

**REPORT OF THE COMMITTEE COMPRISING
DR. RAMENDRA KUMAR PODDAR FOR RECOMMENDING
MEASURERS TO ENSURE ACCOUNTABILITY OF
TEACHERS OF GOVT. COLLEGES AND OTHER ALLIED
MATTERS**

Notification No. 505(A) Dated 12th August, 1999

**Bikash Bhawan, Salt Lake, Kolkata-700091
March, 2002**

Dr (Prof) R K PODDAR MSc PhD
FORMER MEMBER OF PARLIAMENT
(Rajya Sabha)

Ex-Vice Chancellor
University of Calcutta



CF 62 SALT LAKE CITY
CALCUTTA-700 064

Dear Prof. Chakraborty,

Enclosed please find the Report of the Committee constituted vide Resolution no.505(A) dated 12.8.99 of the Department of Higher Education, Govt. of West Bengal on measures required to be taken to ensure accountability of teachers of Govt. Colleges and other allied matters.

It took some more time than stipulated in submission of the report. This is mainly due to the elaborate programme drawn up for visit to different colleges located in various parts of State to collect necessary information. This, however, ultimately helped us a lot in identifying the problem areas and to focus our attention accordingly while suggesting remedial measures. My occasional illness during the period and a personal trip to the USA, also contributed to this delay in the process of submission of the report.

I express my sincere thanks and gratitude to the Principals, teachers and employees of the colleges, representatives of the organisations of the teachers, the students and the employees of different colleges for the co-operation I received in the course of my interaction with them on various occasions while preparing the report.

Dr (Prof) R K PODDAR MSc PhD
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I would also like to put on record my appreciation for the sincere services rendered by Shri Manotosh Biswas, O.S.D. & Ex-officio Deputy Secretary, Higher Education Department and the Secretary to the Committee and his supporting Colleagues in bringing out this report. I also thank you sincerely for the help and encouragement I have received from you and your Department as a whole.

Finally, I would like to state that, although the measures recommended in this Report are unlikely to completely eliminate all the present inadequacies of the Govt. Colleges, but these will surely reduce them to a great extent.

With best personal regards,

Dated, Kolkata,
The 30th June, 2002.

Yours sincerely,

(Prof. Ramendra Kumar Poddar)

Prof. Satyasadhan Chakraborty,
Minister-in-charge,
Higher Education Department,
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Bikash Bhavan; Salt Lake,
Kolkata-91.

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Government of West Bengal
Higher Education Department
Appointment Branch
Bikash Bhavan, Salt Lake
Calcutta-91

No. 505-Edn(A)
10A-12/99

Dated, Calcutta the 12th August, 1999.

R E S O L U T I O N

Whereas the State Government have revised the pay scales of teachers in universities and colleges with a view to improving standards in higher education.

Whereas the U.G.C. has prescribed other measures for improving efficiency and enforcing accountability as a composite scheme with the enhancement of pay scales, vide 282-Edn(A) dated 07-05-99.

Whereas the State Government have issued instructions from time to time in the interest of efficiency and accountability in Government Colleges.

Now, therefore, the Governor has been pleased to order that a One-man Committee, comprising Dr. Ramendra Kr. Poddar, former Vice-Chancellor of Calcutta University, will examine further all aspects of the matter concerning the teachers in Government Colleges and submit its recommendations to this Department within three months.

The terms of reference of the Committee are as follows :

- 1) To recommend measures which are required to be taken to ensure accountability of the teachers of Government Colleges including Government Engineering and Technological colleges.
- 2) To recommend measures for maintaining high academic standards in Government Colleges including Government Engineering and Technological Colleges; and
- 3) All other allied matters.

Shri Manotosh Biswas, O.S.D. & Ex-officio Dy. Secretary of this Deptt. will act as Secretary of the Committee.

ORDER

Ordered that a copy of the resolution be communicated to the C & I Department for publishing the same in the Calcutta Gazette.

By order of the Governor
Sd/- H. Ghosh.
Principal Secretary.

**REPORT OF THE COMMITTEE COMPRISING DR. RAMENDRA
KUMAR PODDAR FOR RECOMMENDING MEASURERS TO
ENSURE ACCOUNTABILITY OF TEACHERS OF GOVT. COLLEGES
AND OTHER ALLIED MATTERS**

1. Background:

1.1.1. Following the receipt of the recommendations of 5th Central Pay Commission, a committee was constituted by the Govt. of India with Prof. Rastogi as Chairman to examine as to how and to what extent the benefits of higher pay scales may be extended to the University and college teachers and to suggest measures for qualitative improvement in the teaching profession keeping parity with the revised pay packets and improved service conditions. Govt. of India accepted the UGC recommendations based on the Rastogi Committee Report with suitable modifications for revision of the scales of pay of the teachers of the Universities and Colleges.

Govt. of India in their letter no.F.1-22/97 UI dated 27.7.98 read with letter no.F.1-22/97 UI dated 6.11.98 of the Deptt. of Education, requested the State Govt. to consider, inter alia, the question of implementing in the State the scheme of the revised pay scale of the teachers of Universities and Colleges with such modifications as may be considered necessary to suit the local conditions. [Enclosure-I]

The UGC notification, as per their letter no.F.3-1/94(PS) dated 24th December 1998, to all Vice Chancellors/Education Secretaries, also specified minimum qualifications for the appointment of teachers in Universities and colleges and measures for maintenance of standard including number of minimum teaching days to be observed, work load on different categories of teachers, superannuation benefits and code of professional ethics. Measures for ensuring accountability of the teachers were also clearly stated in the above notification. [Enclosure-II]

After careful consideration of the matter, in order to attract and retain talents in teaching profession and to maintain a high standard of education in Universities and Colleges as envisaged in the UGC scheme, the Govt. of West Bengal decided to introduce the scheme in the State as specified by the U.G.C. Accordingly, Govt.

Orders revising the scales of pay of Govt. College teachers were issued as per two

G.O. Nos.42-Edn (A) dated 5th February, 1999 and no. 282-Edn (A) dated 7th May, 1999. [Enclosure III]

Subsequently, in order to enforce timely attendance of the Govt. college teachers on all working days in colleges, Memorandum no. 141-Edn (A) dated 22.3.99 was issued asking the Govt. College teachers to sign Attendance Register with the time of arrival and departure along with the number of classes allotted and number of classes taken as a part of the measure for ensuring accountability. The issuance of the above Memorandum was resented to by the Teachers Organizations. They expressed their reservation and stated that accountability of the teachers cannot be ensured by such mechanical means as 'signing the Attendance Register'. They, however, accepted in principle the introduction of a daily Performance Record. The West Bengal Government College Teachers' Association also suggested a format for the same. Memorandums were also received from some other organisations, institutions & individual teachers. [Enclosure IV]

Govt. Order no 282-Edn (A) dated 7th May 1999 and order no. 141-Edn (A) dated 22.3.99 were, in fact, complementary to each other. But keeping in view of the resentment of the teachers over the question of signing the Attendance Register with time of arrival and departure, it was decided that the matter would be considered pros and cons in the deptt. A meeting was then held in which Minister-in-charge of the Deptt. gave a patient hearing to the views of teachers organizations in this regard. It was resolved in this meeting that a committee should be constituted to examine the matter and recommend measures to sort out the contentious issue.

1.1.2 Accordingly, a committee comprising Dr. Ramendra K. Poddar, Ex-MP and the former Vice-chancellor of the University of Calcutta was constituted by the Govt. of West Bengal in the Department of Higher Education vide Resolution No. 505(A) dated 12.8.99. The terms of reference to this committee were as follows :

- a) To recommend measures, which are required to be taken to ensure accountability of the teachers of Govt. Colleges including Govt. Engineering and Technological Colleges.

- b) To recommend measures for maintaining high academic standards in Govt. Colleges including Govt. Engineering and Technological Colleges.
- c) All other allied matters.

1.1.3. Subsequently, following issues were also referred to the committee for examination :

Sl. No.	Govt. Order No.	Issue referred
1)	No.860-Edn (A) dt. 17.12.99	Very often teachers of Govt. Colleges seek permission for working as guest/part-time lecturer in Universities and other Institutes.
2)	No.886-Edn (A) dt. 28.12.99	Suggestion of the Public Service Commission, W.B. for colleges specific recruitment of the teachers in respect of A.B.N. Seal College, Cooch Behar, Jhargram Raj College, Darjeeling Govt. College and Haldia Govt. College.
3)	No.223-Edn (A) dt. 2.3.2000	Review of the sanctioned strength of different teaching posts in Govt. Colleges vis-à-vis the workload to enable the Govt. to rationalise the staff structure.

1.2.1. THE REPORT :

Though the committee was constituted in August'99, it could not start functioning forthwith as the office space and supporting manpower and other assistances were not readily available. In addition, due to the Lok Sabha Election close by, teachers of the Govt. Colleges were not available for their views. The Committee started effective functioning from 17.9.99.

1.2.2. PROCEDURE ADOPTED :

i) All the Govt. Colleges were asked to furnish certain basic information in the format designed by the committee. These information include: (a) a brief profile of the college (b) information regarding the teaching staff (c) enrolment (d) examination results, and (e) infrastructure available. Information/data received from the colleges have been supplemented by the inputs available from the Higher Education Department and made available to the committee for consideration.

[Enclosure-VI]

ii) To elicit their respective views in these matters, meetings were held with the (a) Principals of the Govt. Colleges (b) representatives of the teachers' organisations (c) representatives of the teachers' councils of different colleges (d) representatives

of the students' unions (e) officers of the Higher education Department. [Enclosure - VII]

iii) A number of colleges of different zones were visited by the committee to have direct interactions with the teachers and others concerned as well as to have an on-the-spot observation of the actual state of affairs in the colleges. [Enclosure – VIII]

iv) Reports of the earlier Commissions e.g. the commission for planning of higher education, 1984 and the Education commission, 1992 were also consulted.

1.2.3. ZONE OF CONSIDERATION :

In West Bengal we have 17 (seventeen) General Degree Colleges, 7 (seven) Colleges for Education, 4 Colleges for Physical Education, one Art College and 8 (eight) Engineering & Technological Colleges in Govt. Sector. These colleges are maintained with the fund drawn out of the State exchequer and as such are within the administrative jurisdiction of the State Govt. As per the terms of reference, the committee would confine its recommendations in respect of the Govt. colleges only.

Out of the issues referred to the committee from time to time, this report deals with all of them except the one referred to this committee vide No223-Edn (A) DT. 2.3.2000 regarding review of the sanctioned strength of different teaching posts vis-à-vis the workload in order to rationalise the staff structure in different colleges. The review of the sanctioned strength of teachers will require collection of data from individual colleges regarding existing posts, vacancies, subject-wise enrolment and teaching loads, etc. and detailed analysis of these data. As such, to deal with this issue, a separate committee should be constituted.

2. THE PRESENT SCENARIO :

2.1. GENERAL DEGREE COLLEGES :

i) Higher education at the undergraduate level leading to B.A., B.Sc. and B.Com. including Hons. Courses are imparted in about 350 General Degree Colleges spread all over the State. However, the concentration of the colleges in Kolkata including the adjoining districts of North & South 24-Parganas, Howrah and Hooghly, is very high (>50%) as compared to all the other districts. The number is remarkably low in the northern part of the State, particularly in North & South Dinajpur, Malda, Cooch Behar, and Jalpaiguri & Darjeeling [Enclosure – IX].

ii) General education as a whole has lost its charm and no longer attracts the most meritorious students all over the World. But at the same time, its importance is undeniable. Perceptive thinkers have pointed out that unless remedial measures are taken, this trend will immensely harm the intellectual and cultural life of our society; in future we will miss brilliant and innovative teachers of science, literature, history or philosophy. Various attempts are being made to make it attractive and meaningful by regular updating of syllabi and course structures are being redesigned to introduce the subjects of the emerging areas.

iii) Govt. colleges in the State are usually better equipped in terms of infrastructural facilities available like classroom, laboratories, libraries and qualified teachers in comparison to most of the non-Govt. Colleges. In a few colleges as shown below, Post Graduate Courses are also offered in certain selected areas. :

Sl. No.	Name of Colleges	Subject
1)	Presidency College, Calcutta	Physics, Zoology, Chemistry, Geology
2)	Hooghly Mohsin College, Hooghly	Political Science, Physiology, Commerce
3)	Durgapur Govt. College, Durgapur	Geology
4)	Darjeeling Govt. College	Zoology, Botany
5)	Maulana Azad College	Zoology
6)	Govt. College of Art & Craft, Calcutta	Visual Arts
7)	Post Graduate Training College of Physical Education, Banipur	Physical Education (M.P.Ed.)

iv) Total budgetary allocation for the State during 2000-2001 was Rs. 24,481 crore. Out of this amount, Education budget accounts for about 15% (Total Education budget being Rs.3704 crore). Budget on Higher Education amounting to Rs.526 crore is about 14% of the total budget on education. A comparative study covering both Higher Education and Education in general in respect of enrolment of students vis-a-vis the percentage of budgetary allocation of each segment of education to the total budget on education, reveals an uncomfortable fact.

v) As the enrolments in the schools and colleges/universities are 14206466 and 590740 respectively, *the Govt. is actually spending about four times on per capita basis for higher education compared to the school education*, although the vast

majority of the student population is studying in our schools. (Annual Report of the School Education and the Higher Education Deptt, 2000-2001)

vi) This fact needs to be emphasized so that all concerned with our higher education system exert their best to justify this preferential treatment.

vii) Over the last few years, there has been a steady growth in the number of colleges in the state but this growth is confined by and large to the non-government sector. However, in case of affiliation of new Honours and Post Graduate courses, Govt. Colleges have usually been preferred because of their better infrastructural facilities and performance record.

viii) A large number of teaching posts remain unfilled over years in almost all Govt. Colleges; yet, no serious attempt has been made to rationalise the no. of teaching posts in different colleges with reference to subjectwise and collegewise work load. While sanctioning new posts, requirements of individual colleges or departments were considered on ad-hoc basis. In many cases, transfer of teachers from one college to another without ensuring their actual movement, contributed to this highly undesirable situation.

ix) The practice of frequent transfer of teachers in Govt. Colleges often creates problems for not only the teachers concerned, but also affects the education system as a whole. Due to frequent transfer one cannot concentrate fully on his work and plan his future career, as he knows that he is there for an uncertain period of time. Very often newly recruited teachers are hesitant to join Govt. Colleges to avoid the hassle of transfer, especially when a teacher is posted in a college in North Bengal.

x) Growing apathy among the students and the practice of attending coaching classes even during college hours, are palpable almost everywhere and eating at the core of the present education system as a whole. A section of the teachers is nonchalantly indulging in this evil practice. Incidents like irregular taking of classes by some teachers, refusal to accept examiner ship or invigilation work, lack of due care in examining the answer scripts of public examination, have also increased alarmingly.

xi) Most colleges offer traditional topics even in Honours courses with very little relevance to the present day needs of the job market. Post Graduate level course options as well as number of seats available there are also limited. Course curricula are not updated regularly.

xii) Long drawn University examination schedule, long holidays and frequent suspension of classes for various reasons, leave very little opportunity for the colleges to have 180 teaching days in a calendar year, as prescribed by the UGC. It is also not always possible to implement the UGC stipulation for uniform six-day week with minimum five hours per day in the colleges. At present there is no uniform mechanism for monitoring the day-to-day performance of the teachers.

xiii) Principal in a college has to shoulder both administrative as well as academic responsibilities almost solely on his own. In many cases, the Governing Bodies have not been reconstituted for a long time. Moreover, the so-called governing bodies, where exist, hardly have any power or authority to take any effective measure for the improvement of the Colleges.

xiv) UGC scheme for revision of scale of pay for the college teachers have been implemented with other allied benefits with effect from 1.1.96 but the part dealing with the measures to ensure accountability and professional ethics are yet to be enforced. The erosion that has crept into the education system has unfortunately been going on unabated even after the teaching profession is getting adequate financial compensation.

2.2. TEACHER EDUCATION COLLEGES :

i) There are seven Education Colleges in the Govt. Sector in the State with a total intake capacity of 1245. Both fresher and deputed teacher- candidates are admitted in these colleges in B. Ed Course with one year duration. In four Govt. Physical Education Colleges, one-year B.P.Ed course is conducted with a total intake of 260.

ii) 2-year Post Graduate course in Physical Education (M.P. Ed) is conducted at Banipur with an intake capacity of 25. A Post Graduate. Course in Education has been planned to be introduced in David Hare Training College shortly.

iii) Like General Degree Colleges, a substantial number of teaching posts are lying unfilled in both Education and Physical Education Colleges. The vacancy position has been worked out to be approximately 36 for Education colleges out of total sanctioned posts of 102 and for physical education colleges the number is 16 out of 29 at present.

iv) All the 7 (seven) Govt. Education Colleges have their own buildings. Hostel facilities exist in six colleges. Adequate laboratory facilities for science subjects are

available in all the colleges. In some of the colleges, computers with Internet facilities have also been provided. As regards Physical Education Colleges, two of them have their own buildings but all of them have hostel facilities.

v) In a number of colleges, infrastructure available appears to be underutilized. Adequate no. of sponsored candidates are not available in all the colleges as a result, seats remain vacant.

Though NCERT regulates & monitors the academic matters of education colleges, still more attention is necessary in the matter of updating of syllabus and synchronization of the period of practice teaching with academic calendar of the schools.

2.3. ENGINEERING & TECHNOLOGY EDUCATION :

i) Degree level engineering education in West Bengal has taken a giant stride in the recent past. Till 1995, there were only nine institutions and/or university faculties, which were imparting undergraduate engineering education to about 1650 students every year. These students used to be recommended for admission by the West Bengal Board of Examination through a state level Joint Entrance Examination. Usually, for every 25 aspirants for engineering education, only one seat was available. The situation, however, underwent a sea change with the decision of the government to allow setting up of engineering colleges under private management. The State of West Bengal witnessed the establishment of 21 new engineering colleges by 2000-2001 in a span of 5 years and except for one, Kalyani Govt. Engineering College, which was set up by the Government of West Bengal in 1995, all others were private initiatives only.

ii) The development of infrastructure and academic environment in these newly set up engineering colleges, however, vary. While a few of them have really come up very fast by investing a lot of money in building up laboratories and other infrastructural facilities, a few are still to catch up.

iii) Most of the privately managed engineering colleges particularly, those established in district headquarters do not have minimum no. of qualified teachers. The problem of shortage of qualified teachers in emerging subjects like I.T and Computer Science is so acute that further expansion should not be allowed without ensuring adequate supply of teachers. As regards laboratories, classrooms, libraries

and other facilities, the situation in the newly set up colleges is not at all very encouraging.

iv) Four technology colleges of the state also suffer from shortage of teachers. Regular principals are there only in the two textile colleges. Apart from the core subjects, IT Computer Sc. & Eng. have been introduced in these colleges on self-financing basis.

v) In order to improve the quality of education imparted in existing Engineering & Technology Colleges of the State affiliated to various universities, a technological university has been set up in 2000.

3. GENERAL RECOMMENDATIONS REGARDING ACCOUNTABILITY OF TEACHERS :

3.1. Measures, which are required to be taken to ensure accountability of the teachers of Govt. Colleges including Govt. Engineering and Technological Colleges.

3.1.1. The question of ensuring accountability of Govt. College teachers is not a new idea. The Education Commission set up by the Govt. of West Bengal in 1992 also dealt with the matter and categorically identified the factors that adversely affected the sense of accountability of the college teachers. The situation has more or less remained unchanged even after a decade.

3.1.2. The present Committee too, observes with concern the still continuing practice of irregular taking of classes, perfunctory examination of answer scripts of public examinations, refusal to accept examinership or invigilation works etc. by not an insignificant number of teachers. As the State Govt. has always been most receptive to the demands of the teachers concerning emoluments, retirement and other benefits and is now spending about four times more for every college student as compared to a school student, now stands on a strong moral ground to enforce an effective system of assessment of teachers as a first step towards their social accountability.

3.1.3. After implementation of the 1996 UGC scheme for revision of the pay scales of the teachers, the responsibility of the Govt. has now increased many folds. Any lapse on the part of the Govt. to ensure accountability of the teachers will have a far-

reaching social impact, and gradually erode the public support for the state-funded higher education system as a whole.

3.1.4. The policy of privatisation and erosion of social services as promoted by the Central Govt. has, adversely affected the state-supported public education system in the entire country. The entry of private entrepreneurship in the field of Higher Education has made it highly competitive and costly, although much more professional and job-oriented. In the coming days, the Govt. being the sole provider of access to good quality higher education for the underprivileged majority of our people, will have to be adequately responsive to these changed circumstances.

3.1.5. Govt. College teachers are the employees of the State Government. Like their counter parts in any other State Govt. establishments, they are subjected to the same set of Service rules and are expected to discharge their responsibilities in the same manner in which the Govt. employees in general are expected to do.

3.1.6. Govt. orders have been issued from time to time requiring regular and timely attendance of its employees and disposal of assigned duties. These orders have also been extended to the Govt. College teachers. Unfortunately, while introducing such measures, no distinction has, however, been made between the Govt. College teachers and Govt. employees of other functional departments, save and except the fact that the colleges have been declared to be the vacation departments.

