

**A REPLY TO THE CHARGES
AGAINST HIGHER EDUCATION
IN WEST BENGAL**

SAMBHU GHÓSH
Minister, Higher Education

Government of West Bengal

Sub. National Systems Unit,
National Institute of Educational
Planning and Administration
17-B, SriAurobindo Marg, New Delhi-110016
DCC. No. 26/5/82
Date..... 20.2

Published by Information & Cultural Department,
Government of West Bengal and printed at
Gupta Press, 37/7, Beniatola Lane, Calcutta-9.

5000-8/81.

A Reply to the Charges Against Higher Education in West Bengal

Higher Education during the four years of the Left Front Government has made significant progress. It has introduced certain basic changes in the structure and pattern of education and has brought about improvements in the standard of education. There is an earnest effort to tone up the administration of the colleges and universities and to stop indiscipline and disorder at all levels. I have the proud privilege to say that the academic atmosphere which deteriorated to a lamentable degree in the previous regime has been restored.

It is unfortunate that certain malicious and frivolous charges have been levelled against Higher Education. I have the melancholy duty to reply to these charges. It is still more unfortunate that our good intentions are misinterpreted and political motives are imputed to them. I furnish here facts and figures in reply to these charges and indicate some of our basic achievements in the sphere of Higher Education. At the same time, I take this opportunity to draw the attention of the people to the state of affairs in Higher Education during the previous regime.

Sambhu Ghosh

Answer to the Charges Levelled Against Higher Education in West Bengal

The charges made against higher education in West Bengal are all baseless and frivolous. The charges mainly pertain to the supersession of the six universities in West Bengal, political victimisation of some principals, political character of the governing bodies of some affiliated colleges, some political appointments, the take-over of some colleges by the Government and political interference in the affairs of universities and colleges.

It needs no reiteration that the charges are imaginary, concocted and mala fide. They are politically motivated and designed to mislead the people by distortion and misrepresentation of facts and figures.

1. The six universities of West Bengal were taken over temporarily and their administration was vested in the nominated Councils after the terms of the elected bodies of these universities had expired. The decision of the temporary take-over was taken with a view to finding time for changing the constitutions of all the universities which had become antiquated. It was felt that the constitutions of universities should be broadbased and more democratic following the recommendations of the Gajendragadkar Committee regarding 'governance of universities'. All sections comprising students, non-teaching staff and other citizens should represent the higher administrative bodies of the universities and the principle of the association of the representatives of the community outside the university has been accepted. (vide Report of the Committee on Governance of universities and colleges, 1971, University Grants Commission). University bills incorporating the most democratic representations on the statutory bodies of the universities and involving all sections of the academic commu-

nity as well as the accredited representatives of the society in the formulation of the policies and programmes of the universities have been passed in the State legislature after thorough scrutiny and detailed discussion clause by clause by the Select Committees composed of members belonging to different political parties. Elections of the Statutory bodies of the universities are under way.

The nominated councils of the universities were composed of members who were mainly teachers of different categories of universities and their affiliated colleges. The Heads of departments, senior Readers representing certain Faculties, and Lecturers of affiliated Colleges have been nominated as members on the councils.

There is no truth in the allegation that persons of a particular political affiliation have been given preference in the choice of members on the councils. Persons like Professor Nirmal Bose, Professor Santosh Mitra and Professor Sourin Bhattacharya were all members of the previous Senates and ~~Syndicates~~. There are also members like Professor Dilip Chakraborty and others who have different political affiliations. There are eminent educationists like Professor A. W. Mahmood, Sri S. Roy, Professor B. Mukherjee and many others who have no political persuasions whatsoever.

2. In West Bengal, there are no cases of political victimisation during the Left Front Government. The Government has shown malice to none. No Vice-Chancellors have been sacked as a result of the take-over of the universities. Dr. Sushil Mukherjee who was the Vice-chancellor of Calcutta University was allowed to continue after the take-over of the University and all cooperation was extended to him by the Council and the Government in the discharge of his duties. On the other hand, when Rabindra Bharati University was taken over by the Congress Government in 1975, Dr. Rama Chowdhury, the then Vice-chancellor was persecuted and sacked.

