveyed that if such a decision is taken, the University and the Syndicate would support the decision. The Devaswom Board President, and the Associations also supported the suggestion.

The Spl. Secretary (Edn. and Director of College Edn.) pointed out that sanctioning of additional batches may help to accomodate the excess teaching staff but not the entire-excess non-teaching staff.

After detailed disussion of the various aspects of the problem, the following decisions were taken:-

1. Four additional batches, three being on the same subjects as the 3 batches discontinued in Nariampara and the 4th being an additional batch may be sanctioned to the remaining three D. B. College this year with a view to accomodating the surplus staff, The details regarding where additional batches are to be started in the 3 Deveswom Board Colleges, the subject of additional 4th batch, addl. staff and other commitments will be worked out by the University in consultation with the Director of College Education and the mangement.

2. The pay of the Principal and Non-teaching staff will continue to be paid at the present level in case they cannot be absorbed in corresponding grades for want of posts. The excess salary over and above what they are entitled to on their seniority will be absorbed in future increments. No one will be retrenched. Their designation will not however be protcted.

It was made clear by Chief Minister that this is a special concession agreed upon in view of the peculiar nature of the problem and will not be quoted as a precedent by any one. The Association representatives agreed to this.

3. The Principal, Devaswam Board College, Nariampara and the bare minimum skeleton staff will continue in the college till the end of June '78, to attend to the residency work. The rest of the staff will be transferred by the Devaswom Board to their other colleges immediately. The University will make necessary special arrangement for issue of mark lists to the erstwhile students of the college at the appropriate time.



4. Pending decision regarding the starting of additional batches and absorption of excess staff against the additional posts required for starting additional batches, salary for the excess staff in the Devaswom Board College, Nariampara will continue to be released.

The meeting came to an end at 5-35 p. m.

Sd/-  
Section Officer.

(True copy)

Prof. T. Gopalakrishnan,  
General Secretary, AKPCTA,  
S. N. College, Sherthallai.

എ. കെ. പി. സി. ടി. എ. പ്രവർത്തക ക്യാമ്പ്

ചരൽക്കുന്ന്

ഒക്ടോബർ 8, 9, 10 തീയതികളിൽ

ചരൽക്കുന്നിൽ വെച്ചു നടത്താനുദ്ദേശിക്കുന്ന എ. കെ. പി. സി. ടി. എ. പ്രവർത്തകർ വേണ്ടിയുള്ള ക്യാമ്പ് 1978 ഒക്ടോബർ 8-ാം തീയതി ആരംഭിക്കുന്നു. ക്യാമ്പിൽ ഓരോ എ. കെ. പി. സി. ടി. എ. ബ്രാഞ്ചിൽ നിന്നും രണ്ടു പ്രതിനിധികളെവിതം അയയ്ക്കണമെന്നുദ്ദേശിക്കുന്നു. പ്രതിനിധികളെ തിരഞ്ഞെടുക്കുമ്പോൾ ബ്രാഞ്ചുസെക്രട്ടറിമാർ നിർബന്ധമായും ഉണ്ടാകേണ്ടതാണ്. അസോസിയേഷന്റെ സജീവപ്രവർത്തകരായിരിക്കണം പ്രതിനിധികൾ. അസോസിയേഷന്റെ സ്റ്റേറ്റ് കമ്മിറ്റി മെമ്പർമാരും ക്യാമ്പിൽ പങ്കെടുക്കേണ്ടതാണ്. പ്രതിനിധി ഫീസായ 10 ക. അടച്ചു പ്രതിനിധികൾ നേരത്തേതന്നെ രജിസ്ട്രേഷൻ പൂർത്തിയാക്കണമെന്നുദ്ദേശിക്കുന്നു. പ്രതിനിധികൾക്ക് താമസവും ഭക്ഷണവും സൗജന്യമായി ലഭിക്കുന്നതാണ്.