3.1.7. The nature of work of a college teacher is qualitatively different from those of other categories of Govt. employees in many aspects. A teacher has to perform, among, others, the following duties :

- (i) Class teaching
- (ii) To conduct practical and tutorial classes
- (iii) To attend libraries for preparing class notes
- (iv) Carry out research activities
- (v) Admission process and other administrative works
- (vi) Invigilation during examination and evaluation of answer scripts
- (vii) Question setting, moderation and other related academic works.

3.1.8. Some of the above activities may require a teacher to remain outside the college premises during class hours. In such cases, it is not possible for him to stick to the stipulated regular arrival and departure time and put his signature in the attendance Register in the usual manner. Moreover, a mere signature in the

attendance register is not sufficient indicator of the overall performance of the teacher. A mechanism for recording the attendance of the Government College teachers and their individual daily performance have to be devised after taking into accounts the factors discussed above.

3.2. PERFORMANCE RECORD : It is recommended that all teachers shall be provided with a **PERSONAL DIARY** every year to record their **daily** performance of assigned duties in the college or outside college premises. Its pages should have adequate spaces for showing the record of number of classes taken against number of classes allotted and other administrative or academic activities undertaken. At the end of the year, all teachers shall deposit their annual diaries to the Principal.

IN ADDITION, all teachers, including Principal, shall also sign on **Attendance Register** to record their actual times of arrival and departure. This Register shall be kept under the custody of the Principal. [**Enclosures – XA and Enclosures – XB**]

3.2.1. The arrival and departure times for the teachers would not be, necessarily the usual 10 a.m. to 5-30 p.m. routine. But the Attendance Register, together with the Diary will, however, show whether they attended class teaching only or undertook other administrative or academic activities outside the college premises with the approval of the Principal.

3.2.2. The amount of flexibility recommended in attendance, should not be construed as an undue special privilege for the teachers. Rather, it should be regarded as an opportunity provided to the teachers, which will help improve their academic performance. In this way the students and through them, the society at large, will be ultimately benefited. It is to be emphasized, however, that allowing some flexibility in attending colleges should, in no way, supersede the requirement of class teaching including practicals and tutorial classes as per the Academic Calendar. In case of a necessity for remaining outside the college premises during college hours, prior permission from the Principal or the Head of the Department should be mandatory in all cases.

3.2.3. The Principal or the Teacher-in-Charge of the College shall prepare a consolidated Annual Performance Report for each teacher on the basis of the information recorded in the Diary and the Attendance Register. This consolidated Annual Performance Report is to be preserved by the Principal/Teacher-in-Charge

and shall accompany the **Appraisal Report** required in connection with granting of the benefit of Career Advancement Scheme to the individual teachers. [Enclosure-XI]

3.3. ASSESSMENT : The Annual Report as prepared above will be an effective tool for monitoring the performance of a teacher and should also form a part of the Annual Confidential Report prepared by the college Principal at the end of the year.

3.3.1 The earlier 1992 Commission recommended the following three-step process for the assessment of performance of the Govt. College Teachers :

- i) Self-Assessment to be made by the teacher himself (through attendance-cum performance sheet).
- ii) Assessment of the teacher by the Principal of the College in the form of the A.C.R.
- iii) Assessment of the teacher by the outgoing students in a number of specific points.

We have included the first two recommendations in our present report. About the third recommendation, namely the assessment of teachers by the students, while we agree in principle but would advise the Govt. to act cautiously.

The assessment of teachers by the students is quite a common practice in the educational system of the USA and many other advanced countries. But the ground realities in our country are such that this practice, if introduced straightway without creating public opinion in its favour, would most likely to be vitiated by unhealthy party politics. We, therefore, recommend that the Govt, through the State Higher Education council, should initiate, as early as possible, an open discussion and dialogue regarding its feasibility and modalities amongst all concerned.

3.3.2. The idea in favour of adopting the above three-step assessment was conceived decades ago. But it has never been implemented fully. With the introduction of UGC Scheme for revision of pay and other benefits, 1996, it is now highly desirable that the Govt. should formulate effective measures for assessment of the teachers which are generally acceptable to the society at large.

3.3.3. In every college, in order to maintain and enhance the academic standard as indicated in the Academic Calendar and the syllabus, a suitable machinery, with the Principal at the helm of affairs, should be constituted to *monitor the performance of the teachers at regular intervals*. This will generate a feeling in the minds of the teachers that they are accountable both individually and collectively. This will also help reducing the dependence of the students on private tutors.

3.4. **Work Load** : Workload as well as the working hours in respect of different categories of teachers in colleges have been specifically spelt out by the U.G.C while formulating the scheme for revision of pay scales etc, 1996 for the teachers in the Universities and colleges The State Government have also accepted the same without any modification.

3.4.1. In every college, the entire syllabus for each of the subjects taught has to be completed within the academic session, including taking of examinations and publication of results. This entails that required number of teaching days has to be made available. In this regard the UGC norm as detailed bellow appears to be quite reasonable.

<u>Type of Activity</u>		<u>Duration (in weeks)</u>
(i) Teaching	--	30 (180 days)
(ii) Admission/exam./preparation for exam.	--	10
(iii) Vacation	--	10
(iv) Public holidays	--	<u>2</u>
	Total :	<u>52</u>

3.4.2. It is to be kept in mind that the above stipulation is the minimum requirement for the colleges. Working hours for different categories of the teachers have to be fixed up accordingly. Here again the U.G.C norm more or less appears to be consistent with the requirement of the courses :

Lecturer including Senior Lecturer (etc.) -- 16 hours per week

Reader and Professor -- 14 hours per week

A relaxation of upto three hours may be allowed by the Principal to the teachers who are actively engaged in research, extension and administration works.

3.5. ADMINISTRATIVE FACTORS : Even if the teachers are willing to take the stipulated no. of classes, few stumbling blocks come in the way of reaching the magic number of 180 teaching days. Situation cannot be improved unless proper attention is given to neutralise the impediments, as identified below.

- i) Lack of infrastructural facilities like adequate number of classrooms, space for making separate sitting arrangement for the teachers, well-equipped laboratories and libraries with sufficient titles and reading space.
- ii) Long list of holidays, long-drawn examination schedules and admission procedures.
- iii) Lack of suitable mechanism for regular monitoring of the performance of the teachers.
- iv) Large no. of unfilled teaching posts.
- v) Lack of any initiative on the part of the Govt. for rationalisation of the posts with reference to the actual requirement of different colleges and the courses offered.

3.5.1. Every college should strive to ensure optimum utilisation of the services of the teachers throughout the year. It may be reiterated that only class teaching and laboratory guidance can neither keep a teacher engaged throughout the year, nor it is desirable in the academic interest of the college itself. It is recommended that the college Principals should make an effective time management programme for the teachers by assigning the stipulated number of teaching hours, introducing tutorial classes, arranging counseling programmes and group discussions with students, holding departmental meetings and providing for research projects. Even during slack season no teacher should be without any fruitful assignment.

3.5.2. A teacher should also accept various administrative responsibilities of the college including the works relating to the admission procedure, counseling of the students, conduct of university and college examinations and other similar activities as may be assigned from time to time in the interest of the institution. These should be treated as the *mandatory responsibility of the teachers, violation of which must attract appropriate disciplinary action.*

3.5.3. All government orders allowing service benefits to the teachers including promotion/career advancement at all levels should be implemented expeditiously. A

suitable provision should also be made in the service rules for suitable rewards to encourage the deserving teachers.

3.6. MISC. MEASURES :

3.6.1. Physical attendance of the students in general classes are conspicuously poor. Such poor attendance justifiably questions the utility of keeping such courses in existence. But the enrolment in such courses is alarmingly high, mainly because of the fact that most students feel it will provide them at least some sort of entry tickets to the gradually shrinking job market.

3.6.2. The reason for the reluctance of the students in attending general class may however, be found in the following facts:

- i) Classes are held erratically. Very often classes are suspended without any valid reason.
- ii) The lectures delivered are often insipid and dull.
- iii) The classes/lectures bear no relevance to the questions set in the examination.
- iv) Unavoidable dependence on private tuition compels a student to attend coaching classes during class hours.
- v) Students expect that the teachers would provide them with lecture notes in the same manner as they do in coaching classes.
- vi) Students are not declared discollegiate/non-collegiate due to shortage of attendance.
- vii) In this vicious cycle, teachers also loose interest in serious teaching and it is the students again, who suffer.

3.6.3. To break this vicious cycle, the course curriculum for general class should be restructured to make it meaningful and at the same time attractive. Vocational job-oriented courses in emerging areas should be introduced. For the benefit of students seeking early employment, instructional flexibility should be introduced through modular syllabus and credit systems.

4. RECOMMENDATION WITH REGARD TO MAINTAINING HIGH ACADEMIC STANDARDS

4.1. There are at present seventeen Govt. colleges situated at different parts of the State. Most of these colleges, set up initially under private initiatives, were subsequently taken over by the Government, while some of them, like the Lady Brabourne College, were established by the Government.

4.2. So far, the Government Colleges enjoyed a superior position vis-à-vis private non-Govt. Colleges. The teachers were better paid and provided with job security. Almost all the colleges had comparatively better infrastructural facilities with rich libraries and well-equipped laboratories. Talented teachers were posted in Government colleges and the University results were also remarkable. Colleges like Presidency, Bethune, Lady Brabourne and Moulana Azad enjoyed unique positions due to their academic excellence.

4.3. With the passage of time, the scenario gradually started changing. Enactment of the West Bengal Payment of Salaries Act. 1978, practically removed the difference between the pay packets of the Government college teachers and those of non-Government/Sponsored colleges and also ensured similar job security to the latter. Transfer policy of the Government as implemented in practice in some cases, had an adverse effect on the teachers. Heavy influx of students in many Government colleges overstrained their infrastructural facilities. It is now generally felt that the unique position so far enjoyed by the Government colleges no longer exists. Too much bureaucratic interference and overcentralisation as well as inflexible service rules coupled with the fear of unwanted transfer, alienated many talented teachers who preferred joining citibased non- Govt. colleges.

4.4. During the sixties, the socio-political upheaval enormously disturbed social equilibrium as well as the academic atmosphere. The Commission for Planning of Higher education in the State set up in 1984 and the Education commission, 1992 suggested a plethora of measures to improve the situation.

4.5. Finally, in the early nineties, the UGC stepped into bring about a change in the academic scenario and its scheme for revision of pay scales of University and College teachers and allied matters, 1996, is the latest addition to such measures. The State Government implemented the scheme almost in toto but the response from the teaching community towards creating a positive ambiance, unfortunately, has been lukewarm. Keeping in view of this in entirety, following recommendations are made.

4.6. As has already been discussed that the first essential step towards ensuring an academic improvement in Government colleges is to achieve the stipulation of 180 teaching days in an academic year. The prevailing circumstances suggest that this cannot be attained unless there is a drastic cut in the list of holidays, specially the Puja & summer holidays. Fortunately, the West Bengal State Council of Higher Education has made some positive recommendation in this regard and a uniform list of holidays has also been suggested. This should be implemented without any delay.

4.7. Attempts should also be made to hold the college and university examinations during holidays, as far as practicable, so that teaching days are not lost. Classrooms and laboratories should not be kept engaged for a long time for holding examinations. If necessary, separate halls or buildings may be identified for the purpose. Colleges with inadequate floor space can hardly spare sufficient rooms for holding examinations without affecting usual classes. In such cases examination halls may be constructed in different colleges in a phased manner under development programmes. As a temporary measure, suitable examination halls may be fixed up outside the college premises also, where available, on rental basis.

4.8. A good no. of teaching days are also lost in the admission process in different Government Colleges. *We strongly recommend introduction of a computer-aided centralized admission procedure for all Government Colleges* after drawing up a suitable action plan in consultation with the affiliating universities and individual colleges.

4.9. At the commencement of the each academic session, an *Academic Calendar* must be prepared. This should be more or less uniform for all the colleges. There should be enough room in this calendar for admission process, provision for optimum number of lecturers including practical and tutorial classes as per the course curriculum, and a schedule for holding examinations. *Quarterly monitoring of the Academic Calendar*, followed by remedial measures, in case there is a deviation, should also be ensured by the D.P.I. Teachers' Council must play a vital role towards effective implementation of such monitoring. Initially, it should be the responsibility of DPI to prepare a model Academic Calendar. We recommend that the *Calendar for 2000 of Bethune College* should be emulated in the matter. [Annexure- XII]

4.10. Honours courses, offered at present in different subjects, should be reviewed. Attempts should be made to introduce the subjects of the emerging areas in the fields of science, humanities and commerce. In the field of commerce, emphasis should be

given to the subjects like Business Administration, Financial Management and Social and Labour Welfare. In the field of humanities, suitable courses like international relations, comparative literature, area studies, and growth models etc. with modern orientation having better job prospect should be explored. As regards the existing courses, syllabi should be periodically up-dated and up-graded. Pattern of questions for the examination should be re-oriented suitably keeping parity with the international and national trends.

4.11. Education Commission, 1992 in their report strongly argued in favour of introducing the semester system to introduce flexibility to the course curriculum and the duration of the course. Their contention is equally valid today. Wherever possible, Govt. Colleges should be encouraged to change over to this system.

4.12. Use of computers and Information Technology should not be limited to science courses only but extended to all branches of study. Computer facilities should also be extended to the libraries. In course of our visit to different Government colleges, it was found that in most colleges, library facilities are not properly utilised by, either the students or, by the teachers. Library hours may not suit them or they may not feel like visiting the library due to lack of modern facilities. Attempt should be made to keep the libraries open for sometime before and the after college hours and also on holidays. *Modalities should be designed by the Govt. to link library grant with the intensity of the library use.*

4.13. As it has been discussed, in general classes (Pass course), attendance of the students is often very poor. The reason may be found in the course design as well as in the mode of teaching in general classes. Course contents of the most of the subjects are traditional in nature and have very little or no relevance to the present day job market. The problem needs a serious attention. General courses in Science, Commerce and Humanities, need to be oriented suitably by introducing the subjects of the emerging areas. The courses should be designed in such a manner that after earning a degree, one can join job oriented professional courses or join some of the modern post graduate courses. It is most unfortunate that the teachers do not take adequate interest in taking general classes, although the enrolment in such classes is alarmingly high. It seems, there exists neither proper screening nor counseling for admission to general classes. General courses in all the three disciplines, Science, Arts & Commerce are in need of thorough overhauling.

4.14. The practice of private tuition or the coaching classes is, perhaps, the most formidable menace to the society. It is eating into the very fabric of our education system. Following reasons may be attributed to the growth and sustenance of this evil practice.

- i) Pattern of questions asked in different examinations is not in consonance with the lectures delivered in the classes.
- ii) Joint Entrance examination for the admission to the Engineering and Medical colleges being the target of most science students in 1st year classes, they ignore these classes and devote most of their attention to the preparation for Jt. Entrance Examination. Consequently, they are left with no option but to go for tuition or coaching classes as an obvious short cut.
- iii) Excessive greed and unethical attitude of a section of the teachers keep the system of private coaching alive.
- iv) Lack of adequate surveillance by the Principals and the college administration as well as the Government for curbing this evil practice.

Effective redressal may only be found in the enactment of a suitable legislation with provision for punitive measures for the erring teachers. Along with other measures, those who are involved in indulging private tuitions, should be debarred for engagement as moderators or question setters, in any university examination.

4.15. Education features in the concurrent list in the Constitution of India, but the lion's share of the financial liability on this account is borne by the State Government. The budget provisions for Higher Education in the State in recent years reveal that the magnitude of the financial liability of the State Government has increased enormously. The cost of Higher Education has touched the sky. But the interesting part of the story is that the students, most of whom come from the creamy layer of the society, are not required to bear even a significant part of the cost of this education imparted in our universities and colleges. In the case of private institutions, students have to bear the entire cost of their education.

It is true that one cannot deny the social responsibility of the Government for the development of human resources through dissemination of higher education. But the limitation of the State Government has to be considered. *There is no reason why*

those who can afford, would refuse to pay. There is also a psychological angle to it. We generally tend to misuse a commodity for which we do not have to pay. On the other hand, when students go to the high cost coaching centres or take private tuitions, they have to pay through their noses.

The practice of charging suitable fees from the students receiving higher education has been accepted everywhere. State Government also should not have any hesitation in the matter because, in the final analysis, *almost-free higher education is actually a subsidy for the benefit of the rich at the cost of the poor.* At the same time, it should be ensured by the Govt. that a high standard of education is maintained and suitable provision like scholarships and loans are made so that poor and meritorious students are not denied access to it.

The Committee, therefore, strongly recommend an upward revision of the fee structures in the Government institutions of higher learning. Such a measure would widen the scope for an over all improvement in these institutions with the fund expected to be generated from such a revision.

4.16. Students admitted in the 1st year degree courses, especially of the science stream in all colleges, aspire for an entry into the professional courses in medical, Engineering, management etc. through various Joint Entrance examinations. They prepare themselves for the Joint Entrance examination at the cost of their 1st year classes. Those who fail to qualify, continue their effort for the next year. Thus the effective enrolment in honours courses often becomes less than the initial intake even in the premier colleges of the State, depriving the opportunity of higher education to a large number of deserving students who are just below in cut off mark in the admission criteria. A few colleges, including the Bethune College and St. Xavier College are reported to have been able to avoid this problem at least partially, by strictly adopting minimum percentage of attendance and pass mark norms to qualify in 1st year class for promotion from 1st year to 2nd year. *In case of failure, a student is required to apply for fresh admission. I strongly recommend that similar norms be adopted by all Govt. Colleges.*

It is also recommended that a suitable strategy should be evolved to retain talented students in basic science and humanities courses. Employment opportunities for students of the under graduate courses could be enhanced through a linkage with the

industry houses and research Institutions. Another way would be to offer bright students the option of integrated 4-year UG-PG course in the field of Information Technology, Biotechnology, Management, etc.

4.17. The students are often reluctant to attend lecture classes. Among the various factors responsible for this unhappy trend, dull and ineffective teaching methodology is certainly one of them. Teachers should be encouraged to improve their pedagogical skills and equip themselves properly with the help of various modern-teaching aids, like CD-ROM's, Internet searching etc. They should also update their knowledge base regularly through refresher courses and periodic study visits to research centres. Facilities provided by the administrative staff colleges should be availed of by the teachers of Govt. Colleges at all level. College teachers should also be encouraged with some incentives to take up small research projects so that they do not become outdated in their subjects. This will also induce them to remain in the college beyond routine college duties.

In spite of everything said and done, the attendance in the classes may not go up if the students do not realize that *higher education is not an one-way street*; they must exert themselves to the maximum to utilise the facilities offered by the colleges. In this regard Students' advisory groups may be organised in which a teacher may take charge of a few students and home assignments may be given to them.

4.18. Principal of a Government College is responsible for maintaining the academic standard in his institution, in addition to his administrative responsibilities. He has to monitor the performance of the teachers and other non-teaching employees of the college. The Governing body of the college and the teacher's council are the two other important functional authorities, which can share the workload of the Principal to a reasonable extent. But there are some specific areas where personal authority of the Principal is called for. The situation becomes unmanageable when the post of the regular Principal falls vacant and one Officer-in-charge is appointed to discharge the functions of the Principal for an unduly long period of time. Regular Principals should be appointed where such posts are vacant with topmost priority. The Officer-in-charge officiating as a Principal should be regularised as early as possible if found suitable.

4.19. Funds for construction of classrooms, libraries, laboratories etc. are sanctioned out of the State Plan Budget. Usually, these construction works are executed by the P.W.D. Due to manpower shortage or other administrative reasons, the pace of

progress of the construction work is always extremely slow. This results in escalation of the project cost, besides causing resentment among teachers and students. Keeping in view of these facts, the committee recommends formation of a building committee after a discussion in the Governing Body to expedite the execution of different developmental works.

4.20. Financial and administrative authorities of the Principal of a Government College is regulated in terms of West Bengal Financial Rules, WBSR & other Relevant Rules. Principal being the head of office, enjoys authority under the above Rules at par with his counter part in other State Government Offices. These procedures ignore the unique nature of functioning of the Government Colleges. For the purchase of laboratory equipments stationeries and for incurring even paltry expenditure, the Principal has to rush to the Administrative Department at every stage. Moreover, with the change of time, the financial limit for the Principal has not been increased. This produces an adverse effect on day to day functioning of the colleges. Due to limited administrative authorities, the Principals have to run like a shuttlecock between the Education Directorate and the Higher Education Department. Principals are not even empowered to accord permission to the teachers for carrying out research for Ph .D. Sharing of authorities between the Education Directorate and the Higher Education Department is not distinctly defined. The teachers are virtually subjected to a dual control causing avoidable frustration and resentment in many cases. The committee is of the opinion that the *Principals of the Govt. Colleges should be vested with a higher degree of administrative authority* in the following areas in the interest of efficient functioning of the Colleges.

- i) Sanctioning of different kinds of leave of absence to the teachers.
- ii) Issuance of no-objection certificates to the teachers for carrying out research.
- iii) Enhanced Financial Power.