The alleged political victimisation of some of the principals has no basis in facts. These principals were charge-sheeted by

the Governing Bodies of the Colleges and were suspended for their malpractices and misdemeanour. In all instances, Court cases are either pending or disposed of. Among the charges against the principals are financial and administrative irregularities. Government is not involved in the matter and there has been no political interference as alleged. Some cases have been finally disposed of and the verdict of the Court is honoured in all disputes between the principals and Governing bodies or in any disputed matter of the college and universities.

3. The charge against the reconstitution of the Governing Bodies of the colleges shows an utter lack of the perception of the situation. When the Left Front came to power, it found the Governing Bodies of the sponsored colleges ill-represented and inactive. The same bodies had been given long and repeated extensions. They had outlived their usefulness. The Left Front Government disbanded all the managing committees of the sponsored colleges and installed one member committee with District Magistrate or Divisional Commissioner. Then the committees were reconstituted *as per recommendations* of the Education Commissions, particularly of Gajendragadkar Committee. Students and non-teaching staff have been represented on the committees and the principle of the association of the representatives of the community outside the colleges has been followed. It was categorically stated in the Gajendragadkar Committee that there should be 40 percent of external representation and 60 percent of internal representation including teachers. Members of the Legislature and representatives of Learned professions and special interests including representatives of trade unions, industry, agriculture, banking and former students should form the external representation (Vide, Report of the committee on Governance of universities and colleges, Part I, Governance of universities, University Grants Commission, 1971, pp 36-37).

So far as other private colleges are concerned, they have been reconstituted as per university statutes. The question of replacement or substitution of one member for another is simply puerile and absurd because one nominee by the Government or by the University cannot remain on the committees for

long. The Government and the university will change their nominees in the periodical reshuffling of the committees in conformity to the democratic principle of guarding against growth of vested interests and monopoly of power. The list of changes of person furnished indicates that persons changed are in no way inferior in qualifications and calibre. Change of Members of Legislative Assembly necessitates change of local representatives on the committees. It is the obsessive fear of the Left Front that generates a mysterious sense of the existence of Communist Party of India (Marxist) and Forward Bloc members everywhere. Persons like Professor A. W. Mahmood, Dr. Jagadindra Mondal and many others became transformed through the jaundiced eyes of the interested parties into members of Communist Party of India (Marxist) and Forward Bloc. The very roll-call of names suggests a haunting fear-psychosis that has conjured up the vision of leftists monopolising the seats of power.

It has to be noted that the earlier committees indulged in all kinds of arbitrary and nefarious practices. Many committees were guilty of financial irregularities, partisan behaviour with some members of the teaching and non-teaching staff and arbitrary manner in distributing financial benefits to the principals and some minions. The Annexure will illustrate the kind of financial benefits meted out and the discriminations of allowances in different colleges prevalent for long. The present Government has stopped these discriminations and brought a uniformity of payments and allowances in all colleges. The State Government feels the basic need of financial assistance to the colleges, and at the same time feels that the administration of the colleges must be clean, efficient and democratic. There is no denying the fact that the Left Front Government has succeeded in effecting a uniformity of standards in the management of the colleges through the Service Security Act, the Pay Packet Act and the appointment of teachers through the College Service Commission. Anomalies and irregularities, both financial and academic are being checked through close scrutiny and control by the properly constituted academic structure of the colleges.