കൂടുതൽ വിവരങ്ങൾക്ക് ക്യാമ്പ് ഡയറക്ടറിൽനിന്നും (ശ്രീ. സി. കെ. വർഗ്ഗീസ്, ലക്ചറർ, ശ്രീകേശവർമ്മ കോളേജ്, തൃശൂർ) ലഭിക്കുന്നതാണ്.



# EDUCATION AND MODERNIZATION

(Extract from Report of the Education Commission 1964-66)

1.69 We have already stated that the most distinctive feature of a modern Society, in contrast with a traditional one, is in its adoption of a science-based technology. It is this which has helped such societies to increase their production so spectacularly. It may be pointed out, however, that science-based technology has other important implications for social and cultural life and it involves fundamental social and cultural changes which are broadly described as 'modernization'. We shall briefly discuss the impact of this modernization on programmes of educational reconstruction.

1.70. THE EXPLOSION OF KNOWLEDGE. There has been a great explosion of knowledge during the last few decades. In a traditional society, the stock of knowledge is limited and grows slowly so that the main aim of education is interpreted to be its preservation. In a modern society, on the other hand, the stock of knowledge is far greater and the pace of its growth is infinitely quicker. One of the main tasks of education in a modern society, is to keep pace with this advance in knowledge. In such a society, knowledge inevitably ceases to be something to be received passively; it is something to be actively discovered. If this is rightly understood, it would involve a revolution in traditional education where 'to know' has come to mean 'to know by heart', where respect for all inherited knowledge is assiduously cultivated and where the assimilative faculties tend to be emphasized to the neglect of the critical and creative ones. In India, as in other countries where similar conditions prevail, this would require, among other things, a new approach to the objectives and methods of education and changes in the training of teachers. Unless they are trained in new ways of teaching and learning, the students in schools and colleges will not be able to receive the type of education needed for the new society.

1.71. RAPID SOCIAL CHANGE. Another feature of a modern society is the quick, almost breath-taking rate at which social change takes place. In a traditional society, change is so slow that the conservatism of the educational system does comparatively little harm. In a modern Society, on the other hand, change is so rapid that the school must always be alert if it is to keep abreast of significant changes. There is, therefore, an imperative need for adopting a dynamic policy in such a situation. An educational system which does not continually renovate itself, becomes out of date and hampers progress because it tends to create a lag between its operative purposes and standards and new imperatives of development, both in quality and quantity. The very aim of education has to be viewed differently—it is no longer taken as concerned primarily with the imparting of knowledge or the preparation of a finished product, but with the awakening of curiosity, the development of proper interests, attitudes and values and the building up of such essential skills as independent study and the capacity to think and judge for oneself without which it is not possible to become a responsible member of a democratic society.

1.72. NEED FOR RAPID ADVANCE. Two other aspects of modernization need emphasis. The first is that once a society launches itself upon a programme of modernization, there is no turning back, no half-way house where we can arrest the process. In the initial stages, such a change must disturb the traditional equilibrium reached and maintained over centuries which, though it had its obvious disadvantages, had some built-in redeeming factors as well. The attempt to create a new social order naturally creates a host of unexpected social, economic, cultural and political problems. But if one tinkers



will the problems involved or tries to march with faltering steps, if one's commitments and convictions are half-hearted and faith is lacking, the new situation may turn out to be worse than the old one. The only solution to these transitional problems is to move rapidly forward and create a new equilibrium based on the full implications of the process of modernization.