4.21. Government Colleges have so far been considered model institutions and a few of them were nurtured as centres for excellence. Till the enactment of W.B Colleges payment of salaries, Act 1978, the Government College teachers always enjoyed an edge over their counter parts in non-Government Colleges in respect of payment or salaries, job security, promotional avenues and various other financial benefits. Healthy academic environment prevailing in Government Colleges attracted the best talents in the profession. Adequate infrastructural facilities available in

Government Colleges served as an added advantage to the teachers aspiring for excellence in their respective fields. Now the difference in pay packet between the Government college teachers and their counter parts in non-Government colleges, no longer exists. Promotional and other benefits have also been equalised. Fear of transfer often restricts some of the best talents from joining Government colleges. Nevertheless, the Government colleges still enjoy a unique position with immense potential for retaining their superior status and developing into centres for excellence. A rich tradition and adequate infrastructural facilities still available in these institutions are enviable assets. It is therefore suggested that the Government should continue to maintain and develop the Government Colleges as centres for excellence. *Post Graduate courses should be introduced in these institutions.* Fortunately enough, UGC is providing necessary assistance in this regard through their various projects. It has to be ensured that teachers with proper background are available to Government colleges to help retaining its status. Affiliating Universities of the Government colleges should also extend their helping hands in updating the syllabi, preparing new course curriculum, holding examinations in time and publishing the results keeping in view of the unique status enjoyed by these institutions. Amendments of Acts and Statutes to include the measures for reforms suggested here should be made accordingly.

5. RECOMMENDATION REGARDING PERMISSION FOR WORKING AS GUEST/PART TIME LECTURERS :

5.1. On perusal of the status report on the existing vacancy position of the teachers in Government Colleges of the State, it appears that about 30% of the teaching posts have been lying vacant. The State Government, in all probability, cannot afford to fill up all these vacant posts in near future. Given the above circumstances, we cannot but be apprehensive of the quality of higher education imparted in the Government colleges in the State. Rationalisation of teaching posts in different colleges may effectively reduce the problem of scarcity of teachers to some extent. Disproportionately poor enrolment in any course in a particular college or in a number of colleges should be given a serious thought. In such cases, instead of considering the vacancy position of a particular subject in an individual college, the total number of vacant posts in different colleges vis-à-vis the enrolment of students in these courses, should be taken into consideration. It is likely that the effective vacancy

would be in reality much less than that calculated on the basis of actual requirement of an individual college. It is, therefore, recommended that while filling up vacant posts, an effective planning on the above line should be made.

5.2. Engagement of part time teachers against some vacant posts may also be allowed with some restrictions. Though of late, U.G.C. discouraged the idea, instead, it is in favour of engaging guest lecturer where necessary. All the above options should be used to ensure that no class is suspended for want of teacher in any college.

5.3. A teacher specialised in a particular area of studies, is usually allotted classes accordingly. In case of necessity, he should also be allotted classes beyond his area of specialisation, at least in general classes.

5.4. As already mentioned, there are altogether seventeen General Degree Government colleges whereas the number of non-Government/Sponsored Colleges is more than 350. Many colleges suffer from acute shortage of teachers. As far Govt. Colleges are concerned the problem arises mainly due to the following reasons :

- a) Introduction of new courses/affiliation of new subjects to different colleges without making any provision for regular teachers.
- b) Lack of proper assessment of potential enrolment in a particular college while introducing a new course.
- c) Transfer policy of the Government college teachers.
- d) Time-consuming selection process of the P.S.C./C.S.C.
- e) Administrative delay in filling up the vacant posts.

5.5. In a number of colleges, additional shifts either in the morning or in the evening exist. Thus two or three colleges actually function with the same administrative infrastructure. In most of these additional shifts, separate teachers and non-teaching staff are not provided. Only one or two full time teacher bear the additional load with a fleet of part time teachers.

5.6. Quite a sizeable no. of Part-time teachers are engaged on a fixed pay of Rs.2000/- per month against the vacant posts @ three part-time teacher against one sanctioned but vacant post. The college authorities have been empowered to engage part time teachers as per uniform eligibility criteria. But incidence of deviation from eligibility criteria is often found, particularly in the 'C' zone colleges. The reason attributed to this deviation is however, understandable. In far flung colleges, adequate no. of SLET/NET qualified candidates are seldom available as part-time teachers with no guarantee of future employment and with meager remuneration.

5.7. In course of visit to different colleges, it has come to our notice that the part time teachers share a fair and, in some cases, greater amount of teaching responsibility with utmost sincerity. Some unscrupulous regular teachers indulge in taking advantage of this situation and play truant with their institution. On the other hand, part time teachers also do not always hesitate to exploit the situation in their favour by utilising their positions to attract private tuition. Immediate remedial measures are necessary to put an end to this unhealthy situations.

5.8. U.G.C. has recommended that instead of part time teachers, guest lecturers should be appointed where necessary on contractual basis with remuneration linked to assigned teaching load. *As a temporary measure, we also recommend giving a fair trial to this concept of replacement of part time teachers by guest lecturers/invitees.* If the U.G.C. criterion of workload for every category of teacher is fully enforced, it is most likely to be found that a teacher of one college would be available for utilisation as a guest lecturer to some other college on a mutually advantageous manner. But while allowing a teacher such an opportunity, academic calendar of the college concerned should not be disturbed at any cost. At the same time, appointment as a guest lecturer should also not be taken as a matter of right by a teacher. Rather, it should be fully guided by local situation prevailing in each individual college and the Principal/Governing Body of the College should have the final say in the matter.

5.9. Along with the regular teachers of the general degree colleges, adequately qualified persons with proper background in the other professional fields such as industries, business and Social Services Sector may also be engaged as guest lecturers/invitees in different colleges. The proposition would however, be more beneficial for the Engineering and Technology colleges. The Committee strongly feels that curtailment of holidays and full utilisation of slack season by proper scheduling of college and university examinations would make enough room for maximisation of teaching days in a calendar year. Once this is attained, there may not be any difficulty in allowing a regular teacher to work as guest lecturer to some other institution. Such resource sharing in the form of exchange between colleges would enrich the prevailing academic environment. The institution at the receiving end would have the opportunity of benefiting from the services of teachers with sound academic background. The new entrants too would have a chance to improve themselves through exposure to newer challenges.

6. RECOMMENDATION REGARDING THE PROBLEM OF POSTING THE TEACHERS IN COLLEGES OUTSIDE GREATER KOLKATA AREA

6.1. Government college teachers like any other government employees are liable to be transferred anywhere within the State of West Bengal. Apart from the colleges located in and around Calcutta, Government colleges are also located in Darjeeling, Cooch Bihar, Durgapur, Jhargram and Haldia.

6.2. Teachers of all the Government colleges are the members of the West Bengal Education Service and are within the jurisdiction of the same West Bengal service Rules, Financial Rules and other Rules and Regulations of the State Government as are applicable to the employees of the State Government in any other service or department.

6.3. Though all the Government colleges enjoy equal status so far the applicability of Rules and Regulations of the State Government is concerned, but their infrastructural facilities and academic excellence vary. Presidency College established in the year 1817 is regarded as one of the premier institutions of the country and share the heritage institution status along with a number of other century old institutions of repute in the State including Sanskrit College (1824), Bethune College(1879), Krishnanagar Govt. College(1846), Chandernagore College(1891), A.B.N.Seal College, Coch Behar (1888) and Hooghly Mohsin College(1836). On the other hand, colleges like Haldia Govt. College and Bidhannagar College were established only recently.

6.4. Lecturers and Principals of Government Colleges are appointed by the Government on the recommendation of the West Bengal Public Service Commission as per the requisition of the Higher Education Department. Initially, Public Service Commission did not recommend for any particular college or group of colleges. In the year 1969, the State Government grouped the Government Colleges into four categories/groups according to the distance of the colleges from Calcutta. It was an attempt by the Government to rationalise the transfer policy. Subsequently, the P.S.C. was requested to recommend zonewise candidates to facilitate the posting of the teachers as per the requirement. A teacher initially recruited for a particular zone is subsequently transferred to a college of next zone after a stipulated period of time.

6.5. Government Colleges in Calcutta like the Presidency College, Moulana Azad, or Goenka are, of course, the first priority of the candidates recommended by the

P.S.C. for appointment. While exercising option, a prospective candidate hesitates to opt for Darjeeling Govt. College, A.B.N.Seal College or even the Jhargram or the Haldia Govt. College, which are located outside the commuting distance from Calcutta.

6.6. The reasons for the hesitation of the teachers for accepting such postings in the district colleges are many, but some of which may be mentioned.

(i) The State of West Bengal is still regarded as a Calcutta-centric State in terms of civic amenities, educational and employment opportunities and all other related facilities.

(ii) Academic standards in colleges in and around Calcutta are generally better in comparison to their counterparts in the districts. Due to superior socio-economic conditions the students of Calcutta and places close to its vicinity, are usually better, merit wise.

(iii) Due to availability of superior academic infrastructure including rich libraries, well equipped laboratories and certain other facilities in the Calcutta-based colleges, as well as existence of premier research centres of international repute, teachers posted here have an opportunity of using these facilities for the advancement of their career. Posting in the districts would obviously deprive an aspiring teacher of such opportunities.

(iv) The transfer norms as framed by the Government are sometime implemented in a manner that generates resentment among concerned teachers. This is especially true in the cases of teachers who happen to be under consideration for a transfer from a 'C' zone college to a 'B' or 'A' zone college.

(v) Local interference in the academic pursuits like admission and examinations and low-key academic performance of the distantly placed colleges, also discourage both, new recruits as well as those awaiting transfer.

6.7. As we have mentioned before, there is at present practically no difference between the pay & other service benefits of a non-Government college teacher and those of his counterpart in a Government college. But, on the other hand a Government college teacher due to his status as a Government employee is covered by stringent service rules which does not allow any kind of flexibility, whatsoever, towards building his career.

6.8. Non-Government colleges are more than 350 in number and are spread all over the State. Some of these colleges can now boast of excellent academic performance and can compete with nearby Government colleges for talented teachers. Moreover, in a non-Government college, Governing Body is the Controlling Authority of the teacher, so all his problems and difficulties as a teacher can be taken care of at the level of the college itself. All the above factors coupled with the fear of frequent transfer very often discourage a candidate from joining a Government college.

6.9. In spite of all the above facts, Government colleges still have some advantages in their favour. Most of the Government colleges are provided with excellent infrastructure and well-qualified faculty. Research facilities are available in many colleges. Regular flow of Government fund keeps all activities going smoothly. Post Graduate courses have also been introduced in a number of Government colleges. Moreover, Government nurture the colleges under their fold *as model institutions* to create an ambience of healthy competition among all colleges. In conclusion, we would emphasize that unless the Govt. take urgent steps to address the *problem of vacancies of teaching posts, rescind the outdated transfer policy and endow the college governing bodies with more autonomy*, it would not be possible to maintain high academic standards in Govt. Colleges and attract best talents as teachers.

I strongly recommend that, as far as future appointments are concerned, the teaching posts in the Govt. Colleges should be declared as non-transferable and college-specific as in the non-Govt. Colleges after making necessary changes in the relevant Govt. Rules.

Regarding vacancies of teaching posts, we are of opinion that subject wise vacancies that exist on paper today do not reflect the actual needs of individual colleges. In traditional subjects, there are some cases, where more teaching posts are available than students, while keenly sought after modern subjects often lack of minimum stipulated number of posts. In the past, teaching posts were not always sanctioned on the basis of any clearly laid down policy. We strongly recommend that a new committee be set up as early as possible to look into the subject wise teaching loads in individual colleges, identify their real academic needs in today's context and draw up a revised vacancy list, on which the Govt. should act most expeditiously.

ANNEXURE - I

**No. F.1-22/97-U.I.
GOVERNMENT OF INDIA
Ministry of Human Resource Development
(Department of Education)**

New Delhi, the 27th July, 1998.

To,
The Education Secretaries
of all States/Union Territories.

Subject : Revision of pay scales of teachers in Universities and Colleges following the revision of pay scales of Central Government employees on the recommendations of Fifth Central Pay Commission.

Madam/Sir,

I am directed to say that in fulfillment of the constitutional responsibility for coordination, determination and maintenance of standards in higher education, the Central Government and the University Grants Commission (UGC) have taken, from time to time, several measures. As a part of these efforts, the Central Government has revised the pay scales of teachers in Central Universities and Colleges thereunder in order to attract and retain talent in the teaching profession. A copy of the letter addressed to the UGC giving details of the revised scales of pay and other provisions of the Scheme of revision of pay scales is enclosed.

2. In discharging its constitutional responsibility, the Central Government has decided to continue to provide financial assistance to the State Government who wish to adopt and implement the Scheme of revision of pay scales subject to the following terms and conditions :
 - (a) The Central Government will provide financial assistance to the State Governments which have opted for these revised pay scales to the extent of 80% of the additional expenditure involved in the implementation of the revision.
 - (b) The State Government will meet the remaining 20% of the expenditure from their own sources.
 - (c) The financial assistance, indicated above, would be provided for the period from 1.1.1996 to 31.3.2000.
 - (d) The entire liability on account of revision of pay scales, etc., of university and college teachers would be taken over by the State Government w.e.f. 1.4.2000.
 - (e) The Central assistance would be restricted to revision of pay scales in respect of only those posts which were in existence and filled up on 1.1.1996.

3. The State Governments, after taking local conditions into consideration, may also decide in their discretion, to introduce scales of pay different from those mentioned in the Scheme, and may give effect to the revised scales of pay from January 1, 1996, or a later date. In such cases, the details of the modifications proposed either to the scales of pay or the date from which the Scheme is to be implemented, should be furnished to the Government of India for its approval and, subject to the approval being accorded to the modifications, Central assistance on the same terms and conditions as indicated above will be available to the State Governments for implementation of the Scheme with such modifications, provided that the modified scales of pay are not higher than those approved under the Scheme.
4. The payment of Central assistance for implementation of the Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down in this regard by the UGC by way of Regulations, is implemented by the State Governments as a composite scheme without any modification except to the date of implementation and scales of pay as indicated above.
5. It shall be necessary for the Universities and Managements of Colleges to make necessary changes in their statutes, ordinances, rules, regulations, etc. to incorporate the provisions of this Scheme.
6. The detailed proposal for implementation of the Scheme on the lines indicated above, may kindly be formulated immediately and sent to the Department of Education in the Ministry of Human Resource Development for examination so that Central assistance to the extent indicated above can be sanctioned for the implementation of revised scales of pay.
7. Anomalies, if any, in the implementation of the Scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for clarification.
8. The Scheme applies to teachers in all Universities (including Agricultural Universities) and colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities.

Yours faithfully,
Sd/-
(LALMALSAWMA)
Director.

Copy to :-

1. Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi.
2. Registrars of all Universities.
3. Secretary, Indian Council for Agricultural Research, Krishi Bhawan, New Delhi.

Sd/-
(LALMALSAWMA)
Director.

GOVERNMENT OF INDIA
Ministry of Human Resource Development
(Department of Education)

New Delhi, the 6th November, 1998.

To
The Secretary,
University Grants Commission
Bahadur Shah Zafar Marg,
New Delhi - 110 002

Subject : Revision of pay scales of teachers in Central Universities following the revision of pay scales of Central Government employees on the recommendation of the Fifth Central Pay Commission.

Sir,

In continuation of this Ministry's letter of even number dated 27.7.1998 and in supersession of the letter dated 22.9.1998 on the subject mentioned above, I am directed to say that the matter relating to revision of pay scales of University and College teachers was further considered by the Government and it has been decided to make certain modifications in the Scheme already notified by the Government vide our letter dated 27.7.1998. The modifications made in the existing Scheme are as under :-

1. Pay Scales

- (i) The revised scales mentioned in Annexure-I of our letter dated 27.7.1998 shall be effective from 1.1.1996. Accordingly, the Annexure-II enclosed with the letter referred to may be treated as withdrawn.
- (ii) The fixation of pay of Lecturers (Selection Grade)/Readers in the pre-revised scale of Rs. 3700-125-4950-150-5700 who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers (Selection Grade)/Readers as on 1.1.1996, will be made in a manner that they get their pay fixed at the minimum of Rs. 14940 in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade.

2. Readers & Professors

The pay of Readers and Professors who were in the pre-revised scales of Rs. 3000-5000 and Rs. 4500-5700 will be fixed at the appropriate stage of the revised scales of Rs. 10000-325-15200 and Rs. 16400-450-20900-500-22400 respectively as on 1.1.1996.

3. **Pay scales of Controllers of Examinations and Finance Officers**

The Controllers of Examinations and the Finance Officers in the Universities will be given the same pay scale as applicable to the Registrars.

4. **Age of Superannuation**

The age of superannuation of 62 years indicated in para 1 (vi) of our letter under reference shall also be applicable to Registrars, Librarians, Physical Education Personnel, Controllers of Examinations, Finance Officers and such other university employees who are being treated at par with the teachers and whose age of superannuation was 60 years.

5. **Scheme for professional development incentives to Lecturers**

The UGC will formulate a Scheme, in consultation with the Government, for giving professional development incentives in the form of cash allowances or assistance in kind or both to those Lecturers who register for M.Phil./Ph.D. and whose pursuit of research is considered satisfactory by their guides.

6. **Other terms & conditions**

The other terms and conditions mentioned in our letter dated 27.7.1998, except as modified above, will remain the same.

7. The receipt of this letter may kindly be acknowledged.

Yours faithfully,
Sd/-
(LALMALSAWMA)
Director.

Copy to :-

1. Education Secretary of all State Governments.
2. Vice-Chancellors of all Central Universities.
3. Member-Secretary, AICTE, IP Estate, New Delhi.
4. Secretary, ICAR, Krishi Bhavan, New Delhi.

Sd/-
(LALMALSAWMA)
Director.



Dr. G. D. SHARMA
SECRETARY

UNIVERSITY GRANTS COMMISSION BAHADURSHAH ZAFAR MARG
NEW DELHI-110002

No.F 3-1/94(PS) 24 December, 1998.

To,

The Vice-Chancellors of all the Universities
Education Secretaries of all the States/Union Territories.

Sub : Minimum qualifications for the appointment of teachers in universities and colleges, and measures for the maintenance of standards.

Sir/Madam,

Kindly find enclosed a copy of the **UGC Notification, 1998**, on the revision of pay scales, minimum qualifications for the appointment of teachers in the universities and colleges, and other measures for the maintenance of standards. **These will be notified as Regulations shortly.**

- 1.0 These shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution including a constituent or an affiliated college recognized by the Commission, in consultation with the concerned University under Clause (f) of Section 2 of the University Grants Commission Act, 1956, and every Institution deemed to be a University under Section 3 of the said Act.
- 2.0 These shall come into force with immediate effect.
- 3.0 **Qualifications and other service conditions :**
 - 3.1 No person shall be appointed to a teaching post in the University or in any Institution including constituent or affiliated college recognized under Clause(f) of Section 2 of the University Grants Commission Act, 1956, or in an Institution deemed to be a University under Section 3 of the said Act, in a subject if he/she does not fulfil the minimum qualifications and other conditions of service as indicated in the notification.
 - 3.2 Provided that any relaxation in the prescribed qualifications can only be made by a University in regard to the posts under it, or any of the Institutions including constituent or affiliated colleges recognized under Clause (f) of Section 2 of the aforesaid Act, or by an Institution deemed to be a University under Section 3 of the said Act, with the prior approval of the University Grants Commission.
- 4.0 **Consequences of failure of the Universities to comply with the recommendations of the Commission, as per provision of Section 14 of the University Grants Commission Act, 1956 :**

If any University grants affiliation in respect of any course of study to any college referred to in sub-section (5) of Section 12-A in contravention of the provisions of that sub-section, or fails within a reasonable time to comply with any recommendations made by the Commission under Section 12 or Section 13, or contravenes the provisions of any rule made under clause (f) of sub-section (2) of Section 25 or of any regulations made under clause (e) or clause (f) or clause (g) of sub-section (1) of Section 26, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the University the grants proposed to be made out of the fund of the Commission.

- 5.0 The University Grants Commissions expects that the entire scheme of revision of pay scales together with all the conditions attached to it, would be implemented by the State Governments as a composite scheme without any modifications, except the date of implementation and the scales of pay as indicated in Government of India notification No. F 1-22/97-UI dated 27.7.98, 22.9.98 and 6.11.98. It shall be necessary for the Universities and the management of Colleges to make the necessary changes in their statutes, ordinances, rules, regulations, etc. to incorporate the provisions of this scheme.
- 6.0 The UGC has sent the following schemes to the Ministry of Human Resource Development for consideration.
- 1) Scheme for providing incentives to Lecturers for professional development.
 - 2) Creation of posts of Professors in colleges.
 - 3) Scheme for rewarding meritorious teachers;
 - a) Super Time Scale to Professors.
 - b) Meritorious teachers who do not have M.Phil./Ph.D.

As soon as the required approval is received the schemes would be formally notified.

- 7.0 The receipt of this letter may kindly be acknowledged.

Yours faithfully,

Sd/-

(G.D. SHARMA)

Government of West Bengal
Higher Education Department Appointment Branch
Bikash Bhavan, Salt Lake, Calcutta-91.

No.42-Edn(A)
5P-63/98

Dated, Calcutta, the 5th February, 1999.