4. The charge against the take-over of some of the colleges is false and malicious. Of the five colleges taken over by the Left Front Government, Kamarpukur College in the district of Hooghly was taken over by the Congress Government as early as 1973 and then the periods of the take-over were extended twice in 1975 and in 1977. All these colleges managed by Registered Societies were guilty of misuse and misappropriation of funds and dismissal of teachers in an arbitrary and partisan manner. They flouted the directions of the university in the matter of running the colleges and of reconstituting the managing committees as per statutes. Misuse of money, diversion of funds, irregular appointments, illegal offer of monetary benefits by way of increased allowances not approved by the Government, tampering with the Provident Fund deposits of the teachers and non-teaching staff put these colleges in jeopardy. In order to end the misrule and misdeeds of these colleges controlled by Trust Bodies and Registered Societies, the West Bengal Government took over the administration of these colleges. In the case of Bangabasi group of Colleges, the Government has allocated more than two lakhs of rupees in order to make up for the gaps in Provident Fund deposits. In the Birla College of Science and Education, the Government has introduced UGC Pay scale of teachers which was denied to them by the Trust Body. The Government has released grants for the improvement and development of these colleges. There has been an all-round improvement in administration and academic programmes after the take-over of these colleges. With a view to sustaining the gradual improvement of these colleges, the Government introduced legislations for the permanent take-over of these colleges. The bills passed in the State Legislature await the assent of the President.

5. There is no political interference in regard to the appointment of teachers and officers. Teachers and officers of universities are appointed through proper selection by a selection Committee composed of members and experts, many of whom are outside the universities. Prof. Pratip Mukherjee, Dr. Smarajit Chakraborty and Dr. R. K. Saha have been appointed not on political considerations as alleged but on the

basis of their qualifications and experience. Prof. Pratip Mukherjee, the Registrar, Calcutta University is a brilliant scholar and has long experience as an administrator in Government Colleges. The frivolity of the charge is thus more than apparent. All the Vice-Chancellors had held the positions of senior professors/Deans of Faculties before their present assignments. Moreover, these appointments have the approval of the Chancellor of the Universities.

That these charges are politically motivated and baseless is illustrated by the fact that political opinions have never been held as bars to the appointment as Vice-Chancellors. Acharya Naren Deb, the Founder President of the Socialist Party and Nurul Hasan, a CPI were vice-chancellors of BHU and AMU respectively. However, political opinions have never weighed with us for the selection of the Vice-chancellors.

7. There is no substance in the charge that the management of Calcutta University is subject to the dictates of a few political men. The Vice-chancellor and Pro-Vice-Chancellors are efficient, active and alert and they look after the administration of the various departments with the help of other officials with meticulous care and with minute attention to the details in accordance with the decisions adopted at the meetings of the University Councils.

8. It may be indicated here that universities and colleges are being run in conformity to the democratic norms and with efficiency and success. There is no governmental or political interference in the matter of appointments, admission of students, framing of syllabus and pattern of instruction and examination. Autonomy of the educational institutions is respected. There is supervision of the public funds used by the colleges and universities and no direct control. The universities are free to manage their academic and financial affairs. There has been distinct improvement in the administration of universities. Examinations are held on schedule, results are published in time. Hooliganism in the campus of the universities and colleges has been checked ; any manifestations of it are dealt with firmly. Recent rowdism in the law examination of

Calcutta University has been sternly curbed. Any attempt to create chaos is immediately thwarted. The examinations are held under strict vigil and malpractices have been checked. Colleges and Universities can carry on their regular academic and administrative work without let or hindrance. This is an achievement which stands out in bold relief in contrast to the turbulent and lawless days of 1972-77. The dominance of vandals and roughs has been done away with and academic values are being restored.

In this connection, it is relevant to point out instances of corruption and rampage in the colleges and universities that plagued the education world of West Bengal in 1971-77. Malpractices in examinations, beating of college and school teachers, arson in school buildings, political vindictiveness, humiliation and persecution of the teachers by the students were the curses from which West Bengal had suffered for long five years. There was complete deadlock of education and educational standards deteriorated to a lamentable degree. A few quotes from the newspapers will substantiate the point.