1.73. MODERNIZATION AND EDUCATIONAL PROGRESS. The progress of modernization will, therefore, be directly related to the pace of educational advance and the one sure way to modernize quickly is to spread education, to produce educated and skilled citizens and train an adequate and competent intelligentsia. The Indian society of today is heir to a great culture. Unfortunately, however, it is not an adequately educated society, and unless it becomes one, it will not be able to modernize itself and to respond appropriately to the new challenges of national reconstruction or take its rightful place in the comity of nations. The proportion of persons who have so far been able to receive secondary and higher education is very small at present—less than two per cent of the entire population. This will have to be increased to at least ten per cent to make any significant impact. The composition of the intelligentsia must also be changed; it should consist of able persons, both men and women, drawn from all strata of society. There must also be changes in the skills and fields of specialization to be cultivated. At present, it consists predominantly of the white-collared professions and students or humanities, while the proportion of scientists and technical workers in its ranks is quite small. To achieve this, greater emphasis must be placed, as we have argued earlier, on vocational subjects, science education and research. Its average level of competence is not at all satisfactory, due mainly to inadequate standards maintained in the universities. This is damaging to Indian academic life and its reputation. In order to change this situation radically, it will be necessary to establish a few 'major' universities in the country which attain standards comparable to the best in any part of the world, and which will gradually spread their influence to others. This is one of the basic reforms needed in our system of higher education.

## പ്രൊഫ: R. രാമചന്ദ്രൻനായർ വീണ്ടും തിരഞ്ഞെടുക്കപ്പെട്ടു

പ്രൊഫസ്സർ ആർ. രാമചന്ദ്രൻനായർ അയംഫക്ടോയുടെ ക്ഷീണമേഖലാ സെക്രട്ടറിയായി വീണ്ടും തിരഞ്ഞെടുക്കപ്പെട്ടിരിക്കുന്നു.

ആഗസ്റ്റ് അവസാനവാരം കൽക്കട്ടയിൽ വച്ചു കൂടിയ സർവ്വകലാശാലാ കോളേജ് അദ്ധ്യാപക സംഘടനകളുടെ അഖിലേന്ത്യാ ഫെഡറേഷന്റെ (AIFUCTO) ഭവൈകാബ്ദം എ. കെ. പി. സി. ടി. എ. പ്രസിഡൻറ് പ്രൊഫ: രാമചന്ദ്രൻനായരെ ക്ഷീണമേഖലാ സെക്രട്ടറിയായി തിരഞ്ഞെടുക്കുകയുണ്ടായി. 1973 മുതൽ പ്രൊഫ: നായർ അയംഫക്ടോ സെക്രട്ടറിയായി പ്രവർത്തിക്കുന്നു. പ്രൊഫ: നായരെ കൂടാതെ പ്രൊഫ: കെ. സി. മാക്കോ, പ്രൊഫ. ടി. ഗോപാലകൃഷ്ണൻ, പ്രൊഫ: ജി. മാധവൻനായർ എന്നിവരായിരുന്നു എ. കെ. പി. സി. ടി. എ.യെ പ്രതിനിധീകരിച്ചു കോൺഗ്രസ്സിൽ സംബന്ധിച്ചിരുന്നത്.



# THE HON. MINISTER FOR EDUCATION

Government of Kerala

GOVERNMENT SECRETARIAT, TRIVANDRUM

Sub. Pension-Provident Fund and connected problems of the teachers of Private Colleges-Solving of - request for.

- Ref:
1. Our Memorandum to the Chief Minister dated 20-4-'76.
  2. Our Memorandum to the Chief Minister dated 12-6-'76.
  3. AKPCTA Rsln No. 52/St. Cnl. 2/77-78 dated 20-11-'77.
  4. Our Memorandum No. 3/77-78 addressed to the Director of collegiate Education;
  5. AKPCTA Note on the Pension, Provident Fund and other problems of the teachers of private Colleges for discussion at the conference on 17-2-1978.
  6. AKPCTA L. G. S. No. 18-FI.1/78-79, dated 5-6-'78 addressed to the Director of Collegiate Education.

Sir,

We write this to draw your kind attention to the "Pension Provident Fund Problems" of the teachers of Private Colleges and to request you to convene a high-level conference for thrashing out the problems by meaningful discussion.