From Shri Hirak Ghosh, IAS,
Principal Secretary to the Govt. of West Bengal.

To The Director of Public Instruction, West Bengal.

Sub : Revision of pay scales of teachers of Govt. Colleges.

The undersigned is directed to say that the Government of India in their letter No. F.I-22/97-UI dated 27.07.98 read with letter No. F.I-22/97-UI dated 06.11.98 of the Department of Education in the Ministry of Human Resource Development requested the State Government to consider inter alia the question of implementing in the State the scheme of the revised pay scales for the Government College teachers with such modifications, if any, as may be considered necessary to suit the local conditions. The Government of India have offered to render financial assistance to the extent of 80% of the additional expenditure involved in giving effect to the revised scales of pay subject to the following conditions :-

- i) Central assistance on this account will be available for the period from January 1 st, 1996 to March 31 st, 2000. The State Govt. will meet the remaining 20% of the expenditure from their own resources during the above period.
- ii) The State Government will take over the entire responsibility for maintaining the revised scales of pay with effect from April 1 , 2000.
- iii) Central assistance will be restricted to the revision of pay scales for the posts which were in existence on January 1, 1996.

2. After careful consideration of the matter, in order to attract and retain talent in the teaching profession the Government have decided to introduce the scheme of revised pay scales of college teachers as recommended by Government of India in the Government Colleges.

3. The Governor is, therefore pleased to sanction introduction of the following revised scales of pay for teachers of Government Colleges (excluding Medical, Agriculture, Veterinary Science ~d Engineering Colleges) of the State with effect from 01.01.96 subject to the conditions stipulated in Annexure-I.

**REVISED SCALES OF PAY FOR THE GOVT .COLLEGE TEACHERS AS
RECOMMENDED BY THE U.G.C.**

Sl. No.	Existing Designation	Existing scale of pay	Re-designated as
1.	Demonstrator	Rs. 1740-60-2700-EB- 75-3000 (for existing incumbent only)	-
2.	Lecturer (WBES)	Rs.2200-75-2800-100-4000	-
3.	Assistant Professor (after rendering 6 years of service as Lecturer in WBES).	-do-	Lecturer/Asstt. Professor (for existing incumbents only)
4.	Asstt. Prof./Lecturer in Senior scale (WBES)	Rs. 3000-100-3500-125-5000	Lecturer (Senior scale)/Assttn Prof.(Sr. Scale) (for existing incumbents only) Rs.1000-325-152000
5.	Asstt. Prof. (Selection Grade) WBES Grade)	Rs.3700-125-4950-150-5700	Lecturer (Selection Grade)/ Asstt. Professor (Selection Grade) (for existing incumbents only) Rs. 12000-420-18300
6.	Reader (WBES)	-do-	- do-
7.	Professor(Gr.II/Vice-Principal of Govt. Trg. Colleges. Gr.II, WBES	-do-	- do-
8.	Professor Gr. I/Vice-Principal of Govt. Trg. Colleges-Gr .I/Principal WBSSES)	Rs.4500-150-5700-200-7300	- Rs.16400-450-20900-500-22400 (minimum to be fixed at Rs.17300 in case of Principal)

Note: (1) The designation and scales of pay of the posts mentioned at Serial No.7 will apply only to existing incumbents and no further recruitment will be made to those posts).

(2) Incumbents holding the post of Asstt. *Professor/Asstt. Professor (Senior scale)/Asstt. Prof. (Selection Grade)* will continue to be so designated.

A new scale of Rs. 12000-420-183000 (minimum to be fixed at Rs. 12840) will be introduced for Principals in certain colleges. Such colleges will be identified in due course.

4. Posts of Professor in the scale of Rs. 16400-450-20900-500-22400 will be created in colleges, should they be recognised by the UGC as Autonomus Colleges, in the ratio of 1 : 4 : 12 for Professors, Readers and Lecturers. Other colleges of similar standard will be identified by U.G.C. as per norms developed by the Commission in consultation with the Government.

5. The manner of fixation of pay in the revised scales of pay has been shown in Annexure-II.
6. The revised scales of pay are applicable only to the teachers of the Government colleges in the categories as mentioned in para-3 who were in such position on 1.1.96 or thereafter, having been appointed as such on a regular and wholetime basis and who were on 1.1.96 or have been thereafter drawing pay in the U.G.C. Scales, 1986 against sanctioned posts. The revised scales will not be admissible to the teachers who were on 1.1.86 drawing pay in scales other than 1973 U.G.C. Scales.
7. The Professors Gr. I & Gr. II, Principal of Training Colleges Gr. I & Gr. II and Lecturer, Lecturer in the Senior Scale, Lecturer in the Selection Grade scale (as re-designated)/Reader of Government colleges with their revised scales of pay may be utilised for appointment as Deputy Director/ Assistant Director respectively and at other administrative posts with special pay, if any, as admissible under the Rules.
8. Modalities of payment of arrears would be notified in due course.
9. Necessary amendments to the relevant rules and orders etc. are being made by the State-Government separately.
10. The pay scales of physical instructors and Librarians of all Government Colleges, which have not been incorporated in this memorandum are under consideration of the State Government and separate orders in this regard will be issued.
11. This Government order issues with the concurrence of the Finance Department vide their U.O. No. Group P(Service) 346 dated 1.2.99.
12. The Accountant General, West Bengal, is being informed.

Sd/- Principal Secretary to the
Govt. of West Bengal.

No.42/1(4)-Edn(A)

Copy along with copies of annexure forwarded to :-

1. Finance Department of this Government;
2. Accountant General, West Bengal;
3. Pay and Accounts Officer, Calcutta Pay and Accounts Office, 81/2/2, Phears Lane, Calcutta -12;
4. Secretary, Public Service Commission, West Bengal;
5. P.A. to Principal Secretary, Department of Higher Education, Calcutta.

Calcutta,
the 5th February, 1999.

Sd/-
Joint Secretary.

GOVERNMENT OF WEST BENGAL
HIGHER EDUCATION DEPARTMENT
APPTT. BRANCH
BIKASH BHAVAN, SALT LAKE, CAL-91.

No. 141-Edn(A)
10M-12/99

Dated : 22nd March, 1999.

MEMORANDUM

The Govt. has issued several memoranda/circulars from time to time regarding timely attendance of its employees. In terms of Fin. Deptt's Memo. No. 6885(62)-F dated 04-07-79 the officers of all categories excepting the following are required to sign the Attendance Registers.

- 1) Departmental Secretaries and ex-officio Secretaries.
- 2) Head of the Directorates (I.G.Police, Director of Health Services, Director of Agriculture etc.).
- 3) Commissioners of Divisions, District Magistrates, Supdts. Of Police, Executive Engineers and similar Heads of offices in the District.

The U.G.C. at the time of prescribing the revised pay scales for University and College teachers has stressed the importance of regular attendance and taking of classes by the teachers.

After careful consideration of the matter the undersigned is directed by order of the Governor to state as follows :

- 1) The teachers of the Govt. Colleges are required to sign the Attendance Register showing the following :
 - a. time of arrival
 - b. time of departure
 - c. no. of classes allotted
 - d. no. of classes taken
- 2) Like all other Govt. employees the Govt. College teachers are required to attend the college on all working days of the college.
- 3) Principals/Officers-in-charge of the Govt. Colleges will send a monthly report to the D.P.I. in the attached proforma.

It is further added that the Principals and the Officers-in-charge of the respective Govt. Colleges will ensure strict compliance of the order.

Sd/- H. Ghosh.
Principal Secretary.

Government of West Bengal
Higher Education Department
Appointment Branch
Bikash Bhavan, Salt Lake, Calcutta-91

No. 282-Edn(A)
5P-63/98

Dated : 7th May, 1999.

From : Shri Hirak Ghosh, IAS
Principal Secretary to the Govt. of West Bengal.

To : The Director of Public Instruction, West Bengal.

Sub : Scheme prescribing terms and conditions towards introduction of the U.G.C. Scales, 1996 for the teachers of the Govt. Colleges (including Training and Physical Education Colleges) in West Bengal.

In continuation of this Deptt.'s order No. 42-Edn(A) dated 5th February, 1999, the undersigned is directed to say that in paragraph 6 of Annexure-I to the aforesaid order, it was stipulated that other terms and conditions towards the introduction of the revised scales of pay for the teachers of the Govt. Colleges shall be notified by the State Govt. subsequently based on the guidelines issued by the U.G.C. in this behalf. The U.G.C. has issued a notification on the minimum qualifications for the appointment of teachers in Colleges and other measures for maintenance of standards as a requisite for the introduction of the U.G.C. Scales.

2. In the circumstances stated above, the Governor has been pleased to decide that the scheme as at Annexure, framed on the basis of the U.G.C. Guidelines and the Service Rules applicable to the State Govt. employees, will be followed in the Govt. Colleges of the State so that the U.G.C. Scales of pay 1996 as introduced in terms of G.O. No. 42-Edn(A) dated the 5th February, 1999 and the scheme annexed to this G.O. are considered a composite one.

3. This order comes into force with immediate effect except in the cases where the date of effect has been specifically stated to be otherwise in any individual paragraph of this scheme.

Sd/-
Principal Secretary

No. 282/1(50)-Edn(A) Dated 7th May, 1999.

Copy forwarded for information and necessary action to :-

1. The Secretary, Public Service Commission, West Bengal.
2. Finance Deptt. of this Govt.
3. Accountant General, West Bengal.
4. Budget Branch of this Deptt.
5. The Director of Public Instruction, _____.
6. The Principal/Officer in Charge _____ College.

Sd/-
Joint Secretary.

ENCLOSURE – IV

West Bengal Government College Teachers Association

(Registered under Societies Registration Act, 1961)

1, BANKIM CHATTERJEE STREET

CALCUTTA 7000 73

Memorandum submitted before the One-Man Commission by the West Bengal Govt. College Teachers' Association on 6.12.99.

Accountability: -

Govt. colleges have been historically recognised as institutions of excellence. Even district colleges had attracted brilliant students for teaching services. Till the sixties teachers used to stay in the district towns where they were recognised as leading lights of the intellectual and cultural milieu. For sometime now the devotion among a section of teachers appears to have fallen, a trend abetted by a directionless bureaucratic administration. There are many reasons behind the present practice of regular commuting of teachers from Calcutta, which originated during the seventies. These are quite well known but needs recounting.

Earlier, district towns were congenial places where accommodation could be easily procured and there were excellent avenues for school education for the wards of teachers. Over the last twenty-five years or so, the quality of residence in district towns has suffered considerably. The attraction of Calcutta as the cultural hub of the society remained undisputed. The UGC guidelines required teachers to acquire Ph.D. degrees for higher pay scales and teachers were forced to maintain contact with Calcutta for their academic pursuits. As a result of all these, colleges in the C-zone became the worst sufferers when more than seventy percent of teachers turned commuters. Another factor which forced teachers to avoid stay at distant places was the large scale recruitment of women teachers who had to share the burden of their family problems. Any scheme of improving the accountability of teachers of govt. colleges must take into account these changes in the service condition of Govt. colleges.

The UGC scheme for improving accountability : The UGC has suggested a threefold scheme to improve accountability among college and university teachers, viz. , (a) compulsory submission of self appraisal report/diary, (b) increasing the number of teaching days, and (c) exhorting teachers to stay at colleges for longer hours.

As a member of the AIFUCTO, our Association has all along been for improving accountability among teachers. It has urged the govt. to undertake regular inspection of govt. colleges and pledged to co- operate with the authorities in their bid to improve the accountability among teachers. Unfortunately the Edn. Dept, in a recent circular, has adopted

a mechanical approach by equating teaching with the office work of other govt. employees and by making recording of attendance in a register compulsory on the ground that teachers of govt. colleges are whole time officers of the government. While the officers and other employers of the govt. have a 5-day working week and are required to put up 30 hours of service, teachers were asked to remain present at the colleges everyday for 40 hours a week. Further it may be submitted that in govt. colleges there never had been such a system. The circular disregards the fact that duties of a teacher not only involve taking classes but doing research, attending seminars and symposia, setting and moderating question papers, evaluating answer scripts, preparing lessons and for all such activities a teacher has to devote quite some time outside the college. Except in science departments of Presidency College there is no room for teachers to pursue their confidential academic work. Besides these activities teachers have to maintain close liaison with other institutes of higher learning to prepare their lectures. It is for this reason that there was widespread resentment among teachers over the circular which made seven hours of stay at the college mandatory. Teachers who pursue their research activities in their own departments stay at the college for more than eight hours. In technological colleges laboratory work requires a teacher to stay for long hours. In Teachers' Training Colleges and Physical Education Colleges teachers have to start their academic life from the morning till afternoon. Any mechanical approach to record attendance for a specified period in all colleges is bound to ignore the special nature of work of a large section of teachers.

In view of these problems our Association asked the members to maintain a self appraisal diary which, besides recording their attendance and period of stay, would also show the number of classes taken by the teachers and reasons for not taking classes which might include sudden suspension of classes on account of students' movements, college functions, local disturbances, major transport dislocations etc. Our Association has, in a resolution taken about six years ago, suggested maintenance of a work diary which would show the syllabus covered by the teacher and which would be backed up by a work report. Our experience with other academic institutions has been that attendance register has not been able to improve work culture and accountability. Our opinion is that a self appraisal diary with all the relevant data about a teacher's academic activities inside and outside the college will serve to improve the accountability of teachers. Such self appraisal diary should be subjected to regular scrutiny by Principal periodically. It is impossible for a Principal to check attendance register of all teachers everyday because very few Principals can stay at the college from 10 a.m. to 5.30 p.m. Principals are to visit Education Department and Directorate almost regularly besides academic and other administrative work undertaken outside college. Attendance register, therefore, is no solution to check the truancy of a section of teachers. A proforma of self appraisal diary suggested by us is appended herewith.

As soon as we gave the call to sign the self appraisal report and to devote longer hours in colleges, there was a marked improvement in the attendance of teachers. At a meeting held between Minister in charge Higher Education and Association it was agreed that the self appraisal report would be given a fair trial for a few months but unfortunately no directive was issued by the Govt. to the Principals, who did not take cognisance of the effort of the association to improve accountability. In a few colleges where Principals are checking the self appraisal report and are also staying at the college for long hours, there has been a definite improvement in the number of classes being held. We would, therefore, request the Commission to recommended the UGC scheme for a self-appraisal report/diary which would definitely improve the accountability of teachers in govt. colleges.

Principals of govt. colleges should remain accountable and their work culture is to be improved. As a leader of the institution he or she should be impartial and positive in attitude. In general, the administration should be more vigilant and positive in its approach in running the administration of the govt. colleges.

Our Association feels that the accountability of teachers is related to several other conditions which need to be fulfilled in colleges.

1. Teaching requirements:

Adequate number of theoretical lectures and practical classes for each paper for both three year general and honours degree course be arranged as per need. Arrangement of tutorial classes is an urgent necessity. By this process the parallel education system (private tuition and tutorial home) may be combated.

a) There should be arrangements for departmental meeting every three months to review the progress of syllabus covered by individual teachers. Class requirement submitted by a department should include tutorial classes.

b) Increasing the number of teaching days : The Association is all for the implementation of UGC's suggestion to augment the number of teaching days with some modifications to suit local conditions. The summer vacation be treated as summer recess during which all university and college examinations should be held.

2. Maintaining high academic standard in Govt colleges:

Three Govt. colleges, Presidency and Lady Brabourne, Goenka College of Commerce and Business Administration are listed among the top ten colleges of the country (vide survey published in India Today). In other universities of the state, govt. colleges account for the majority of students who secure high marks in the university. But the average result of students of govt. colleges has deteriorated over the years. The reasons behind such a development are quite a few: a) dilution of admission criteria in moffussil colleges, b)

introduction of 10+2 (Higher Secondary) courses in govt. colleges without creating posts or infrastructure and c) a large number of vacancies.

To maintain high academic standards there should be an enhancement of academic motivation for teachers and students. Further, the hours of contact between students and teachers need to be increased. Our Association's views have already been made known in the earlier part of the memorandum. Improvement of academic standards requires a number of steps to be taken.

i) Filling up of vacant posts in English, History, Political Science and in many other subjects most of the colleges are running with teachers not more than one half of the sanctioned posts. Teachers' Training, Technological, Physical Ed. & Govt. Art Colleges are also being run with staff shortage.

ii) Creation of posts in science subject in colleges. Where new subjects in science faculty have been introduced. Our Association had suggested to the govt. time and again that redistribution of posts can solve the problem of inadequacy of posts in some departments.

iii) A system of giving rewards and punishment to the teachers and librarians on the basis of their devotion to the duties, participation in the corporate life of the college, taking active part in all kinds of duties connected with the examination of colleges and universities may increase motivation for greater devotion to teaching.

iv) Liberalisation of the system of giving permission to teachers to carry out research.

v) Introduction of PG courses in govt. colleges in departments in which requisite infrastructure could be created without incurring huge expenditure.

vi) Introduction of optimal staff pattern. Most of the govt. colleges cannot provide minimum library, laboratory and administrative services for want of supporting staff.

vii) There should be common admission policy for govt. colleges.

viii) Uniform academic calendar for all govt. colleges is necessary with adjustment for variations in university calendars.

ix) Making student attendance compulsory by strictly enforcing discipline by taking necessary measures.

x) Rational transfer policy is a must to motivate teachers. Non-implementation of transfer orders has seriously affected academic activities of govt. colleges. We have demanded that transfer orders should be issued at the beginning of academic session and once issued, should be strictly enforced.

xi) Regarding development of technological colleges report of B. Sen Committee be implemented immediately.

xii) The uniform and balanced development is essential for all categories of govt. colleges. For the planning, the participation of the teaching community is essential. For this purpose measures would have to be taken.

Allied Matters:

1) The financial powers of the Principal should be raised from the present unrealistic level of Rs.1500/- to Rs.25,000/-,

2) Posts of Vice-principal Bursar and Accounts Officer should be created in colleges with more than 1000 student to enable the Principal to devote more time to academic matters.

3) Decentralisation of administrative functions of the Directorate and Department of Education -Issuance of no objection certificate for undertaking research participation in seminars and symposia, applying for passport, etc.

4) Study leave, medical leave and routine leave may be sanctioned from the Principal's office. The preliminary process of screening for career advancement may be done at the college end and principals should be empowered to recommend career advancement. The process of screening for career advancement should be made less cumbersome Principals should sanction no objection or screening of career advancement on objective basis.

5) In view of the curtailment of holidays stipulated in the G.O. 282-Edn earned leave should be sanctioned to teachers of govt. colleges in accordance with the facilities enjoyed by employees of govt. of West Bengal.

6) Enhancement of special pay /remuneration for superintendents/Asstt. Superintendents of hostels.

7) Better utilisation of resources of govt. colleges through advance planning.

8) Provision of accommodation facilities for teachers particularly in C-zone and D-zone colleges.

9) As the directorate looks after academic affairs in govt. colleges views of teachers associated with the Directorate may kindly be obtained. We would also request you to solicit the views of retired teachers who have long experience with affairs of govt. colleges.

We feel that the Commission will view the problems of govt. colleges in their totality and suggest remedial measures for the all round improvement of govt. colleges so that they can be regarded as model colleges as has been announced by the Hon 'ble Minister of Higher Education.

Sd/-
Subrata Lahiri

General Secretary.

WEST BENGAL GOVERNMENT COLLEGE TEACHERS' ASSOCIATION
(Registered under Societies Registration Act, 1961)
1 BANKIM CHATTERJEE STREET CALCUTTA 700073

The general council of our association, at its meetings held on 19th May, 1999 and "13th June, 1999 unanimously adopted the following resolutions:-

RESOLUTIONS

- Resolved that this meeting of general council held on 19.5.99 strongly resents the) No. 141(Edn) dt. 22.3.99 and express dismay.

That the UGC regulations be made operative for teachers of govt. Colleges and since - other mechanism to ensure accountability will not have the desired effect, the UGC "recommendation on self appraisal of teachers be Introduced "at govt. Colleges.

- West Bengal Govt. College Teachers in its meeting of the General Council held on 99 has already expressed its strong resentment against the Memo No.141 dt. 22.3.99 on attendance and workload of Govt. College teachers.

The issue has been thoroughly discussed in subsequent meeting held on 13.6.99 and it is decided in the meeting that said memo can not be put into practice.

It is therefore resolved that the Govt. be urged not to implement the said Memo.

It is further resolved that to ensure proper accountability of Govt. College teachers, a system may be devised and enforced in consultation with WBGCTA to implement the UGC guidelines as per G.O. 282 dt. 7.5.99 as far as practicable.

To ensure accountability among teachers it has been further decided that the teachers of Govt. Colleges will, henceforth, required to take the following steps.

A) They have to attend on all days required of them to perform their allotted duties and those who will not perform or attend college, will be identified at the units and a list of such teachers will be submitted by the Unit Secretary to the central office of the Association.

B) They have to sign a proforma (attached herewith) in duplicate, a copy of which will have to be submitted to the Unit Secretary (or General Council Member in his absence) which may be made available to the authorities if it is so required.

C) Member will not sign attendance register till the matters are resolved through discussion.