Ananda Bazar Patrika (13.9.71)—বিশ্ববিদ্যালয়ের কিছু ছাত্রের আবদার কিংবা হুমকির নিকট আত্মসমর্পণ করিয়া নির্দিষ্ট দিনের পরীক্ষা গ্রহণের ব্যবস্থাকে তামাশায় পরিণত করিয়াছে।

(The university authorities have made a farce of holding examinations in time by surrendering to the clamours and threats of some students).

Ananda Bazar Patrika (15.1.72)—বৃহস্পতিবার সকালে কলেজ থেকে ফেরার পথে বিদ্যাসাগর উইমেন কলেজের জনৈক অধ্যাপককে ঐ কলেজের সাক্ষা শাখার এক ছাত্র অস্ত্র দেখিয়ে রাজনৈতিক কারণে ঐ কলেজের মুখো না হতে বলেন।

(On Thursday morning a teacher of Vidyasagore Women College was asked with the brandishing of a weapon not to go to the college any further for political reasons).

Satyajug (19.2.72)—মহারাজা মনীন্দ্রচন্দ্র কলেজের ২৯জন স্থায়ী কর্মচারী দীর্ঘ পাঁচ মাস ধরে তাঁদের কাজে যোগ দিতে বাধাপ্রাপ্ত হচ্ছেন

(29 permanent employees of the Maharaja Manindra

Chandra College are being prevented from joining their duties for five months).

In the same edition it was stated that Sudhin Bhattacharya, a leader of the Chattra Parishad of North Calcutta was admitted to the college (Maharaja Manindra Chandra College) in violation of all rules of admission.

Ananda Bazar Patrika (13.6.72) gives a report of the procession of college teachers on the demand for examination reforms and for eradicating corruptions in examinations.

Ananda Bazar Patrika (30.8.79) writes : বিশ্ববিদ্যালয় ও কলেজ সর্মিতির পক্ষে অধ্যাপক দিলীপ চক্রবর্তী সাংবাদিকদের বলেন গত পাট ওয়ান পরীক্ষার অভিজ্ঞতায় তাঁরা দেখেছেন বর্ধমান, উত্তরবঙ্গ ও কলকাতা বিশ্ববিদ্যালয়ের পরীক্ষা চলাকালে অন্ততঃ ১০০টি হিংসাত্মক ঘটনা ঘটেছে—কিন্তু পুলিশ নিষ্ক্রিয় ছিল ।

(Prof. Dilip Chakraborty said on behalf of the WBCUTA that during the last Part I examination, at least 100 cases of violence occurred).

Incidents of the persecution of teachers were numerous.

Basumati (15.2.74)—বুধবার সকালে বেহালা কলেজের জ্ঞানেশ পট্টনবীশ ও দিলীপ মুস্তাফি কলেজের অভ্যন্তরে কয়েকজন পরিচিত দুষ্কৃতকারীদের হাতে লালিত হন ।

(On Wednesday morning, Professor Gnanesh Patranabish and Professor Dilip Mustafi were persecuted by some known miscreants).

Jugantar (14.1.75)—বিষ্ণুপুর রামানন্দ কলেজের জর্নক অধ্যাপক কলেজের মধ্যেই প্রহৃত হয়েছেন—বুধবার হাবড়ার শ্রীচৈতন্য কলেজের এক অধ্যাপককে ধাক্কা দিয়ে ক্লাস রুম থেকে বার করে দেওয়া হয় । ঐ অধ্যাপকের অপরাধ বি. এ., বি. কম. পরীক্ষায় গণ-টোকাটুকিতে তিনি আপত্তি জানিয়েছিলেন ।

(A professor of Bishnupur Ramananda College was beaten inside the college campus on Wednesday, a professor of Habra Sri Chaitanya College was hurled out of the class room. His

offence was that he objected to the mass-copying in the examination hall.)

During the Emergency, chaos in the educational sphere continued.