(1) With the Sanctioning of a pension Provident Fund Scheme by the Government to the teachers of Private Colleges, certain serious problems arose, chiefly because of the harshness of the provisions of the Pension Statutes. The Statutes, we feel, made an unreasonable and unjust distinction between those teachers who entered service before 1-4-1958 and those who entered service on or after 1-4-1958. Only the former can continue in service till the age of 60 years, which means only a very small percentage of the teachers now in service can continue upto the age of 60 years. The Statutes, thus discriminate against the teachers who entered service on or after 1-4-1958. The statutes deny them the opportunity for enjoying substantial service benefits reasonable emoluments, etc, which became available only very recently. We have been requesting the Government to take steps for getting the relevant statutes so amended as to ensure that all those in service as on 1-9-'72, the date of introduction of the scheme of Direct Payment of salary to the staff of private colleges, have the right to continue in service till the age of 60 years.



(2) Many teachers are very adversely affected by the rather rash application, by the concerned authorities, of the harsh provisions of the Pension Statutes. They are, in fact, denied the benefits for which they are really eligible. We have been requesting the Government also to take steps of getting the harsh provisions removed or suitably amended by the competent authorities.

(3) Also, many of the provisions of the Statutes are not sufficiently clear. As such they are now interpreted by the concerned authorities in a way quite harmful to the teachers. They need to be made clear, if not the misinterpretation, to the detriment of the teachers, will continue.

(4) We have been requesting the Government to interpret the term "Service" appearing in Statute 4, Chapter I, First Statutes, in such a way as to include "any kind of pensionable service" of a Private College teacher and the term "Entering service", appearing in the same Chapter, to mean the first entry of the teacher into "any pensionable service".

(5) For a long time since 30-3-'76 the date of sanctioning of the Pension Provident Fund scheme, the teachers of Private Colleges could not get advances (loans) from their Provident Fund credits as the accounts in respect of their old Provident Fund, maintained by the Universities up to the time of the introduction of the scheme, had not been finalised and transferred by the Universities to the department of Collegiate Education, the authority specified by the Government for maintaining the P. F. accounts under the scheme and sanctioning advance to the subscribers. Now the P. F. accounts as on 31-3-'76 in respect of the teachers of almost all the private Colleges have been finalised and transferred by the Universities to the Department of Collegiate Education. But even now the teachers of all the colleges are not in a position to get advance from the entire amounts subscribed to by them (upto 31-3-1976) and after The reason is, the subscription amount which stood to their credit as on 31-3-'76 in the old Provident fund have not been ordered to be transfer credited to new P. F. accounts, as the entire amounts or portions thereof were invested long back by the concerned managements in long term securities without even the knowledge of the concerned teachers. It is a fact that advances from the entire P. F. credit, made so far, can be taken only after the amounts at the credit of the subscribers as per the accounts (as on 31-3-1976) finalised are transfer credited by the principals to the new P. F. accounts. The amounts standing to the credit in the old P. F. accounts of the teachers of more than 25 Colleges cannot now be transfer credited, meaning that such teachers cannot now get sizeable advances from the P. F. credits. The securities now held by the managements are not likely to mature soon. The Government has therefore to take a favourable decision regarding the amounts



invested in the securities. And clear Government Orders in regard to the amounts are necessary. We are anxious to note here that the teachers now stand penalised not because of any fault of theirs,

(6) We wish to note that the teachers who can apply for advances from the P. F. Credits and who have already applied for the same, experience too much difficulty in getting the advances sanctioned by the concerned authorities. It is learnt that hundreds of applications of Private College Teachers for temporary advances from P. F. credits are pending before the Offices of certain Dy. Directors of Collegiate Education. There is now a tendency on their part to altogether reject the applications or return them to the colleges on silly grounds. Steps are necessary for ensuring that the teachers get advances from their P. F. credits at least within two weeks after the submission of the application for P. F. advances.