Unit Secretaries are requested to convene a meeting of the units on the 1st July 1999, or on the day of reopening of the college to appraise the members of the decisions arrived at the General Council meeting, and to devise ways and means for enforcing the said decisions.

(SUBRATA LAHIRI),

Dated, Calcutta-15th June, 1999.

(General Secretary).

PROFORMA

NAME :

DEPARTMENT :

COLLEGE :

Date	Classes allotted	Classes taken	Other activities	Period of stay	Signature

ALL BENGAL STATE GOVT. COLLEGE TEACHERS' ASSOCIATION

(Registered under W.B. Societies Registration Act, 1961)

No. S/46170 of 1984-85

210, B. B. GANGULI STREET (2nd floor), Goenka College, Calcutta-700012.

Ref. No.

Date...06.12.1999.

From :Benoy Bhushon Chakraborty , General Secretary.

To

The Chairman, Committee for recommending Measures

to Ensure Accountability of Teachers of Government Colleges and Allied Matters.

43, Shakespeare Sarani, Calcutta.

Sir,

With reference to the letter No. 02/Com-1(2)/99 dated, the 24th November, 1999 issued by Sri M. Biswas; O.S.D. and - Ex-officio Deputy Secretary, Higher Education Department and Secretary to the committee I beg to forward herewith the considered views of our association to your honour. Our views are enshrined in the enclosed sheets consisting of a three- page letter dated the 8th June, 1999 addressed to Sri HIRAK GHOSH, I.A.S., Principal Secretary, Higher Education Department, Govt. of west Bengal, Bikash Bhavan, Salt Lake, Calcutta - 700 091 as well a six-page report dated the 6th December,1999 prepared by our association for submission to your office.

Thanking you,

Yours sincerely,

Sd/- Benoy Bhushon Chakraborty.

General Secretary

ALL BENGAL STATE GOVT.

COLLEGE TEACHERS' ASSOCIATION

ALL BENGAL STATE GOVT. COLLEGE TEACHERS' ASSOCIATION
(Registered under W.B. Societies Registration Act, 1961)
No. S/46170 of 1984-85
210, B. B. GANGULI STREET (2nd floor), Goenka College, Calcutta-12.

Ref. No.

Date 06.12.1999

From; Benoy Bhushon Chakraborty
General Secretary.

REPORT

Report Submitted to the office of the Chairman, Committee for recommending
measures to ensure accountability of teachers of Govt. Colleges and allied matters.

ON ACCOUNTABILITY OF TEACHERS OF GOVT. COLLEGES.

- 1) Pay scale revision and accountability should not be linked with one another. We are against linking of revision of pay & accountability.
- 2) There is no doubt that teachers are accountable to the government, the students and the society at large. We are of the opinion that such accountability already exists. Does the Govt. want additional accountability for increased pay? If such is the case we feel it is unjustified and immoral.
- 3) Existing rules and regulations are sufficient to ensure accountability of teachers. The authorities can take necessary steps against any teacher for his lack of accountability with the help of existing rules & regulations. In most cases both the Govt and the Principals/ officers-in-charge are indifferent in taking any step.
- 4) While teachers are allotted classes and other duties (such as examining answerscripts, performing invigilation work, etc) their accountability can be judged easily from student's attendance register and other relevant papers. It is the duty of the College authorities to verify if there is any lapse on the part of a teacher. The Principals/Officers-in-charge should extend themselves more for proper implementation of existing regulations.
- 5) Teacher's work is not limited to College hours only. They have to study, examine scripts, set question papers etc at home. So merely the hours of stay in College cannot be the sole criterion for judging the accountability of a teacher.
- 6) The Govt. memorandum that every Govt. College teacher will have to attend college on all working days "as other Govt. employees" is discriminatory. Other Govt employees have to work 5 days a week. This should also be the case for Govt. College

teachers. At least one day should be declared as study leave day in a week for research and academic activities.

- 7) Some Principals have introduced work record instead of signing attendance register by teachers. We are of the opinion that introduction of either attendance register or work record in any form for teachers goes beneath the dignity of teachers. Moreover, merely signing attendance register can not ensure whether a teacher has performed his allotted duties. Whether a teacher has performed his/her allotted duties or the statements made in the work record is correct can be verified from students' attendance register and other relevant papers.
- 8) It has been mentioned that accountability of teacher has to be enforced as a part of the composite scheme of pay revision by U.G.C. we are aggrieved that the benefits recommended by U.G.C. (such as enhancement of the age of superannuation to 62 years, H.R.A. at central Govt. rate, LTC etc) have been denied, but the Govt is too eager to turnish the image of Govt College teachers by questioning their accountability.

ACADEMIC STANDARDS IN GOVT. COLLEGES

The Govt. Colleges are suffering from lack of teaching and non- teaching staff and infrastructural facilities. To improve the standards of teaching in Govt. Colleges several steps should be taken.

- 1) All vacant posts of teachers, librarians and non-teaching employees should be filled up. New posts are to be created depending on workload.
- 2) In the recent years there is an exodus of teachers from Govt. Colleges. Good students do not join Govt. College or leave even after joining if they find a job in any non- govt. College. To stop the exodus of teachers from Govt. Colleges there should be some provisions for incentives to Govt. College teachers. We put forward some suggestions to attract and retain talent in Govt. Colleges
 - a) Mechanical transfers should be avoided. Transfers should be minimised, considering the need of Colleges and convenience of teachers. Special consideration should be given regarding specialisation for P.G. departments. To minimise transfer, Collegewise recruitment of teachers can be made. They should not be transferred normally. The Govt. may seek options from existing teachers regarding the choice of posting.
 - b) Posts of Principals should be filled up from in service teachers only and the qualifications for recruitment to the post of Principal should be according to U .G.C. norms and not higher.
 - c) Provision for departmental promotion to the posts of Professors in WBSES should be maintained. Further posts of Professors should be created in all subjects and in all Govt. Colleges. The number of posts of professors to be increased.

- d) At least 15 days' earned leave should accrue automatically every year even if a teacher is not detained during vacation. Additional earned leave of 15 days should be given if a teacher is detained during vacations.
- e) Procedure for career advancement should be simplified so that it is not delayed.
- f) Procedure for sanction of leave, forwarding of applications, grant of house building loan etc should be simplified so that the teachers need not pursue for these at Bikash Bhavan, Writers' Buildings etc.
- g) Provisions for grant for purchasing books and journals should be introduced for Govt. teachers as are granted to the members of IAS, teachers of ISI, IIM etc.
- h) Headship allowance to be given to all heads of the departments as was given earlier and has been continued to some HOD's till now.
- i) There should be provision for leave and funds for teachers attending workshops/seminer/symposium etc and the procedure for granting the same should be made simple so that it is not delayed.
- j) Provision for higher initial increments at the time of recruitment should be reintroduced. This should be in addition to that for Ph.D or M.Phil.
- k) Provision must be made for sufficient residential accommodation of teachers and Principals at all stations.
- l) The provision for re-employment of teachers upto the age of 65 years should be re-introduced in Govt. Colleges to attract the talents.
- m) Facility for LTC should be made available every after two years.
- n) For the purpose of Career advancement of teachers, their adhoc services should be counted.
- 3) Proper academic atmosphere must be created in all Colleges. Interference by Political personnel, students, and outsiders, including antisocial elements, in the day-to-day administration in Colleges, particularly during admission and examinations should be stopped.
- 4) Proper infrastructural facilities should be provided in all Govt. Colleges.
- 5) Necessary funds should be made available to the Colleges in time (well in advance of the end of a financial year) for purchase of books & journals, laboratory equipment, furniture etc. Proper utilisation of funds is not possible if sanctioned towards the end of a financial year, which the Govt. generally does.
- 6) Financial power of Principals to be increased. At present the amount is limited to Rs. 1,500/- which was fixed when the price for goods was much lower.

- 7) Library hours and infrastructure should be increased so that the students and teachers can use the library after their class hours.
- 8) Workshop should be equipped with qualified technicians in Colleges for maintenance of sophisticated instruments.
- 9) H.S. courses should be done away with from Govt. Colleges and new subjects (like Information Technology, Computer Sciences Electronics, Microbiology Biochemistry etc) be introduced. P.G. course be introduced in all Govt. Colleges in phases. These should be done after providing necessary infrastructural facilities, sanctioning necessary teaching and non-teaching posts.
- 10) Appointment of part-time teachers should be discontinued and full-time teachers be appointed instead.
- 11) Appointment of teachers to administrative posts should be discontinued.
- 12) Principals/Officers-in-Charge should take their classes as per existing Govt. regulation to signify their honest/good gesture, which will act as a motivating factor.
- 13) All new principals/officers-in-charge should undergo training for a considerable period of time to acquaint themselves with the rules and regulations etc. before joining their places of posting, same training should also be imported to all existing principals/officers- in-charge.
- 14) All principals/officers-in-charge. should be firm enough and over- fastidious to maintain the niceties of the office discipline in Colleges.
- 15) Minimum marks for admission of students should be fixed and strictly adhered to. There should be no quota for players etc.
- 16) Since class has to be suspended during University or H.S. examinations separate building or hall should be constructed for holding the examinations so that classes are not affected during examinations.
- 17) Hostel accommodation for students has to be increased. Allowances for Hotel Superintendents should be made attractive.
- 18) Computer and internet facilities should be provided in all Colleges.
- 19) Fax machine should be installed in each College for easy communication.
- 20) There should be at least one car for each College.
- 21) All Govt. Colleges should be enfolded under a University. A new University is required for the purpose.

Sd/- Benoy Bhuson Chakraborty.
General Secretary,
All Bengal State Govt. College Teachers' Association.

All Bengal State Govt. College Teachers' Association
(Registered under w. B. Societies Registration Act. 1961)
No.S/46170 of 1984-85
210, B. B. GANGULY STREET(2nd floor) Goenka College-
CALCUITA-700012

Ref. No

Date: The 8th June, 1999

From: Benoy Bhushon Chakraborty,
General Secretary

To

Sri Hirak Ghosh, I.A.S. Principal Secretary,
Higher Education Department, Govt. of West Bengal,
Bikash Bhavan, Salt Lake,
Calcutta- 700 091

Sub. : Preposterous anomalies and glaring impropriety in the provisions relating to attendance of teachers as well as vacation and holidays enjoyable by them as prescribed in the memorandum No. 1410Edn (A) dated the 22nd march, 1999 and the G.O. No 282-Edn (A) dated the 7th May, 1999 issued by the Principal Secretary Higher Education Department, Govt. of West Bengal.

Dear Sir,

With due respect I, the undersigned, in a representative capacity beg to evince some egregious anomalies and improprieties in the provisions embodied in the memorandum No. 141-Edn (A) dated the 22nd March, 1999 and the G.O. No. 282-Edn (A) dated the 7th May, 1999 issued by your honour.

It has been provided in the said memorandum dated the 22nd March, 1999 that the teachers of the Government Colleges will have to sign the attendance register showing time of arrival, time of departure, no. of classes taken by them.

It appears from the said memorandum that the said provision has been made as the U.G.C., while prescribing the revised pay scale for University and college teachers, has stressed on the importance of their regular attendance and taking of classes.

It is pertinent to point out here that while prescribing the revised pay scale for university and College teachers the U.G.C has nowhere made any provision in its circular bearing No. F3-1/94 (PS) dated the 24th December, 1998 that the teachers of Govt. Colleges will have to sign the attendance register in the said manner. Thus the said provision as contained in the memorandum dated the 22nd March, 1999 is absolutely an arbitrary provision brewed up with intent to saddle the teachers with unnecessary rigours and obligations not at all postulated by the recommendation of the U.G.C and the same inevitably entails an evil impact of robbing them of the opportunity to carry on their academic and research work outside the precincts of the Colleges. It is not out of place to note here that in the system that prevails at present there is ample scope for maintenance of records bearing testimony to the teachers' attendance and performance at the respective colleges and as such the newly engineered provision for their signing attendance register in a novel fashion is not only redundant but also wounds their sense of dignity to a degree. Besides, in the prevailing system the principals of Govt. Colleges maintain records in respect of attendance and performance of the teachers attached to their Colleges and naturally the new provision simply registers a deedless code of conduct. Interestingly enough in the said memorandum it has also been provided that like all other Govt. employees the Govt. College teachers will have to attend their Colleges all working days. I should like to point out in this context that the Govt. College teachers and Govt. employees are not birds of same feathers in the sense that while the former belong to the vocational department as per West Bengal Service rules, the latter do not. A very relevant and important point which should not escape the consideration is that other Govt. employees enjoy certain benefits foreign to Govt. College teachers. Other Government employees are required to attend their offices five days a week and they enjoy automatic earned leave as well as certain other benefits which are not available to Govt. College teachers. Be it underscored here that unlike other Govt. employees, teachers of Govt. Colleges are required to perform some specific duties on every working day and records relating to their discharge of such duties are meticulously maintained by the respective College authorities. This being the position, the Govt. College teachers should not be classed with other Government employees only for the purpose of imposition of some obligation upon them.

In paragraph No. 12 of the annexure to the G.O. No. 282-Edn (A) dated the 7th May, 1999 the total span of vacation and Public holidays enjoyable by Government College teachers annually stretch over only $10+2=12$ weeks i.e. 84 days, while upto now the vacation and

Public holidays enjoyable by them in a year covers 115 days. Such curtailment of the vacation and public holidays enjoyed by government College teachers for a pretty long period of time without any imperative and compulsive reasons accounting for it is not justifiable. It is relevant to note here that in the case of non-Government Colleges the vacation and public holidays in a year have been abridged by 30 days but the Government has amply compensated them by affording them a largess of twenty days' automatic earned leave annually. But in the case of Government College teachers no such compensatory measures has been taken and thus a discriminatory treatment has been meted out to them. Further, paragraph 13 of the said annexure to the said Government order provides that the workload of teachers in full employment should not be less than 40 hours a week for 30 working weeks in an academic year. It has also been provided *ibid* that it should be necessary for teachers to be available for atleast 5 hours daily in the respective Colleges, while the direct teaching hours will be 14 hours per week in the case of readers and professors and 16 hours in the case of other teachers. The spectacular anomaly that flashes upon our eyes is that though the authorities have considered that 14 hours' Service per week (in the case of readers and Professors and 16 hours Service in the case of other teachers) are necessary, they are unnecessarily required to or rather to be confined in the College for at least 30 hours a week. Such unnecessary confinement of teachers within the four walls of Colleges for 14 hours or 16 hours per week, as the case may be, is in no way promotive of either the interest of the institution or advancement of learning or well-being of the taught; on the other hand the same is highly prejudicial to the academic interest of the teachers in the sense that they are to unnecessarily waste their valuable time just heaving Sings and yawning at Colleges. It is pertinent to note here that University Grant Commission in its aforesaid Circular has stressed that teachers of Colleges and Universities should address themselves to research work in the interest of betterment of their career, but the provision for their compulsory and unnecessary stay at the College for a certain period of time beyond the teaching hours deplorably clogs them in launching such research work with devotion following the guideline of the University Grant Commission. Further, the workload prescribed for them per week is minimum 40 hours, but their direct teaching hours per week have been prescribed to be 16 hours or 14 hours as the case may be. No work other than imparting Lessons to students having been prescribed for the teachers anywhere in the Government order, any sensible person will be at a loss to think out as to how the prescribed 40 hours' workload per week can be borne by the teachers. Th disparity, discord and contradiction inherent and discernible in the provisions of paragraph 13 are of bi dimension and the same render the said provisions Unimplementable.

What has raised the eye brows (the members of the teaching community is that you have sought to enforce and/or implement the aforesaid provisions under the garb of your penchant for following the recommendations of U.G.C as per shrined in its No. F3-1/94(PS) dated the 24th December, 1998, but it is curious and confounding that yo have not ventilated any vestige of goo-d sense to implement the said Commission's recommendation oriented to amelioration of the teachers' long standing grievances, particularly its recommendation o superannuation and re-employment of teachers -as contained in clause 16.00 of the said Circular date the 24th December, 1998. In the said clause the U.G.C has recommended in unequivocal terms the teachers will retire at the age of 62 years and it is open to a University or a College to re-employ Superannuated teachers according to the existing guidelines framed by the U.G.C up to the age of65 years. is regrettable that this recommendation of U.G.C has been discarded by the State Government for certa' inscrutable reasons best know to itself. This dodging and circumventing policy of the State Government has reasonably sparked off simmering resentment amongst the members of the teaching community in the State.

In the premises set forth above I, at the behest of and on behalf of the members of my association respectfully implore your honour to recall or withdraw the said memorandum dated the 22nd Marc 1999 as well as the said Government order dated the 7th May, 1999 in toto or in the alternative, purge to same of the above-discussed anomalies and prejudicial provisions and thereby set the things aright.

Yours faithfully

Sd/-

(Benoy Bhushon Chakraborty)

All Bengal State Govt. College Teachers' Association

Copy to:

1. The D.P.I.,
West Bengal, Salt Lake,
Calcutta- 700 091 .
2. The Principals of all Govt. Colleges

Government of West Bengal
Office of the Principal, Presidency College,
86/1, College Street, Calcutta-700073.

NO.

Dated, Calcutta, November, 1999.

From : Dr. N.C. MUKHERJEE, Principal,
Presidency College, Calcutta.

To: Shri M. Biswas,
O.S.D. & Ex-Officio Deputy Secretary,
Higher Education Department &
Secretary to the Committee.

With reference to his letter No.OI/Com-I(21)/99, dt. 19.11.1999, the undersigned would like to suggest the following measures for maintaining high academic standards in Govt. colleges :

(1) TO ENSURE ACCOUNTABILITY OF TEACHERS -

- i) Attendance Register indicating times of arrival and departure, to be countersigned daily by the Departmental Heads/Principal;
- ii) Weekly Self-Appraisal Proforma, indicating no. of classes allotted and taken, any other assignments, nature of leave taken for any period of absence; proforma to be authenticated by the respective, Departmental Heads and forwarded to Principal with comments, if any;
- iii) Suitable disciplinary measures to be taken against teachers found habitually truants or defaulting themselves from intimating properly, like holding-up of increments, career advancements, etc.;
- iv) One preparatory day per week may be permitted; but for the remaining days, teachers must make themselves available in the college over the entire college hours;
- v) Assessment of teachers by students at the end of each session.

(2) FOR MAINTAINING HIGHER ACADEMIC STANDARDS : --

- i) Higher incentives to Govt. college teachers to attract brighter students in the service ;
- ii) Rational transfer policy;
- iii) Filling up of all vacant posts ;
- iv) Liberal library and equipment grants ;
- v) Recruitment giving due weightage to specialisation ;
- vi) Improved infra-structure and facilities for research and career advancement of teachers.

(3) ALLIED MATTERS :

- i) Delegation of greater financial powers to Principals by modifying the D.F.P.Rules, 1977 ;
- ii) Greater power may be vested with the Principals in academic matters concerning teachers like sanctioning leave on duty for attending refresher courses, according consent for Ph.D. registration, etc.

Sd/-
(Dr. Nitai Charan Mukherjee)
Principal, Presidency College,
Calcutta.

**Office of the Principal
Bethune College
181, Bidhan Sarani
Calcutta 700 006**

Tel. # 241 -1731 E-mail address: bethune @ cal2. vsnl.net.in

Date: 03. 1. 2000

Memo No. ~ 15

From:
The Principal
Bethune College
181, Bidhan Sarani Calcutta 700 006

To
Dr. Ramen Kumar Poddar
Chairman, Committee for Recommending measures
to ensure Accountability of teachers of Govt. Colleges and allied matters,
41, Shakespeare Sarani, Calcutta

Sub.: Suggestion for the accountability of teachers and improvement of academic standards
in Govt. colleges

Sir,

With reference to your letter no. *01/Com -1 (24)/99*, dated Nov. 19, 1999 and the our meeting with you on November 29, 1999 where it was suggested that we submit our suggestions in writing, I am sending herewith my suggestions on the above subject.

Hope you will find some of them useful.

Thanking you,

Sincerely,
(Pushpa Misra)

Suggestions for maintaining high academic standards in Govt. Colleges
For Govt. Colleges teaching courses in the General Stream only: .

1) **TO RECOMMEND MEASURES REQUIRED TO BE TAKEN TO ENSURE**
ACCOUNTABILITY OF THE TEACHERS OF GOVT. COLLEGES

Accountability on the part of teachers has become an important issue of late. The emergence of this issue is due to the unfortunate state-of-affairs where teachers are accused of not teaching their classes regularly often forcing the students to take up outside coaching. Thus, a parallel system of education has emerged almost everywhere in the country making schools and colleges superfluous. Yet the Govt. is spending large amount of money for Govt. colleges obviously for the purpose of imparting meaningful education to the students.

Though it cannot be said that the irresponsibility of teachers is the sole reason behind the present state of education in the State, it is, no doubt, one of the important reasons. Therefore, I shall concentrate on this point alone.

Let us first clarify the issue, viz. what is meant by accountability. Who the teacher the accountable to and exactly for what is she accountable? Obviously, one cannot say that the teacher is accountable for the success or failure of the student in the examination because that depends on many factors beyond the control of the teachers, such as, the intelligence level of the student, her devotion to studies, the economic and other domestic factors contributing to the well-being of the student etc.