Jugantar (17.7.75) writes—সম্প্রতি ভয়াবহ গণ-টোকটুক, ইনভিজিলেটরদের ভীতি প্রদর্শন, ঘনঘন পরীক্ষা বাতিল, ফলপ্রকাশে বিলম্ব ইত্যাদির ঘটনায় শিক্ষক সমিতি উদ্বেগ প্রকাশ করছে।

(The Teachers' organisation has expressed anxiety at the recent terrible mass-copying, threats to the invigilators, frequent postponing of the examinations and delay in publishing results).

Ananda Bazar Patrika (3.9.76) writes—কলকাতা বিশ্ববিদ্যালয়ের বিভিন্ন বিভাগে নিয়ম বহির্ভূত ১২১ জনকে অস্থায়ী লোকচারার পদে নিয়োগ করা হয়েছে।

(121 temporary teachers were appointed in the different departments in violation of all the rules).

Apart from the newspapers, some Congress men themselves gave a lurid picture of the goings-on of those days. In the West Bengal Assembly, Tuhin Samanta, a Congress MLA spoke:

“মন্ত্রিসভার দৃষ্টি আকর্ষণ করছি একটি বিষয়ে বিশেষ করে শিক্ষামন্ত্রীর দৃষ্টি আকর্ষণ করছি। আমার স্যার ঘেন্না ধরে গেছে এই শিক্ষামন্ত্রীর বিভাগ সম্পর্কে কিছু বলতে। কয়েকদিন আগে বিশেষ করে আমার কেন্দ্রের গ্রামের বহু ছাত্রছাত্রীরা কাঁদতে কাঁদতে এসে আমাকে বলছে,

—আপনি আমাদের বলে দিন আমরা এবার পরীক্ষা দিতে পারব কিনা, আপনি আমাদের বলে দিন শিক্ষা পর্ষদ কবে আমাদের পরীক্ষা নেবে। কবে আমাদের অ্যাডমিট কার্ড দেবে, কোথায় আমাদের সেণ্টার হবে— ...আজকে শিক্ষাজগতে এতবড় নৈরাজ্য, এতবড় হতাশা জীবনে বোধহয় কোনদিন আসেনি।

(I draw the attention of the Council of Ministers, particularly the Minister of Education. I am ashamed to speak anything about the Department of the Education Minister. A few days back, many students of my village told me weeping that they did not know if they would be in a position to sit for the examinations this year. They have yet to know the date of

examinations, the centres where their examinations will be held ; they have yet to receive their admit cards. Such anarchy and such despondency as this never came in the world of Education before).

Tuhin Samanta, the Congress MLA narrated an incident in the Assembly session (13th March, 1974, Assembly proceedings, p. 53).

“আমি বর্ধমান বিশ্ববিদ্যালয়ের একটা ইনসিডেন্ট আপনার কাছে এবং আপনার মাধ্যমে মাননীয় শিক্ষামন্ত্রীকে বলি—কখনও শুনেননি যে একটা ছাত্র ৫টি পরীক্ষা দিচ্ছে ? অনার্স দিচ্ছে, এম. কম. দিচ্ছে, বি. এড দিচ্ছে, লাইব্রেরী সাইন্স দিচ্ছে—একসঙ্গে একটি ছাত্র ৫টি পরীক্ষা দিচ্ছে বর্ধমান বিশ্ববিদ্যালয়ে । আপনি শুনেননি কখনও যে একটা বিশ্ববিদ্যালয়ের জুলাজি ডিপার্টমেন্টের ১৯টা ছেলে পরীক্ষা দিয়েছে এবং তার মধ্যে ১৮টি ছেলে ফাস্ট ক্লাস পেয়েছে । তার সঙ্গে একজন ফাস্ট ক্লাস পায়নি । সে বোধহয় দল করতে পারেননি । বাঁচামরা কমিটি করতে পারেননি । বোর্ডিনি ডিপার্টমেন্টে ২৪টি ছাত্র পরীক্ষা দিয়েছে, তার মধ্যে ২৩টি ছাত্র ফাস্ট ক্লাস, একটি ছাত্র ফাস্ট ক্লাস নয় । এইরকম আরও দুর্নীতির কথা আমাদের শিক্ষামন্ত্রীকে বলিছি ।”