(7) In this connection we wish to point out that the special secretary to Government, Higher Education, after repeated requests and representations made by the AKPCTA during 1976-1977 and 1978, convened a conference on 17-2-1978 for discussing the problems. We presented a note on the Pension-Provident Fund and other problems of the teachers for discussion at the conference (copy enclosed for ready reference) The discussions, which were based on the note we presented, lasted about 4 hours. And the representatives of the AKPCTA who attended the conference were assured by the special secretary that the requests made by the AKPCTA would be examined with an open mind and that the Government, after necessary consultation with the other concerned Government Departments will issue the necessary orders. We very much regret to point out (and it is a matter of grave concern to the teachers) that the orders promised by him have not yet been issued. It is in this circumstance that we approach you and request you to take personal interest in the matter and take early steps for convening a high-level conference to thrash out all the issues involved. It is earnestly hoped that the Government would take early steps for redressing the long-standing grievances of the teachers.

Yours faithfully,

Sd/-

Prof: R. RAMACHANDRAN NAIR  
President.

Prof: T. GOPALAKRISHNAN,  
General Secretary.

Copy to:

- (1) The Honourable Chief Minister of Kerala.
- (2) The Special Secretary to Government, Higher Education.
- (3) The Director of Collegiate Education.
- (4) The Deputy D. C. E., South / Central / North Zone.



# GOVERNMENT OF KERALA

No. 45602 / DI / 76 / H. Edn.

Higher Education (D) Dept.,  
Trivandrum-695001  
7/2/1978

From

The Special Secretary to Government

To

The Director of Collegiate Education,  
Trivandrum.

Sir,

Sub:- Private College - D. B. Pampa College, Parumala - Smt. G. Sethu Amma, Lecturer-Re-fixation of pay in the revised scale-counting of service as Clerk for weightage - reg.

Ref:- 1. Petition dt. 30/3/1976 from Smt. G. Sethu Amma, Lecturer D. B. Pampa College, Parumala.  
2. Your letter No. E2-79316/76 dt. 4/1/77

Referring to the above, I am to inform you that the period of service of Smt. G. Sethu Amma as a Clerk in the Registration Department may also be taken into account for the purpose of weightage and re-fixation of her pay of Lecturers which came into effect on 1/7/1973 as cases of this nature are very rare.

Yours faithfully

Sd/-

Under Secretary  
for Spl. Secretary to Government

Approval for issue

Sd/-

Section Officer.

Copy to:- The Dy. Director of Collegiate Education, Quilon  
for information and necessary action.  
Smt. G. Sethu Amma, Lecturer D. B. Pampa College, Parumala  
(through the Principal)

[True Copy]

Principal.

AKPCTA BULLETIN



COPY OF G. O. Rt. No. 664/78/H. Edn. Dated 17-4-1978 of HIGHER EDUCATION (D) DEPARTMENT.

Private Colleges - Teachers - Attending Summer Institutes:

- Read:- 1. G. O. Rt. No. 1333/74/H. Edn. dated 30-7-1974.  
2. Letter No. EL. 62938/76 dated 9-10-1976 and 3-1-'78 from the Director of Collegiate Education.

## ORDER

In the G. O. first cited the teachers of Colleges and Schools have been permitted to surrender earned leave they have earned during the period they attended summer Institutes. In the letters 2nd cited the Director of Collegiate Education has suggested that the surrender leave benefit contemplated in the said G. O. may be specifically made applicable to the private College Teachers.

After considering the question in detail Government are pleased to order that the benefit contemplated in the G. O. first cited will be available to the Private College Teachers as well with effect from 30.7.'74 the date of issue of the said G. O.

By order of the Governor

Sd/-

M. K. SAMBAN

(Under Secretary to Government).

To

The Director of Collegiate Education,  
The Principals of Private Colleges (Through the D. C. E.)  
The Accountant General, (This order issues with the concurrence of the Finance Department)  
The Finance Department (Vide their U. O. No. 1948/Edn. A/278/Fin. dated 5-4-'78.

Copy to:-

The Higher Education (J) Department.  
The Higher Education (F) Department.

Forwarded by order

Sd/-

SECTION OFFICER.