The teacher then is accountable for the job she is entrusted to do, and to do it well within the given framework of the system. It also needs to be pointed out here that the criteria to judge whether the teacher has done her job well are very fuzzy. Yet some attempt can be made to judge that.

The suggestions are given below:

i) **The current system of weekly self-appraisal reports is impractical because:**

(a) the processing of these papers requires a tremendous amount of paper- work not possible to perform for any college-office.

(b) There is no way to verify these self-appraisal reports. Asking for self-appraisal reports is as good as reverting to the present system.

Hence, **introduction of an attendance register seems to be the only solution.** This register should be kept in the Principal's office, because it is only in such a situation that the Principal can verify whether a given teacher has actually attended the college.

ii) A minimum period of stay in the college on the part of the teachers has been found to be of help to the students as well as to the administration. Teachers should be present in the college for at least four hours during full-session and three hours during slack-session. Special facilities may be given to those doing research work.

iii) **However, infrastructural facilities, such as proper seating accommodation for the teachers, proper library facilities so that the time spent is spent in academic activities rather than in gossiping, must be provided to the teachers. Otherwise, compulsory stay in college will deteriorate the academic atmosphere rather than improve it.**

iv) However, it should be realized that teaching is not at par with other kinds of job. Teachers have to study, prepare themselves for their classes and do a large amount of library work. In addition, they have to do research work and other confidential works, like setting question papers, examining answer-scripts (for both college and university examinations) and to attend seminars, colloquiums etc. All this cannot be done if they are in the College from 10 AM to 5 PM. In view of the very special nature of their jobs, they should be asked to be present in the college for a specified period of time deemed sufficient to discharge their obligation to their students and to perform other related duties. In addition, the following measures may be adopted to help the teachers improve the standard of their work:

v) **One day off should be given as preparatory day though the teachers may be required to be present in case of any college duties on their days- off.**

vi) **A five-day week should be introduced and working hours of the colleges can be increased by half-hour every day wherever possible to make up for the loss of the working hour on Saturday. The Education department and the University remains closed on Saturdays and so can the Colleges. It will save an enormous amount of time, money and energy to both the teachers and the students. The day-off should be in addition to Saturdays since increase in working hours on other days compensates the time lost on Saturdays.**

2) SUGGESTIONS FOR MAINTAINING HIGH ACADEMIC STANDARDS IN GOVT. COLLEGES:

i) **Vacant full time posts should be filled up without delay.** Teaching has been made to suffer enormously in recent times by keeping large number of posts vacant and resorting to the practice of appointing part- time teachers on a measly sum of Rs. 400 / -per months. ,

Part-time teachers usually work in a number of institutions and often their duties in one college is neglected because they have other jobs to do. It also becomes difficult to accommodate them in the time-table because of their other preoccupation and a very narrow range of time during which they are able to teach classes. Many of them often leave without prior notice hampering the teaching-schedule in mid-session. Frequent change of teachers also disturbs the mind-set of the students. Hence, in order to ensure quality teaching and helping the students receive a good education, it is important to fill up vacant teaching posts.

ii) **Outdated and irrelevant service rules also have resulted in the devaluation of services in Govt. Colleges.** They not only result in enormous amount of delay in work, but often discourage and hamper the academic motivation of the teachers. Currently, a teacher of a govt. college requires permission from the govt. to register for Ph. D., to attend a refresher course, to attend or participate in seminars or colloquia, to teach in a refresher course, to

leave the station etc. These are outdated rules and serve no useful purpose other than increasing bureaucratic delay. The concerned departmental head and the principal can be entrusted with the job of giving permission for these.

And why should a teacher need permission to do a Ph. D. or to attend a seminar if it does not hamper her duties in the college? Isn't part of the job of a teacher is to do research, produce papers, and constantly keep herself updated in her area? Seeking permission to do a Ph. D. etc. is like seeking permission to do the job one is paid to do. Isn't it anomalous?

iii) The financial power of the Principals should be increased from Rs1500/- to at least Rs. 15,000 to Rs. 20,000/-. Nothing can be done in Rs.1,5 00 /- these days. No equipment is available in this price, not even proper repairing can be done within this financial limit. Administrative approval has to be sought for almost every item that needs to be purchased for the institution resulting in enormous amount of delay and waste of precious time.

iv) A system of reward and punishment should be introduced. Career advancement should not be automatic on completion of certain years' of service but it should be conditional on the quality of work the teacher has done, mostly writing and getting papers published or other academic work of good standard. These should be evaluated by relevant authorities in the field.

v) It is also to be noted that of late many candidates selected by the Public Service Commission are not joining govt. colleges because of the stringent but irrelevant service rules and fear of transfer from Calcutta. This problem, however, cannot be solved in isolation. It is really connected with the quality of life which is available in Calcutta and not available in other districts. **The Govt. should devise a rational transfer- policy and should provide basic infrastructural facilities to the Colleges in the districts, such as, living quarters, well-equipped libraries and laboratories.** Local candidates should be preferred for appointments in colleges situated in that particular area.

Attempts should be made, as far as practicable, to accommodate husband and wife in the same area if both are employed in the govt. service. This will help in facilitating the maintenance of family structure and looking after the children. No one can deny that family is the most important unit of the society and still the best place for rearing up children.

vi) **Universities should strictly enforce the requirements of attendance on the part of the students.** Many students enroll themselves in the classes but do not attend classes. They engage themselves in studying for JEE. Often the attendance is very irregular making it difficult for the college authorities to take any action. This hinders the discipline of as well as the academic atmosphere of the college.

vii) **Introduction of new and professionally oriented subjects is a dire necessity for Govt. colleges.** In this 21st century when letter writing and talking on telephone is giving place to e-mail, marketing is becoming e-commerce, we are still satisfied with the teaching of traditional Physic, Chemistry , Mathematics etc. Computer Science, Electronics, Microbiology etc. in the area of science teaching, Journalism, women's studies, Environmental Science, International Relations etc. should be introduced in govt. college.

viii) The syllabi of most of the subjects is so outdated and old that it leaves our students ill-equipped in coping with the modern and contemporary topics being studied elsewhere. A regular updating of syllabi keeping pace with contemporary progress in the areas is extremely important for making teaching in colleges useful.

ix) The very low tuition fee is also responsible for the devaluation of teaching in Govt. colleges. Guardians will demand accountability from the college if they are made to pay for the education their wards are receiving from the college. Outside coaching is not only detrimental to the students but is also detrimental for the moral of college-teachers. They do not feel motivated to give their best knowing fully well that their teaching does not matter to the students. The very fact that each guardian is appointing seven/ eight outside tutors for her ward shows that they do have the paying capacity .If they can pay it to the outside tutors why can't they pay to the Govt. Colleges. Thus, tuition fee should be increased substantially with generous provision for free studentship for needy students or for students coming from the disadvantaged classes.

These suggestions are not comprehensive. Much more needs to be done in order to improve the academic standard and relevance of govt. colleges. However, the problem is so intimately related to other problems of general education and socio-political and economic factors that discussion of those is not possible in this context. Only few suggestions which are possible to introduce by the good will and efforts of the govt. have been given here.

BIDHANNAGAR COLLEGE

GOVT. OF WEST BENGAL

PHONE: 337-4761 .

No 519.

25, 1999.

Block BF 142
Salt Lake City
Calcutta-700064

Dated..November

To
Sri M. Biswas,
O.S.D. & Ex-officio Deputy Secretary
and Secretary to the committee.....
accountability of Teachers of Govt. Colleges,
Higher Education Department,
Bikash Bhavan, Salt Lake,
Calcutta- 700091.

Ref: Your office no. 01/Com-I(21)/99 dt. 19th Nov.'99.

Sir,

With reference to the above, following views are submitted for your perusal if any:

1. To ensure accountability submission of appraisal report by the teachers/ weekly or bi-monthly or monthly appears to be an effective device. Provision for taking measures against the shirker employees to be considered.

2. To maintain high academic standards in Govt. Colleges all the teaching and non-teaching posts must be filled up with prime importance. New posts are to be created where insufficiency exist.

At present the pay scale and other incentives are same for the teachers of both Government and non-Government Colleges, but the teachers of Govt. Colleges have the problem of "transfer". This may be a cause for which teachers are much interested to join the non-Government Colleges than Govt. Colleges. To attract the brilliant personnels in Govt. Colleges provision for extra incentives in the form of additional increments at the time of joining may be considered.

3. Posting of Accounts Officer in every Govt. College will enable the Principals to devote more time for efficient academic management. The administrative financial power for the Principal now exists to a maximum of Rs. 1500/-. This should be increased to the level of not less than Rs. 20,000/-. The Development grants should be released to the colleges in three equal phases i.e. 1st instalment in the month of June, 2nd in September and 3rd in December.
4. Principals may be empowered to sanction the earn leave medical leave and leave on duty of the teachers.
5. Opening of new subjects and offering P. G. courses in Govt. Colleges will attract both the students and teachers of high quality. However care should also be taken for posting adequate numbers of teaching and 'non-teaching staff. Sufficient financial grant is to be extended for development of the courses.

Yours faithfully,

Principal , Bidhannagar College.

To
The Chairman,
Committee for recommending measures to ensure
accountability of teachers of Government
Colleges and allied matters,
43, Shakespeare Sarani,
Calcutta.

Sub: Accountabilities of Teachers and Improvement of academic standards in Govt.
Colleges. --

Respected Sir,

We like to draw your kind attention to the following issues relating to improvement of Teachers' accountability in Govt. Colleges. The topic was discussed thoroughly at the meeting of the Teachers' Council of Bidhannagar College and the members highlighted their reservation against introduction of attendance' register for teachers, but they expressed the opinion for implementation of periodic self-appraisal dairy/report, specifying attendance, period of stay at the institution and the number of classes allotted/attended by the teachers concerned and a separate column showing the reasons for not taking the classes, if any.

Along with Self-Appraisal Dairy for teachers, administrative measures should be made on how to improve the attendance of students in the classes, so that the teachers will be motivated to take classes.

The Principal, as administrative head of the institution may be authorised to check the self-appraisal Dairy and take necessary corrective measures. Inspection by higher authorities at periodic intervals to supervise activities of the college is also considered as a must.

To improve the academic standard all vacant posts in the college should be filled up immediately and new posts on actual work-load be created. The members expressed their views strongly against opening of Honours Courses without proper planning. Creation of new posts for Statistics and Library are also necessary. At present, our college is running under acute shortage of infra-structural facilities. For examples, classes of Zoology Honours and Statistics (Honours and Pass) are accommodated in one room only.

Teaching staff faces hurdles of red tapism in all service matters such as study leave, medical leave, confirmation, career advancement. Procedure should be simplified by delegating power to the Principal. Preliminary process of screening in career advancement of teachers should be done at the college end.

Financial power of the Principal should be raised from Rs.1500/- to Rs.15000/- for effective and timely utilization of grants allotted.

We shall be thankful to our honourable Chairman of the Commission if the Commission gives due consideration to the opinion of the Teachers' Council of our College.

Sd/-

(Dr. PRABIR KUMAR
BHATTACHARYA)
Secretary, Teachers Council,
Bidhannagar College, Calcutta.

**MEMORANDUM SUBMITTED TO THE ONE MAN COMMISSION BY THE
TEACHERS OF HOOGHLY MOHSIN COLLEGE ON 26. 04.2000**

The Hooghly Mohsin College, founded in 1836, is one of the oldest educational institutions in Asia, with a glorious past. In fact, it is the second oldest Government College in Bengal. All teachers of this premier institution are basically committed to their professional responsibility. This is corroborated by the performance of the students of this college in various public examinations. The yearly output of successful students is also enviably large. We as teachers of this college are proud to welcome you to this august institution.

In this context, we humbly place before you our points of view in consequence with the terms of reference as laid by Government of West Bengal, for your kind consideration.

The Question of Accountability

We may assert that the teachers are fully conscious of their accountability to the society. They render their services honestly and diligently. It is obvious that the nature of the job, teachers are expected to perform, is fundamentally different from that of other Government employees. Hence no mechanical equation is either possible or desirable. In addition to the performance of their normal duties, the teachers have to spend much of their time in different libraries and laboratories to keep themselves equipped for the challenging task. Besides, throughout the year most of the teachers remain engaged in correcting scripts of different public examinations. In addition, a large number of teachers have to address themselves to the onerous task of framing the syllabi for studies as demanded by the universities and such other duties assigned to them. It is obvious that working time of the teachers extends beyond the mere discharge of their duties within the college campus.

According to the U.G.C. stipulations, the teachers have to acquire additional qualifications in the form of M. Phil. / P.h.D and research publications for career advancement. In order to comply with these requirements the teachers, especially the younger ones, have to work harder and obviously beyond their normal activities within the frame work of the college routine. The teachers of the mofussil colleges are certainly up against a formidable problem in trying to improve their qualifications.

Transfer is an essential condition of our service; but of late issuance and implementation of orders have become extremely irregular. This is a cause of frustration and demoralization

especially among teachers of district colleges. As a result, teachers are demotivated and prevented from discharging their duties at the optimum level.

Under the existing system, besides taking classes, most of the teachers have to perform various activities assigned to them by the Principal from time to time for smooth functioning of the college. The teachers are doing them regularly and efficiently. Hence there is no need for mechanical system as proposed by the memo no 141 -Edn(A) dated 22. 3. 99 which requires signature of every teacher on all working days at the points of entry and departure.

The onerous condition of 40 hours stay per week at the college has been interpreted in a wrong way. The stipulation the U.G.C. is subject to availability of adequate infrastructure. In most of the colleges including this college there is acute shortage of infrastructural facilities. In the absence of these facilities, 40 hours stay of the teachers per week will serve no useful purpose. From these realities, the teachers of this college deeply feel that the attention of the Govt. should be concentrated on infrastructural development in proper direction rather than enforcement of 40 hours of stay of the teachers.

Infrastructural development

So far as this college is concerned, at present, out of 116 sanctioned teaching posts, as many as 29 posts are lying vacant for a long time. In view of the shortage of teaching strength, different departments are in a difficult position to do justice to the students. We, therefore, request you to impress upon the Government to fill up the vacant posts as early as possible.

The college has a very rich library with about 2 lakh books but is plagued by various problems, viz, lack of adequate space to keep the books in proper condition, no provision for suitable reading room and shortage of library staff. As a result. library services are not up to the mark.

With regard to the question of space, it may be mentioned that the college authority is in serious difficulty in arranging sufficient number of classes. The number of class rooms available at present within the college is not sufficient to meet the requirements of routine as stipulated by the UGC. This problem of acute shortage of class rooms is further aggravated by simultaneous operation of three streams, viz., Arts, Commerce and Law in the main building. On account of the shortage of space, it is not possible to hold tutorial and extra classes or seminars inspite of genuine willingness on the part of the teachers. Arts, Commerce and Law classes are held in the same building in which the administrative wing is located.

Naturally! this creates problems of noise, congestion and discipline. Also, the need for holding different examinations requires suspension of sizeable number of classes. We, therefore, propose that a separate building be constructed entirely for academic activities. In this connection, it may be mentioned that a proposal for a separate academic building has been pending with the Government for long 14 years. We earnestly solicit your kind recommendation in expediting Government action in this matter.

One possible solution to the problem is the abolition of Higher Secondary stream from the college and shifting of the Law Section to a separate building or campus.

The existing condition of the staff room and other amenities attached to it are unsatisfactory. The staff room hardly accommodates more than 50% of teachers during normal hours of work. The teachers find it extremely difficult to make arrangement for discussion with students when they approach them with academic problems. For want of space, the seminar libraries function on an improvised basis.

The question of accountability of teachers cannot be considered in isolation from the occupational hazards. The teachers of the Government Colleges have to walk along the corridors of the Education Department and Directorate in order to pursue their different jobs. This results in loss of valuable time and energy. This can be satisfactorily solved if the Principal of the college is empowered to deal with this problem and the posts of the Head of the Departments are officially recognised and sufficiently empowered. A separate administrative cell at the college should be created to look after the jobs related to affairs of the teachers.

In view of the aforesaid conditions, it becomes clear that the improvement of academic atmosphere of the college rests on many factors; and only a broad comprehensive approach to the problem is called for. Mere insistence on teachers signing the attendance register is no answer to the problem. A much better and more effective option, the teachers of this college feel, would be a self- appraisal diary as suggested by the U.G.C.

We expect that the appropriate authority may judiciously assess the ground realities and may recommend necessary measures for improving the overall academic atmosphere of the Government colleges.

ENCLOSURE -V

**Government of West Bengal
Higher Education Department
Appointment Branch
Bikash Bhavan, Bidhannagar
Calcutta-91.**

No. 860-Edn(A)
10M-12/99

Dated, Calcutta, the 17th December, 1999.

From: Shri D. K. Ray,
Joint Secretary to the Govt. of West Bengal.

To: Shri M. Biswas,
Secretary,
Dr. Poddar Committee.

The undersigned is directed to say that this Department frequently receive applications from Govt. College teachers seeking permission for working as guest/Part-time Lecturer in Universities and other institutions. As the issue comes within the purview of the One-man Committee constituted for the purpose of examining all aspects of the matter concerning the improvement of efficiency and accountability of teachers in the Govt. colleges, it is requested that the matter may be placed before the Committee with the request to examine the issue and send recommendation in this regard.

Sd/- D. K. Ray.
Joint Secretary.

**Government of West Bengal
Higher Education Department
Appointment Branch**

No. 886-Edu(A)

Dated Calcutta, the 28th December, 1999.

From: Shri D. K. Roy,
Joint Secretary to the Govt. of West Bengal.

To : Shri M. Biswas,
Secretary, Dr. Poddar Committee.

The undersigned is directed to say that this Department has been facing difficulties in filling up the posts of lecturers in Government Colleges in areas distant from Calcutta. To remove the difficulties this department, in consultation with the Public Service Commission, made an arrangement to recruit teachers by advertising vacancies separately for initial posting at Darjeeling, Cooch Behar and Jhargram. The experience over years shows that this arrangement has not been working well as these teachers start submitting representations for transfer to colleges in Calcutta or its neighborhood, soon after joining their respective colleges.

This Department, therefore, suggested to the Public Service Commission that the recruitment to the posts of Principal/Lecturer of these colleges be made separately for these colleges with the condition that the incumbents should normally remain posted in these colleges subject to the condition that they may be posted elsewhere only on account of administrative exigencies. The Public Service Commission thereupon suggested that "Advertisement for the four colleges, viz. (I) A.B.N.Seal College, Cooch-Behar, (ii) Jhargram Raj College, (iii) Darjeeling Govt. College, (iv) Haldia Govt. College may be issued separately with the rider that the selected candidates shall be posted at any of the four Colleges":

It is requested that the problem of posting of teachers in colleges located far away from Calcutta may be placed before the Dr. Poddar Committee for its consideration and specific recommendation.

Sd/- D. K. Roy.
Joint Secretary.

**Government of West Bengal
Higher Education Department
Appointment Branch
Bikash Bhavan, Salt Lake
Calcutta-91.**

No. 223-Edn(A)
10M-11/2000

Dated Calcutta, the 2nd March, 2000.

From: Sri H. Ghosh,
Principal Secretary to the Govt. of West Bengal.

To : Shri M. Biswas,
Secretary, Dr. Poddar Committee.

The undersigned is directed to say that teaching posts in different subjects in Government colleges have been sanctioned from time to time mainly on consideration of immediate requirement. Apparently, at no point of time, a comprehensive review of cadre strength of the West Bengal Senior Education Service and the West Bengal Education Service has been made. It is necessary to undertake a review of the sanctioned strength of different teaching posts vis-à-vis the workload in order to enable the Department to rationalise the staff structure.

It has accordingly been decided that the Dr. Poddar Committee may kindly be requested to review the present sanctioned strength of teachers in each subject vis-a-vis the workload in each Government college and furnish the recommendations to this Department for its consideration.

He is requested to move the committee accordingly.

Sd/- H. Ghosh.
Principal Secretary.