(Let me relate an incident of the Burdwan University to you and through you to the Hon'ble Education Minister. Have you ever heard that a candidate can appear in 5 examinations in the same year—Honours, M.Com., B.Ed., Library Science. Have you ever heard that 18 students out of 19 got first class ? This happened in the Zoology department of Burdwan University. One missed the first class probably for his non-association with any party. In the Botany Department 23 candidates out of 24 obtained first class. I have related more cases of corruption to the Education Minister).

Another Congress M.L.A. Sri Monoranjan Pramanik pointed out that there were many irregularities in the College education, mass-copying and general reluctance to education by the students. Teachers are not paid regularly, D.A. is very meagre, no system of gratuity and pension for the teachers. It is essential to introduce these measures in order to end the anarchy that is let loose in the educational sphere at present. (Proceedings, p. 11/4) Apart from these, there

were financial irregularities and administrative anomalies in many colleges, specially those run by the Registered Societies. In the Kamarpukur College of which Sri P. C. Sen was the President, 15 lecturers and employees were summarily dismissed. Arbitrary appointments and promotions superseding the claim of others had been resorted to.

These instances during the period of 1972-77 speak for themselves. In contrast to this lurid picture of rampant corruption and chaos, the Left Front Government has brought back normalcy and certainty in educational sphere. It has taken all the measures to tackle hooliganism and to rid the academic institutions of the influence of roughs and anti-socials. Secondly, some positive measures have been taken in the sphere of higher education to establish healthy democratic norms. Some of these steps are being listed :

1. Monthly payments of the teachers have been ensured by introducing pay packet scheme from February, 1978. The Government has taken the responsibility of paying the teaching and non-teaching staff on the 1st of every month. Even the arrear payments to the teachers have been arranged.
2. Increase of College D.A. as per Central Government rates and introduction of House rent allowance and Medical allowance have improved the financial position of the teachers and the non-teaching staff.
3. Fixation of pay as per U.G.C. rules in the scale of Rs. 700-1600 for the teachers has been completed.
4. Those old teachers who could not get the benefit of the new scale of pay have been given facilities by way of financial benefits and by giving them extensions of service and by bringing them under the pension scheme.
5. Service security and definite pay scales have been provided for those engaged in teaching H.S. institutes.
6. Pay scales for the non-teaching staff and librarians and demonstrators have been revised in consultation

with the Associations of the non-teaching employees and pension scheme for them has been introduced.

7. Discriminations as regards allowances granted to the principals and a certain section of teachers and employees during the old regime have been removed and uniformity of D.A. and other allowances has been enforced.
8. Staff pattern of teaching and non-teaching staff as per requirements and work-load has been completed and appointments as per the agreed pattern are being processed and implemented.
9. Appointment of teachers for colleges through the College Service Commission ensures impartiality and merit in the selection of teachers.
10. The Left Front Government has come forward on its own to establish colleges in the backward areas and has invited applications from the local enthusiasts for the same. Colleges are being established after proper inspection of the sites and relevant requirements and after ascertaining their viability and feasibility. Universities and the Education Department carry on joint inspections for the purpose. 12 colleges have been already set up and 7 more are to be set up to remove regional imbalances.
11. Vidyasagar University in Midnapore will be established. Bill for the same has been passed in the State Legislature and initial steps for the implementation are being taken.
12. Liberal assistance for the construction of buildings, for repair of buildings, for the improvement of libraries and laboratories has been granted.
13. Increase of the pay-scales of the teachers of Polytechnic Institutes and the improvement of their service conditions have been effected.

14. Attention has been paid to the improvement of the quality of education. The Education Minister is in close touch with the Vice-Chancellors of the Universities in this respect.
15. Democratisation of Universities and College Governing Bodies has been made and all sections comprising teachers, students, non-teaching staff, industry, legislature, agriculture and trade unions are represented on the administrative bodies. This arrangement is in conformity with the recommendations of the Gajendra-gadkar Committee.