# UNIVERSITY OF KERALA

## FORMATION OF MANAGING COUNCIL / GOVERNING BODY

The Syndicate considered along with the recommendation of the Standing Committee on affiliation of Colleges, the letter received from the Secretary, Kerala Private College Managements Association regarding the constitution of Managing Council / Governing bodies in Private affiliated Colleges pointing out that the formation of the Council/Bodies be not insisted upon as the issue has been questioned in the Supreme Court,

Resolved that as provisions relating to the constitution of the Managing Council/Governing bodies have not been set aside by the Court and also the operation of these provisions have not been stayed, constitution of these bodies be insisted and the Managements directed to constitute these bodies.

St. ALOYSIUS COLLEGE, EDATHUA - REQUEST FOR SANCTION FOR THE POST OF II GRADE PROF. (CADRE) OF ENGLISH.

The syndicate considered along with the recommendation of the Standing Committee on Teaching and Non-teaching staff of Private colleges, the request made by the Principal St. Aloysius college, Edathua for sanctioning a post of II Grade Professor (Cadre) of English consequent on the starting of I B. A. classes during the current academic year.

RESOLVED that Cadre Professors in English be appointed with effect from the first year of starting the Degree Courses in any subject for the following reasons:-

(i) According to the syllabus English is taught only during the 1st and 2nd year of the Degree course.

(ii) A Cadre Professor is necessary to organise the Department and plan the work in English at the very beginning of the 1st year.

(iii) Cadre Professors are allowed in Optional subjects from the very beginning of the 1st year.

(iv) The University has already proposed amendments to the Ordinances to this effect and it is awaiting Government's concurrence.

UNION CHRISTIAN COLLEGE, ALWAYE—REPRESENTATION FROM T. K. AVIRAH

The Syndicate considered along with the recommendation of



the Standing Committee on Teaching and non-teaching Staff of Private Colleges, the representation received from Dr. T. K. Avirah Lecturer in Physics in the U. C. College, Always seeking redressal of his grievances in the matter of salary fixation, promotion and other service benefits.

RESOLVED that the State Government be requested to sanction three increments with all service benefits for the period of study leave taken by him in the light of the present emphasis on Faculty Improvement Programme, highlited by the U. G. C. and endorsed by the State Government. It may also be brought to the light of the Government that the teachers in affiliated colleges selected for M. Phil/Ph. D are at present given full salary and additional benefits under the Faculty Improvement Programme.

ST. BERCHAMAN'S COLLEGE, CHANGANACHERRY—DR. THOMAS JAMES—REQUEST FOR PROMOTION.

The Syndicate considered along with the recommendation of the Standing Committee on Teaching and Non-teaching Staff of Private Colleges' the report made by the Principal St. Berchaman's college, Changanacherry regarding the promotion given to Dr. Thomas James as Second Grade Professor of Botany (Non-Cadre) with effect from 1-7-1977 and the request for approval of the Promotion.

RESOLVED that the State Government be addressed to accord sanction for including the period spent on study leave on loss of pay while reckoning the 15 year's service stipulated for non-cadre Professorship.

Malpractice cases at University Examinations Payment of allowance to teachers of Colleges provided as Enquiry Officers.

The Syndicate considered along with the recommendations of the Standing Committee on Examinations, the question of payment of allowance to the teachers of affiliated Colleges appointed as Enquiry Officers for the conduct of enquiry into the malpractice cases at the University Examinations.

RESOLVED that an allowance of Rs. 50/- be paid to all Enquiry Officers for the conduct of enquiry in to the mal-practice cases at the University Examinations.

SENIORITY LIST OF TEACHERS - PRIVATE COLLEGES.  
The Syndicate considered the list of Management who have failed to comply the directive issued by the University for finalising the seniority list of teachers under their control.

RESOLVED That the Managements concerned be again directed to finalise and furnish the seniority list of teachers under their Managment within a month. A Circular to be issued to such Managements to this effect immediately.