ENCLOSURE – VI

COURSES, ENROLMENTS AND OTHER DETAILS OF GOVERNMENT COLLEGES (ANNEXURE VI)

Sl No	Name of the college	Course	Enrolment										Examination Details				Teacher in position		
			Boys					Girls					Appeared		Passed		Male	Female	Total
			Gen	SC	ST	Total	Gen	SC	ST	Total	Boys	Girls	Boys	Girls	Boys	Girls			
1.	A.B.N Seal College P.O. Coochbehar, Pin- 736101	B.A. (General) B.Sc. Gen (Pure Science.) B.Sc Gen (Bio Science) B.A. (Hons) Beng, Eco, Eng, His, Phil, Pol.Sc, Sanskrit B.Sc.(Hons) Bot, Chem, Math, Phy, Zoology B.A. (General) B.Sc. Gen (Pure Science.) B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, Sanskrit B.Sc.(Hons) Bot, Eco, Geo, Chem, Math, Phy, Zoology B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology B.A. (Hons) His, Linguistics, Pali, Sanskrit	266	76	0	342	358	45	6	409	94	81	37	54	33	11	44		
2.	Barasat Govt. College P.O. Barasat, Pin Code- 743201	B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, Sanskrit B.Sc.(Hons) Bot, Eco, Geo, Chem, Math, Phy, Zoology B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology B.A. (Hons) His, Linguistics, Pali, Sanskrit	243	90	3	336	365	91	0	456	57	97	48	75	37	17	54		
3.	Bidhannagar College BF-142, Bidhannagar, Pin- 700091	B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, Sanskrit B.Sc.(Hons) Bot, Eco, Geo, Chem, Math, Phy, Zoology B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology B.A. (Hons) His, Linguistics, Pali, Sanskrit	101	21	0	122	42	15	1	58	15	13	8	5	37	17	54		
4.	Sanskrit College 1, Bankim Chatterjee St. Pin- 700073	B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, Sanskrit B.Sc.(Hons) Bot, Eco, Geo, Chem, Math, Phy, Zoology B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology B.A. (Hons) His, Linguistics, Pali, Sanskrit	193	27	0	220	182	17	0	189	78	81	62	68	31	15	46		
5.	Bethune College 181, Bidhan Sarani, Pin- 700006	B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, Sanskrit B.Sc.(Hons) Botany, Chem, Eco, Math, Phy, Zoology, Psychology	210	15	2	227	148	5	1	154	71	84	57	69	5	5	10		
			55	8	0	63	138	5	0	143	18	31	14	28	5	5	10		
			0	0	0	0	293	39	7	339	0	187	0	186	0	49	49		
			0	0	0	0	336	37	6	379	0	180	0	152					

6.	Goenka College of Commerce & B.A. 210, B.B. Ganguly St Pn- 700012	B.Com (Hons)	599	208	0	807	293	43	0	336	588	226	584	225	33	5	38
7.	Lady Brabourne College P 1 / 2, Sutrwardy Avenue, Pin- 700017	B.A. (Hons) Beng, Eng, His, Phil, Pol.Sc, Sanskrit B.Sc.(Hons) Botany, Chem, Eco, Math, Phy, Zoology, Psychology	0	0	0	0	521	42	20	583	0	258	0	232	0	86	86
8.	Haldia Govt College P.O. Debhog, Haldia, Pin- 721657	B.A. (General) B.Sc. Gen (Pure Science.) B.A. (Hons) Beng, Edn, Eng, Geog, Sociology B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics	248	17	6	271	233	11	0	244	134	109	112	80	21	10	31
9.	Jhargram Raj College P.O. Jhargram, Midnapore	B.A. (General) B.Sc. Gen (Pure Science.) B.Sc Gen (Bio Science) B.Com. (General) B.A. (Hons) Beng, Eng, His, Phil, Pol. Sc. B.Sc.(Hons)Bot, Chem, Eco, Math, Phy, Physiology, Zoology B.Com (Hons)	101	32	17	150	77	13	15	105	55	38	31	24	57	10	67
10.	Hooghly Mohsin College, P.O: Chinsurah, Pin- 712101	B.A. (General) B.Sc. Gen (Pure Science.) B.Sc Gen (Bio Science) B.Com. (General) B.A. (Hons) Beng, Eco, Eng, His, Phil, Pol. Sc. Sanskrit, Urdu B.Sc.(Hons)Bot, Chem, Math, Phy, Physiology, Zoology B.Com (Hons)	98	26	6	130	152	38	7	197	60	5	57	4	81	0	81
11.	Krishnagore Govt. College, P.O. Krishnagore, Pin- 741101	B.A. (General) B.Sc. Gen (Pure Science.) B.Sc Gen (Bio Science) B.A. (Hons) Beng, Eng, His, Phil, Pol. Sc. Sanskrit B.Sc.(Hons)Bot, Chem, Eco, Geog, Math, Phy, Physiology, Zoology	35	14	4	53	29	3	0	32	33	22	29	20			
12.	Taki Govt. College P.O. Taki- 26	B.A. (General) B.Sc. Gen (Pure Science.) B.Sc Gen (Bio Science) B.A. (Hons) Beng, Eng, His, Pol..Sc. B.Sc.(Hons) Chem, Eco, Math.	504	174	12	690	157	97	1	255	100	74	45	34	21	9	30
			98	33	2	133	38	4	0	42	19	9	10	6			
			8	2	0	10	5	2	0	7	3	3	2	1			
			146	58	2	206	113	41	3	157	98	54	59	54			
			85	28	0	113	16	3	0	19	61	13	22	7			

13.	Chandernagore College P.O. Chandannagar, Pin- 712136	B.A. (General)	60	9	0	69	134	23	0	157	21	41	19	39	52	14	66	
		B.Sc. Gen (Pure Science.)	12	2	0	14	6	2	0	8	1	3	1	3				
		B.Sc. Gen (Bio Sc)	17	2	0	19	16	4	0	20	7	4	7	4				
		B.Com(Gen)	203	60	0	263	56	11	0	67	90	14	83	13				
		B.A. (Hons) Beng, Eng, French, Geog, His, Phil, Pol. Sc., Sanskrit	72	13	0	85	263	51	0	314	75	176	71	175				
		B.Com (Hons)	85	21	0	106	52	5	0	57	63	34	63	34				
		B.Sc.(Hons)Botany, Chem, Eco, Math, Phy, Zoology	97	15	0	112	88	16	0	104	39	42	39	42				
		B.A. (General)	319	93	29	441	354	10	31	493	189	222	46	100				
		B.Sc. Gen (Pure Science.)	45	11	5	61	30	7	4	41	38	23	19	5				
		B.Sc. Gen (Bio Sc)	77	24	6	107	63	18	4	85	61	51	20	12				
		B.Com(Gen)	72	12	6	90	49	5	2	56	22	10	9	4				
		B.Com (Hons)	34	7	2	43	10	4	1	15	17	5	9	1				
		14.	Darjeeling Govt. College P.O. Darjeeling, Pin- 734101	B.A. (Hons) Beng, Eco, Eng, Geog, His, Nepali, Pol. Sc	166	44	23	233	124	23	20	167	111	92	79	69		
B.Sc.(Hons)Botany, Chem, Math, Phy, Zoology	134			23	11	168	108	11	13	132	107	59	59	30				
B.A. (General)	147			0	0	147	53	0	0	53	49	19	10	2	48	11	59	
B.Sc. Gen (Pure Science.)	2			0	0	2	0	0	0	0	N.A.	N.A.	N.A.	N.A.				
B.Com (Hons)	14			1	0	15	38	1	0	39	N.A.	N.A.	N.A.	N.A.				
B.Sc. Gen (Bio Sc)	48			0	0	48	17	0	0	17	7	6	6	5				
B.A. (Hons)Arabic, Beng, Eng, His, Islamic His & Culture, Persian, Phil, Pol. Sc., Sociology, Urdu	286			4	1	291	186	6	0	192	194	159	160	131				
B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology	258			24	1	283	72	2	0	74	87	34	63	24				
B.A. (General)	107			58	7	172	295	45	5	345	84	110	37	59				
B.Sc. Gen (Pure Science.)	152			22	2	176	35	11	5	51	59	15	21	9				
B.Com (Hons)	27			3	0	30	57	2	0	59	24	36	17	31				
B.Sc. Gen (Bio Sc)	51			10	0	61	52	7	0	59	16	10	9	3				
B.A. (Hons) Beng, Eco, Eng, His, Phil, Pol. Sc., Sanskrit	156			37	3	196	384	43	3	430	80	219	59	183				
15.	Maulana Azad College Rafi Ahmed Kidwai Road, Pin- 700013	B.Sc.(Hons) Chem, Geology, Math, Physics	189	17	1	207	44	3	0	47	99	18	78	9				
		B.Com(Gen)	921	127	0	104	218	30	4	252	500	72	315	48				
		M.Sc.(Geology)	25	0	0	25	2	0	0	2								
		B.A. (Hons) Beng, Eng, Hin, His, Phil, Pol. Sc., Sanskrit, Sociology	69	12	12	93	325	22	13	360	53	247	50	245				
		B.Sc.(Hons)Bot, Chem, Eco, Geog, Geology, Math, Physics, Physiology, Statistics, Zoology	369	56	3	428	286	34	7	327	196	201	176	200				
		B.A. (General)	258	24	1	283	72	2	0	74	87	34	63	24				
		B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology	258	24	1	283	72	2	0	74	87	34	63	24				
		B.A. (General)	107	58	7	172	295	45	5	345	84	110	37	59				
		B.Sc. Gen (Pure Science.)	152	22	2	176	35	11	5	51	59	15	21	9				
		B.Com (Hons)	27	3	0	30	57	2	0	59	24	36	17	31				
		B.Sc. Gen (Bio Sc)	51	10	0	61	52	7	0	59	16	10	9	3				
		B.A. (Hons) Beng, Eco, Eng, His, Phil, Pol. Sc., Sanskrit	156	37	3	196	384	43	3	430	80	219	59	183				
		16.	Durgapur Govt. College P.O. Durgapur, Pin- 713214	B.Sc.(Hons) Chem, Geology, Math, Physics	189	17	1	207	44	3	0	47	99	18	78	9		
B.Com(Gen)	921			127	0	104	218	30	4	252	500	72	315	48				
M.Sc.(Geology)	25			0	0	25	2	0	0	2								
B.A. (Hons) Beng, Eng, Hin, His, Phil, Pol. Sc., Sanskrit, Sociology	69			12	12	93	325	22	13	360	53	247	50	245				
B.Sc.(Hons)Bot, Chem, Eco, Geog, Geology, Math, Physics, Physiology, Statistics, Zoology	369			56	3	428	286	34	7	327	196	201	176	200				
B.A. (General)	258			24	1	283	72	2	0	74	87	34	63	24				
B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology	258			24	1	283	72	2	0	74	87	34	63	24				
B.A. (General)	107			58	7	172	295	45	5	345	84	110	37	59				
B.Sc. Gen (Pure Science.)	152			22	2	176	35	11	5	51	59	15	21	9				
B.Com (Hons)	27			3	0	30	57	2	0	59	24	36	17	31				
B.Sc. Gen (Bio Sc)	51			10	0	61	52	7	0	59	16	10	9	3				
B.A. (Hons) Beng, Eco, Eng, His, Phil, Pol. Sc., Sanskrit	156			37	3	196	384	43	3	430	80	219	59	183				
17.	Presidency College 86 / 1, College St. Pin- 700073			B.Sc.(Hons) Chem, Geology, Math, Physics	189	17	1	207	44	3	0	47	99	18	78	9		
		B.Com(Gen)	921	127	0	104	218	30	4	252	500	72	315	48				
		M.Sc.(Geology)	25	0	0	25	2	0	0	2								
		B.A. (Hons) Beng, Eng, Hin, His, Phil, Pol. Sc., Sanskrit, Sociology	69	12	12	93	325	22	13	360	53	247	50	245				
		B.Sc.(Hons)Bot, Chem, Eco, Geog, Geology, Math, Physics, Physiology, Statistics, Zoology	369	56	3	428	286	34	7	327	196	201	176	200				
		B.A. (General)	258	24	1	283	72	2	0	74	87	34	63	24				
		B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology	258	24	1	283	72	2	0	74	87	34	63	24				
		B.A. (General)	107	58	7	172	295	45	5	345	84	110	37	59				
		B.Sc. Gen (Pure Science.)	152	22	2	176	35	11	5	51	59	15	21	9				
		B.Com (Hons)	27	3	0	30	57	2	0	59	24	36	17	31				
		B.Sc. Gen (Bio Sc)	51	10	0	61	52	7	0	59	16	10	9	3				
		B.A. (Hons) Beng, Eco, Eng, His, Phil, Pol. Sc., Sanskrit	156	37	3	196	384	43	3	430	80	219	59	183				
		17.	Presidency College 86 / 1, College St. Pin- 700073	B.Sc.(Hons) Chem, Geology, Math, Physics	189	17	1	207	44	3	0	47	99	18	78	9		
B.Com(Gen)	921			127	0	104	218	30	4	252	500	72	315	48				
M.Sc.(Geology)	25			0	0	25	2	0	0	2								
B.A. (Hons) Beng, Eng, Hin, His, Phil, Pol. Sc., Sanskrit, Sociology	69			12	12	93	325	22	13	360	53	247	50	245				
B.Sc.(Hons)Bot, Chem, Eco, Geog, Geology, Math, Physics, Physiology, Statistics, Zoology	369			56	3	428	286	34	7	327	196	201	176	200				
B.A. (General)	258			24	1	283	72	2	0	74	87	34	63	24				
B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology	258			24	1	283	72	2	0	74	87	34	63	24				
B.A. (General)	107			58	7	172	295	45	5	345	84	110	37	59				
B.Sc. Gen (Pure Science.)	152			22	2	176	35	11	5	51	59	15	21	9				
B.Com (Hons)	27			3	0	30	57	2	0	59	24	36	17	31				
B.Sc. Gen (Bio Sc)	51			10	0	61	52	7	0	59	16	10	9	3				
B.A. (Hons) Beng, Eco, Eng, His, Phil, Pol. Sc., Sanskrit	156			37	3	196	384	43	3	430	80	219	59	183				
17.	Presidency College 86 / 1, College St. Pin- 700073			B.Sc.(Hons) Chem, Geology, Math, Physics	189	17	1	207	44	3	0	47	99	18	78	9		
		B.Com(Gen)	921	127	0	104	218	30	4	252	500	72	315	48				
		M.Sc.(Geology)	25	0	0	25	2	0	0	2								
		B.A. (Hons) Beng, Eng, Hin, His, Phil, Pol. Sc., Sanskrit, Sociology	69	12	12	93	325	22	13	360	53	247	50	245				
		B.Sc.(Hons)Bot, Chem, Eco, Geog, Geology, Math, Physics, Physiology, Statistics, Zoology	369	56	3	428	286	34	7	327	196	201	176	200				
		B.A. (General)	258	24	1	283	72	2	0	74	87	34	63	24				
		B.Sc.(Hons) Chem, Eco, Math, Phy, Statistics, Zoology	258	24	1	283	72	2	0	74	87	34	63	24				
		B.A. (General)	107	58	7	172	295	45	5	345	84	110	37	59				
		B.Sc. Gen (Pure Science.)	152	22	2	176	35	11	5	51	59	15	21	9				
		B.Com (Hons)	27	3	0	30	57	2	0	59	24	36	17	31				
		B.Sc. Gen (Bio Sc)	51	10	0	61	52	7	0	59	16	10	9	3				
		B.A. (Hons) Beng, Eco, Eng, His, Phil, Pol. Sc., Sanskrit	156	37	3	196	384	43	3	430	80	219	59	183				

Sl. No.	Institution Name	N.A.	N.A.										N.A.	N.A.	N.A.			
			N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.						
29.	Govt. College of Art & Craft (1951) 28, Jawaharlal Nehru Rd, Pin- 700016																	
30.	College of Ceramic Technology (1941)	116	11	0	127	5	0	0	5	115	3	115	3	16	2	18		
			28	10	38	2	0	0	2	38	2	38	2					
31.	College of Leather Technology(1919)	29	8	0	37	3	1	0	4	0	0	0	0	2	0	2		
			22	7	30	2	0	1	3	77	77	0	0					
32.	College of Textile Technology (1927)	92	9	0	101	14	1	0	15	100	11	100	10	16	0	18		
33.	College of Textile Technology (1908)	105	7	0	112	0	0	0	0	109	0	109	0	N.A.	N.A.	N.A.	NA	NA
			10	0	10	2	0	0	2	9	0	6	0					
34.	Institute of Jute Technology	33	0	0	33	5	0	0	5	N.A.	N.A.	N.A.	N.A.	14	0	14		
			40	6	46	5	1	0	6	16	3	16	3					
35.	Jalpaiguri Govt. Engineering College	152	15	0	167	18	2	0	20	131	16	131	16	37	0	37		
		28	10	38	1	1	0	2	230	3	230	2						
		171	42	213	11	2	0	13	182	18	182	18						
		26	11	37	3	0	0	3	N.A.	N.A.	N.A.	N.A.						
		196	53	249	1	0	0	1	N.A.	N.A.	N.A.	N.A.						
		136	45	184	19	6	1	26	147	24	145	24						
		157	47	207	5	6	0	11	192	4	192	4						
36.	Kalyani Govt. Engineering College	30	8	0	38	1	1	0	2	N.A.	N.A.	N.A.	N.A.					
		154	50	204	0	0	0	0	169	0	168	0						
		70	16	89	22	3	1	26	26	4	26	4						
		68	17	92	15	1	1	17	29	1	29	1						
		8	0	8	0	0	0	0	2	1	2	1						
		134	18	154	12	6	3	21	32	0	32	0						
		13	0	13	0	0	0	0	4	0	4	0						
		170	39	216	34	5	1	40	57	2	57	2						
		6	0	6	0	0	0	0	1	0	1	0						
		141	26	174	14	1	1	16	31	0	31	0						
		40	9	49	1	1	0	2	N.A.	N.A.	N.A.	N.A.						
		273	70	364	7	0	5	12	90	2	89	1						
		11	0	11	0	0	0	0	7	0	5	0						
90	17	107	10	3	0	13	30	0	30	0								
7	0	7	0	0	0	0	5	0	5	0								
36	0	36	0	0	0	0	2	0	2	0								
20	0	20	0	0	0	0	N.A.	N.A.	N.A.	N.A.								
37.	Regional engineering College, Durgapur												106	5	NA			

Gist of the suggestions made during the discussion with the Teachers' Council of Govt. Colleges affiliated to Calcutta and Kalyani University held on 20.1.2000 at Bikash Bhavan Conference Room.

After a thorough discussion regarding the measures required to be taken to ensure the accountability of teachers and to ensure high academic standards in Govt. Colleges following points emerged :

1. A section of the teachers are not serious – recalcitrant (10% - 15%).
2. Head of the institute can easily identify the recalcitrant teachers.
3. Signing attendance register is not enough.
4. Actual state of affairs is not so bad as ventilated by the media.
5. Most Govt. college teachers do not indulge in private tuition.
6. In good no. of classes students do not attend
7. Principal, Head of the Deptt. should monitor attendance of students and teachers.
8. Assessment by students regarding performance of teachers is good.
9. Joint Entrance exodus is menacing.
10. Minimum infrastructure – class room, furniture, canteen needed to improve academic atmosphere.
11. Head of the Deptt. should be appointed through office order and with remuneration.
12. Recalcitrant teachers may be punished and this is to be reflected in Career Advancement proposal.
13. A dairy is maintained by the teachers.
14. Tutorial classes are held regularly in most Colleges.
15. Modernisation of library – Computerisation.
16. Governing Body should be strengthened.
17. Post of Professors should be increased.

18. For Govt. Colleges initial advance increment should be introduced.
19. Optional transfer policy or at least zonewise transfer policy should be introduced.
20. Career Advancement scheme should be performance oriented.
21. India Today highlighting the position of Presidency College and other colleges. Copy to be collected.
22. Head of the Deptt. should monitor everyday the works of the teacher concerned through self appraisal report. Head of the Deptt. may be the seniormost teacher or by rotation.
23. One off day is necessary for preparation for taking classes.
24. Vacant posts should be filled up immediately, specially in colleges like Presidency College.
25. Financial power of Principal to be increased.
26. Vesting of financial and administrative authority to the Governing Body.
27. More P.G. courses should be introduced in colleges like Presidency etc.
28. Banipur – Infrastructure facility should be increased and to be made residential. A swimming pool is also necessary. 75% of the cost to be borne by the central Govt. Mess or Teachers' Hostel is necessary.
29. Accountability should not be linked with enhancement of pay.
30. Private tuition is not supported by any one.

Gist of the suggestions made during the discussion with the representatives of West Bengal Govt. College Teachers' Association held on 6.12.99 at Bikash Bhavan Conference Room.

After a thorough discussion regarding the measures required to be taken to ensure the accountability of teachers and to ensure high academic standards in Govt. Colleges following points emerged:

1. The Association is in favour of accountability. Admittedly, a few teachers are not serious in their work. Initially, no system of signing attendance register was there for University and College teachers. The Association is in favour of Self Appraisal Report in Govt. Colleges in place of signing attendance register." Govt. should issue clear instructions to check the above report regularly by Principals or any other responsible teacher.
2. Attendance of the students in colleges to be strictly checked, minimum percentage of attendance should be linked with result.
3. A separate service rules for Govt. college teachers should be framed.
4. Govt. college teachers have to attend administrative Deptt. and directorate frequently in course of their day to day functioning.
5. Too much interference of Govt. machinery hampers academic work.
6. A Governing Body of Govt. college is without any power.
7. Existing A.C.R. system is biased.
8. A section of Principals are also negligent.
9. Excess work load of Principals keeps them away from regular checking up of works of the teachers.
10. In Training colleges most of the Deptt. are one-man Deptt. During the practice teaching teachers are required to stay from 8 A.M. to 8 P.M. in most cases. Accountability part is thus taken care of.
11. Self Appraisal Report Book authenticated by the Govt. should be issued to each of the teachers. Weekly signature of the Head of the Deptt. and Principal should be made mandatory to ensure accountability. This system should also be extended to private colleges. Accountability should start from Principal.
12. One off day in a week for studies for the teachers.
13. 10% to 15% reluctant teacher may be identified and punished as per existing Govt. service rules. This will create good effect on the rest of the teachers.