Sub. National Systems Unit,
National Institute of Educational
Planning and Administration
17-F.S. Ashoka Marg, New Delhi-110016
LCC No. 102
Date..... 26/11/70

ANNEXURE—A

Allowances drawn by the Teaching Staff of Different Private Colleges

| <i>Allowances</i> | <i>Drawn by</i> | <i>College</i> | <i>Rate per month</i> |
|--------------------------------------|-------------------------------|--------------------------------------|-----------------------|
| 1. Principal's special allowance | Principal/ Prof-in-Charge | Maharaja Manindra Chandra College | Rs. 225/- |
| | | Berhampore College | 300/- |
| | | Rishi Bankim Ch. College | 190/- |
| 2. Principal's conveyance allowance | Principal/ Prof-in-charge | Serampore College | 150/- |
| | | Rammohan College, Calcutta | 150/- |
| | | City College, Calcutta | 150/- |
| 3. Principal's Hospitality allowance | Principal | Serampore College | 200/- |
| 4. House-rent allowance | Lecturer-in-charge of college | Berhampore College | 125/- |

ANNEXURE—B

Allowances drawn by Non-teaching staff of Private Colleges (Class III staff).

| <i>Allowances</i> | <i>Drawn by</i> | <i>College</i> | <i>Amount per month</i> | <i>Remarks</i> |
|----------------------|----------------------------|------------------------------------|-----------------------------|---------------------------------|
| Special Allowance | Head Clerk | City College, Calcutta | 20/- | Head Clerk's allowance |
| | | Serampore College | 75/- | Head Assistant (Administration) |
| | P.A. to Principal | Serampore College | 10/- | H. A. (General) |
| | | | 20/- | |
| | Office Superin- tendent | Sundarban Hazi Dasarath College | 65/- | |
| | | Maharaja Manindra Ch. College | 50/- | |
| | Accountant | Berhampore College | 50/- | |
| | | Serampore College | 50/- | |
| | Care-Taker | Serampore College | 50/- | |
| | Typist | Rammohan College | 15/- | for confidential work |
| Manindra Ch. College | | 35/- | | |

ANNEXURE—B (Contd.)

Allowances drawn by Non-teaching staff of Private Colleges (Class III staff).

| <i>Allowance</i> | <i>Drawn by</i> | <i>College</i> | <i>Amount per month</i> | <i>Remarks</i> | | |
|------------------|-----------------|----------------------|-------------------------|----------------|----------------------|------------|
| Cash allowance | Cashier | Rammohan College | } 25/- | 15/- | two collection clerk | |
| | | Charu Ch. College | | 10/- | | |
| | | Rishi Bankim College | | 12/- | | |
| | | Serampore College | | 20/- | | Cash Clerk |
| | | City College | | 15/- | | Clerk |
| | | | | 10/- | | |

| <i>Allowance</i> | <i>Work done</i> | <i>Drawn by</i> | <i>College</i> | <i>Amount per month</i> | <i>Remarks</i> | |
|---------------------------|-------------------|-----------------|-------------------|-------------------------|----------------|-----------|
| Allowances for extra work | Confidential Work | Steno-Typist | Rammohan College. | 15/- | | |
| | Routine work | Clerk | — do — | 60/- | | |
| | Cyclostyle work | Typist | Maharaja | Shrish Ch. College | 10/- | |
| | | | Maharaja | Manindra Ch. College | 35/- | Seniority |
| | Despatch work | Clerk | Maharaja | Shrish Ch. College | 18/- | |

ANNEXURE—B (Contd.)

Allowances drawn by Non-teaching staff of Private Colleges (Class III staff).

| <i>Allowance</i> | <i>Work done</i> | <i>Drawn by</i> | <i>College</i> | <i>Amount per month</i> | <i>Remarks</i> |
|----------------------|---------------------------|-----------------|-------------------------------|-------------------------|-------------------|
| | Increased work-load | Clerk. | Muralidhar Girls' College | 15/- | |
| | | | City College | 10/- | |
| | Games & Sports | Office Clerk | Maharaja Manindra Ch. College | 20/- | |
| Conveyance allowance | for assisting NCC officer | Clerk | Muralidhar Girls' College | 75/- | |
| | | Account-tant | Maharaja Srish Ch. College | 10/- | (two Accountants) |
| House-rent allowance | | Class III staff | Serampore College | 20/- 25/- | |

ANNEXURE—C

Allowances drawn by class IV staff of different Non-Govt. Private Colleges

| <i>Allowances</i> | <i>Drawn by</i> | <i>Purpose</i> | <i>College</i> | <i>Rate p.m.</i> | <i>Remarks</i> |
|------------------------|---|----------------|---|------------------|----------------|
| Interim Allowance | Class IV staff Mistry, Book-binder, Library attendant, Durwan, Record-keeper, Lab. Asstt., Sweeper, Mali, etc. Durwan | 19 persons | Serampore College | Rs. 30/- | |
| | | | Malda College | 40/- | |
| | | | Maharaja Manindra Ch. College | 30/-, 50/- | two posts |
| | | | Maharaja Srish Ch. College | 30-- | |
| | | | Charu Ch. College | 50/- | Evg. Shift |
| | | | Berhampore College Manindra Ch. College | 20/- | |
| | | | 5/- | | |
| Seniority allowance | Class IV staff | | Maharaja Manindra Ch. College | 5—15/- | |

ANNEXURE—D

Consolidated statement of various types of allowances drawn by employees of Non-Govt. Non-Sponsored Colleges

| <i>Drawn by the holder of the post</i> | <i>Nature of allowance</i> | <i>Amount varying between (per month)</i> |
|--|----------------------------|---|
| 1. Principal/Teacher-in-charge | Special allowance | Rs. 100/- to 300/- |
| 2. —do— | Conveyance allowance | 150/- |
| 3. Principal | Hospitality allowance | 200/- |
| 4. Professor-in-charge | Extra-curricular activity | 25/- to 75/- |
| 5. College Teachers | Special allowance | 30/- to 50/- |
| 5. —do— | House rent allowance | 25/- to 125/- |
| 7. —do— | NCC/Sports-in-charge | 25/- to 100/- |
| 8. —do— | Burser's allowance | 75/- to 100/- |
| Non-teaching staff | | |
| 9. Head Clerk, P. A. to Principal, Office Supdt., Accountant, office Assistants | Special allowance | 20/- to 75/- |
| 10. Typist | —do— | 15/- to 35/- |
| 11. Care-Taker | —do— | 50/- to 55/- |

ANNEXURE—D (Contd.)

Consolidated statement of various types of allowances drawn by employees of Non-Govt. Non-Sponsored Colleges

| <i>Drawn by the holder of the post</i> | <i>Nature of allowance</i> | <i>Amount varying between (per month)</i> |
|--|----------------------------|---|
| 12. Cashier | Cash allowance | Rs. 10/- to 20/- |
| 13. Clerk & Accountant | Conveyance allowance | 10/- to 75/- |
| 14. Class III staff | House-rent allowance | 15/- to 25/- |
| 15. Class IV staff | Uniform allowance | 250/- per year |

ANNEXURE—E

Allowances admissible to the employees of a Sponsored College

| <i>Teaching staff</i> | <i>Allowances per month</i> |
|---|---|
| 1. Principal's part-time allowance for remaining In-Charge of the College of Morning or Evening Shift for administrative work | Rs. 100/- |
| 2. Burser's allowance | 50/- (for roll-strength of 700-1000) 75/- (for 1001 to 1600) 100/- (above 1600) (according to the number of students in the College) (G.O. No. 1816-Edn (CS) dated 26.7.73). |