14. Attendance of the teachers can be assessed on the from attendance of the students. This can be verified by the Head and the Principal occasionally. In 'C' zone colleges' attendance of teachers are loose due to want of accommodation of out-station teachers and poor transport system. Teachers' Council may play a vital role in identifying the teachers absenting.
15. Slackness in attendance and academic excellence started in 1970s due to social and political turmoil. This persisted even after overcoming political turmoil. Thus the students are compelled to take recourse for private tuition. Some teachers also are responsible.
16. Signing of attendance register has become sentimental issue for the Govt. college teachers. This hurts the ego of the college teachers.
17. Development of infrastructure in Govt. colleges is necessary for achieving overall academic efficiency. Self-Appraisal Report can reflect the situation prevailing in the college like absence of students, lack of facilities for holding classes etc.
18. College specific appointment not acceptable.
19. Academic standard – Teachers specialized in a particular subject should also be able to take classes in different subjects, which may not be related to his specialization in at least under graduate level.
20. Introduction of post-graduate classes in selected Govt. colleges should be encouraged.

Gist of the suggestions made during the discussion with the representatives of All Bengal State Govt. College Teachers' Association held on 6.12.99 at Bikash Bhavan Conference Room.

After a thorough discussion regarding the measures required to be taken to ensure the accountability of teachers and to ensure high academic standards in Govt. Colleges following points emerged :

1. Existing provisions of W.B.S.R. and other circulars issued from time to time by the Govt. regarding accountability of Govt. college teachers are sufficient. No further circular need be necessary.
2. Separate service rules necessary for Govt. college teachers.
3. Head of the Deptt. do not exist in proper form in colleges. Specific order with provision of allowance is necessary for strengthening the authority of Head of the Deptt.
4. Separate sitting arrangement for every teacher is not there in all the colleges. As a result most of the teacher have to perform; confidential work relating to examination etc. at his residence. Thus he is not able to attend college as per working hours (10 A.M. to 5 P.M.).
5. 5-days week for the teachers with full working day on Saturday is suggested.
6. Separate examination hall for holding examination is necessary to save working hours lost in holding examinations.
7. Centralized admission procedure with option from students and on merit basis may be considered.
8. Collegewise appointment with option and safeguard for those in service necessary.
9. Development of infrastructure including laboratory is the essential needs of the colleges.
10. Govt. college teachers are bound by rules restraining from participation in election etc.
11. To check exodus from Govt. college material incentive including weightage in leave rule etc. should be allowed.
12. In Govt. college outside Calcutta like Jhargram average teaching days comes to around 65 days.
13. Lack of regular monitoring system by Principal is noticed in most of the colleges.
14. Principals should stay at Head quarter in colleges outside Calcutta. About 30% post of teachers are vacant/

15. Inadequate facilities in laboratory including vacancies in the post of Laboratory Assistants. Filling of posts on contractual basis particularly in non/teaching posts may be considered.
16. Governing Bodies should be made powerful.
17. Monthly appraisal report with recommendation of Head and Principal linked with promotion, salary etc. may be considered to be an useful substitute for Attendance Register.
18. Administrative training for Principals and other administrative staff.

Gist of the suggestions made during the discussion with the Principals of Govt. Colleges affiliated to Calcutta and Kalyani University held on 29.11.99 at Bikash Bhavan Conference Room.

After a thorough discussion regarding the measures required to be taken to ensure the accountability of teachers and to ensure high academic standards in Govt. Colleges following points emerged :

- 1) Necessity for enforcement of discipline through keeping attendance of college teachers was admitted by all but the authority of taking action against the erring teachers should vest to the Principals to establish their authority was argued. Majority of the teachers are signing Attendance Register in Bethune, Presidency and a few colleges, it is reported.
- 2) Instead to insisting on strictness on 10-5 working hours, rational working hours in colleges with 4-5 hours daily teaching assignments on a five-day week with one-day for preparatory, research, academic and administrative works was the view expressed.
- 3) Creation of adequate infrastructural facilities including room space for proper sitting arrangement of teachers would improve the academic atmosphere in the colleges.
- 4) Self Appraisal system did not gain support as it would add to the accumulation of papers only.
- 5) Strict observance of writing C.A.R. annually as is followed in Presidency College where Deptt. Heads initiate C.A.R. is considered to be the best option. This would help establishing the authority of the Principals as administrative heads.
- 6) College teachers should be encouraged with some incentives to take up Small Research Projects so that they remain updated in their subjects. This will also induce them to remain in the college beyond and outside assigned classes.
- 7) Stipulation of 60% attendance in classes to pass in 1st year B.Sc. class has been made compulsory in Bethune College to check Joint Entrance exodus. In case of failure to get through as stated above, one would have to undergo to new admission procedure. This may be followed as a model in all colleges.
- 8) Permission for M.Phil and Ph.D. may be given by the college authorities themselves as a decentralisation measure and it would help in establishing authority of the Principals over the teachers.
- 9) Due to the system of transfer in Govt. colleges, good teachers often opt for private colleges. College specific appointments may also be adopted in Govt. colleges with some safeguard for those teachers who need transfer on rational ground in case of old recruits.

- 10) Mixed reaction was received regarding Part/time appointments. Some observed that part/time assignment in reputed colleges only help the teachers to get more private tuitions, while others insisted on filling up part/time posts.
- 11) All argued in favour of raising tuition fees in all colleges with definite scholarship schemes for the poor and SC, ST, OBC and others who cannot afford.
- 12) Refresher course for the teachers to keep them abreast with latest information in their respective fields, came as a suggestion.
- 13) Keeping two appointing agencies, P.S.C. and College Service Commission may not be necessary once the transfer policy is made rational.
- 14) Performance of the students in University exams. may be taken to be the criterion for judging the standard of the institution was argued by a few colleges. But mufasil colleges like Barasat which do not have any option but to enroll mediocre students did not contribute to this idea.
- 15) It was suggested that sense of national pride and dedication towards nation building should be instilled in students for which a committee comprising students and teachers may be constituted.
- 16) All accepted that the practice of private tuition at all level is a menace to the society. This can be removed through the active involvement of the teachers in the process of improvement of academic atmosphere in Govt. Colleges.

Gist of the suggestions made during the discussion with the representatives of Students' Union of Govt. colleges affiliated to Calcutta and Kalyani University held on 21st January, 2000 at Bikash Bhavan, Conference room; of Higher Education Deptt.

After a thorough discussion regarding the measures required to be taken to ensure the accountability of teachers and to ensure high academic standards in Govt. Colleges following points emerged :

- 1) Inadequate fulltime teachers. Vacancy should be filled up with full-time teachers immediately. Part time teachers not attending regularly. They leave the college any time.
- 2) Access to computer.
- 3) Enhancement of fees and collection of donation supported by all.
- 4) Private tuition rampant in Govt. colleges. Tutorial classes necessary.
- 5) Libraries are not modernized. Seminars do not held regularly or not well attended.
- 6) Teacher-in-charge is not attending regularly in Goenka College.
- 7) No resident teachers are therein Krishnagar Govt. College. Classes are started as per train time. Teachers make the class routine according to their convenient time. Some teachers are interested in extra work of Netaji Open University. Private tuition is rampant.
- 8) Teachers keep library books with them in Krishnagar Govt. College. Proper cataloging is not there.
- 9) Updating and modernization of syllabus and career counseling is necessary.
- 10) Moulana Azad College – Mismanaged Library, practical classes are suspended for construction of class room. Good number of the post of teachers are vacant.
- 11) Modernized and updated syllabus with access to computer and internet.

A brief note on discussions held with Principal, Teachers, representatives of non-teaching staff and Students' Union at the time of visit to Presidency College on 15.2.2000 at 1 P.M.

Signing of attendance register was not a routine work before the issue of the relevant G.O. At present only a few teachers are signing the attendance register, precisely a few head of the departments. Rest of the teachers are submitting weekly appraisal report to the Principal without any authentication from anybody.

1. Tutorial classes are conducted in Humanities Deptts, particularly during the slack season.
2. Heads of the Departments are exercising their authorities properly.
3. Class tests are conducted but no wattage is given for this.
4. On an average, one teacher takes 22 to 25 classes per week departmentwise particularly in Science.
5. It is suggested that during the slack season teachers can involve themselves in administrative works like checking of percentage of students, monitoring of the performance of the students through contact classes.
In this regard advisory system may be introduced where one teacher may take Charge of 3 to 4 students and home assignments may also be given to them.
6. Teachers have been provided with individual cubicles particularly in Science Deptt
7. Academic calendars are issued to the students giving syllabus to be covered by teachers but there is no systematic monitoring for this. Head of the Deptt. may be entrusted with this monitoring responsibility.
8. Principal is in favour of college specific appointment of teachers with some safeguards for specialised teachers. Due to enforcement of transfer system, most of the good and dedicated teachers have been transferred. As a result the performance of the college has gone down.
9. Existing A.C.R. system may be replaced by performance linked one.
10. For running the Post-graduate courses, vacant posts need be filled up and some more posts need be created.
11. There is scope for rationalisation of posts considering the work load in different departments depending of students strength.
12. Normally, examinations are held during the vacation period and as such academic calendar is not disturbed.
13. Campus recruitments in physics and economics are held in order to cut down the slack season gap between the practical examination and theoretical examination in science subjects may be squeezed.
14. Thin attendance of students is observed in respect of 3rd year classes.

A brief note on discussions held with Principal and teachers at the time of visit to Haldia Govt. College on 2.5.2000.

1. Academic calendar not available.
2. Need based posting of part-time teachers irrespective of the vacancy in any department.
3. Curriculum updating of different subjects/courses regularly.
4. Instead of conventional subjects, two/three subjects may be clubbed in a group and teaching should be oriented accordingly.
5. Existing transfer policy is not being implemented by the Govt.
6. Inadequate accommodation facility for the teachers (staff quarter). The problem is acute in 'C' zone colleges and other infrastructural facilities are also lacking..
7. Results depend on the quality of the students.
8. Disparity between Bidhannagar Govt. College and Haldia/Jhargram Govt. College. Inadequate staff strength.
9. Inspection on regular basis by D.P.I. office is necessary.
10. For conducting research, individual teacher should take initiative, it should not be at the cost of the teaching load. Workload may be reduced for the research scholar.
11. No infrastructure for physical education. Private gymnasium may be tagged with Govt. Colleges, where available.
12. College should publish Annual Report every year.
13. Signing of Attendance Register as a mark of record along with appraisal report.

**A brief note on discussions held with Principal and teachers at the time of
visit to Darjeeling Govt. College on 17.5.2000.**

1. Special composition of the students.
2. Academic sessions vary in degrees.
3. Academic calendar does not exist.
4. August-September - New classes start.
5. During H.S. Examination period, pass course classes are suspended.
6. H.S. to be wound up. Committee may recommend suitably.
7. College specific recruitment may not solve the problem. Because the teachers recruited for Darjeeling College or specific area may opt for leaving the college according to the clause of the appointment letter. Govt. may transfer any teacher to any place.
8. A good no. of posts are unfilled.
9. Equitable transfer policy.
10. Re-distribution of posts.
11. Acute admission problem. No. of students much more.
12. In case of transfer, first move from the Hills to be maintained.
13. Admission should be restricted.
14. North Bengal University takes undue long time for publishing results.
15. Examiners are appointed arbitrarily. Equal opportunity for all teachers for being appointed as examiners, paper setters are also appointed similarly.
16. For pass students, large section of the students may be transferred to distance education to be run by the college. Distance Education facilities now existing should be augmented and made attractive.
17. In case of transfer in the G.O. itself, the date by which the transferred teacher should join must be mentioned. Failing, the salary of the transferred teachers should be stopped.
18. One teacher departments suffer when the teacher goes on leave.
19. No. of holidays may be reduced.
20. Contract appointment should not be encouraged for Calcutta ('A' zone colleges). In that case colleges like Darjeeling/Cooch Behar shall suffer. Because movement from those college to 'D' zone colleges would be affected.

A brief note on discussions held with Principal, Teachers, representatives of non-teaching staff and Students' Union at the time of visit to Hooghly Mohsin College on 26.4.2000.

General Education

1. Students opine that teachers should sign attendance registers. Some teachers are not attending classes regularly.
2. Most of the teachers are engaged in private tuition.
3. Students support principle of enhancement of fee to feel their responsibility.
4. One ladies hostel is necessary.
5. Modernisation of education, introduction of new subjects, statistics, B.B.A, B.C.A.
6. Updating of syllabus in science subjects like Botany, Zoology etc. Physiology syllabus is updated.
7. Computer for students with internet connection is a demand.

Law Education

1. Intake – 80 students.
2. For recognition by bar council, a separate college with full time teachers is mandatory.
3. 50 – 60% allotted classes held.
4. 25% teachers are of below average quality.
5. 75% teachers are regular.
6. Syllabus being modernised.

Teachers

1. Sanctioned posts – 116 (29 vacant).
2. Principal/Head of the Deptt. can ensure accountability.
3. For a teacher no. of classes/working days/class days depends how the institution can afford facility etc. for giving engagement to the teacher.
4. In slack session – 4 days a week and normal time five days a week classes.
5. Attendance of the students erratic. They leave after certain period.
6. Whether teachers should come regularly irrespective of the attendance of the students or the reverse.
7. Students' evaluation is necessary.
8. For research work at least one year special leave should be allowed.
9. Much time is consumed in commuting, preparing for classes, evaluation of answerscripts etc.
10. Much time is consumed in different examination and admission spread over a sizeable period over the year.
11. During slack session, teachers are recommended to allow University for research work etc.
12. Head of the Deptt. to; be make functional and approved with power and formally appointed with Headship allowance.
13. Self appraisal report and diary to be supplied by the Govt.
14. Transfer – rational policy. P.G. teachers not to be transferred in view of the experience of the teacher concerned. It affects academic acumen.
15. All existing rules, regulations application for the teachers should strictly be implemented.
16. Classes allotted and taken/examination duty assigned and performed should be mentioned in the appraisal report.

A brief note on discussions held with Principal, Teachers, representatives of non-teaching staff and Students' Union at the time of visit to Lady Brabourne College on 25.2.2000 at 12 noon.

- 1) Signing of Attendance Register has not been in practice.
- 2) Monthly performance record in Register is maintained in most of the Departments.
- 3) At present 23 teachers are signing Attendance Register out of 79.
- 4) Average working days 193 in a calendar year. Total class – Theoretical 295, Practical 128 in Science. In Arts 280.
- 5) Normal classes are not disturbed during examinations for having separate halls.
- 6) Governing Body does not exist.
- 7) Time frame vis-à-vis syllabus not rational, this encourages private tuitions. Private tutors are attached to examination system. Erring teachers should be severely punished.
- 8) Syllabus need be rationalised and revised.
- 9) Sense of accountability need grow in teachers. Erring teachers may be identified by Head of the Deptt. and the Principal.
- 10) Teachers should not be compelled to stay in the college uniformly.
- 11) Students give solved papers for evaluation to the teachers during vacation also, if necessary.
- 12) Students' assessment is an effective tool for evaluation of the performance of the teachers.
- 13) Head of the Deptt. should be appointed/earmarked through Govt. Order to make the post effective. Head of the Deptt. should be properly empowered.
- 14) Teachers' Council – Different committees are very active. Committees share administrative responsibility.
- 15) Performance of the P.W.D. in maintenance work is not at all satisfactory.
- 16) Administrative staff are not discharging their duties properly.
- 17) Rationalisation of the posts departmentwise. Vacant posts are not filled up for a long time.
- 18) Total stay of the teachers in college should include all works – academics, administrative, research and others.
- 19) Too many formalities have to be discharge in service matters. This should be regulated by issue of separate service rules.
- 20) Individual sitting arrangement does not exist for the teachers. Confidential works is generally done at home.
- 21) Special relaxation arrangement for administrative post holder teachers like hostel Superintendent.
- 22) Monthly tests conducted for every subjects regularly.

A brief note on discussions held with Principal, Teachers, representatives of non-teaching staff and Students' Union at the time of visit to Bethune College on 17.2.2000 at 1 P.M.

1. Attendance Register exists in some departments not more than three.
2. Academic calendar for teachers and students including one administrative calendar are prepared every year.
3. 80% of the teachers are sincere. 20% late attendance observed.
4. Head of the Department effective. Principal can exercise her authority effectively.
5. Proper empowerment of the Head of the Deptt. to monitor the performance of the teachers.
6. Appointment of Head of the Deptt. by rotation and seniority basis.
7. Evaluation of the performance of the teachers by the students may be one of the parameter by the outgoing students without disclosing their identity.
8. Tutorial classes held during slag session.
9. More effective monitoring by the Principal is necessary.
10. Decentralisation of administrative authority in the college is recommended.
11. Facilities to be extended to those teachers who would be engaged in research work.
12. Introduction of semester system may solve the problem of slack and working session or autonomy of the college.
13. Restructuring of question in examination may check private tuition and private coaching classes. Question bank may be opened.
14. No. of days spent in examination may be squeezed.
15. Filling up of the vacant posts.
16. Sometimes students keep away from classes in general. It is due to private tuitions.
17. Teachers indulging in private tuition should not be engaged as moderators, question setters or examiners.
18. Tuition fees should be raised.
19. One off day for preparation of lesson.
20. Separate leave rule and service rule for the teachers.
21. During examination classes are not suspended.
22. Common merit list for Govt. colleges to admission to B.A./B.Sc.

**A brief note on discussions held with Principal and teachers at the time of visit to
A.B.N.Sil College, Cooch Behar on 24.5.2000.**

1. Academic calendar exists.
2. Attendance Register for teachers is not maintained. Self Appraisal Report are erratically submitted. No other tool is available to monitor the performance of the teachers.
3. University publishes results in 6-8 months time.
4. Governing Body has been constituted as per the revised guidelines.
5. H.S. courses in morning and day shift. Total students 150+150. Science shift is not generally filled up. H.S. should be wound up immediately.
6. During examination, classes are disturbed due to non-availability of adequate space. However, honours classes are not disturbed.
7. Admission is strictly regulated as per the seats available both in honours and pass course.
8. Part-time teachers are not generally regular. This affects academic calendar.
9. Two teachers are engaged in research project.
10. Some dying posts (e.g. Demonstrator) may be converted to posts like Store/keeper. Instead of departmental stores, central store may be made.
11. Equitable transfer policy. In case of transfer from North Bengal, the substitute coming from A/B zone should be compelled to move, it should be incorporated in the transfer order that in case the incumbent does not move within the stipulated period, salary may be stopped. If necessary, concerned Principal may be consulted beforehand.
12. Holiday should be reduced and working days should be increased.
13. In busy season teachers attend college 4-5 days and in slack season 2 days.
14. Students' evaluation by final year students may be adopted.
15. Proposal for P.G. courses in Bengali and Sanskrit.
16. Introduction of new courses – Computer Science, Geography. Instead of Geography, course should be earth Science.
17. All posts for new subjects should be made self-financing.
18. Post of a Vice-Principal and Bursar may be considered. One of the Professor may be assigned additional responsibility with additional remuneration. Post of Audit & Accounts Officer. For morning shift separate Officer/in/charge or Principal.
19. Acting Principal should be the proper designation of the officer-in-charge In-charge of the college for more than one year.
20. Uniform staff pattern for all Govt. College.
21. Hostel management – uniform pattern. Hostel Supervisor with increased remuneration.

A brief note on discussions held with Principal, Teachers, representatives of non-teaching staff and Students' Union at the time of visit to Goenka College of Commerce and Business Administration on 25.2.2000.

1. Classes are disturbed due to university examinations for want of hall and teachers. In gaps classes are held.
2. Posts of teachers are vacant nearly 30%.
3. No separate record of classes assigned and classes taken is kept. Classes taken can be verified from attendance register of students.
4. Monthly or periodical assessment of coverage of syllabus is not done.
5. Maximum no. of classes per day 3-4 classes.
6. After classes, most teachers interact with students.
7. College specific appointment recommended.
8. Average stay of a teacher in college is at least four hours daily.
9. One day preparatory time should be allowed.
10. Monthly tests are not held regularly.
11. Separate service rules for teachers recommended.
12. Flexibility to individual teachers for academic upliftment.
13. Annual examinations are taken in vacation in most cases.
14. P.G. Degree in Goenka College may be introduced.
15. Governing Body may be made more authoritative.
16. Head of the Deptt. not specified. He should be empowered with some allowance.
17. Co-curricular activities absent. Computer centre not functioning.
18. Syllabus needs revision and updating.
19. Instead of the degree of B.Com., B.B.A. degree may be awarded.
20. Restructuring of B.Com. course.
21. A office staff is deputed with Attendance Register of the students. Concerned teacher has to take with Attendance Register from the staff for marking. Thereafter he sends back the register to the principal for monitoring.
22. Vice-Principal post necessary for administrative work..
23. Attendance Register not signed. Self-appraisal report not submitted by all.

A brief not on discussions held with Principal and teachers at the time of visit to David Hare Training College, Calcutta on 17.4.2000.

1. Performance monitoring – through personal contact.
2. Teachers are not signing Attendance Registers.
3. Inter discipline transfer not in practice (General Degree College to Training College or vice versa).
4. Self Appraisal Reports not regularly received from all teachers but this the only tool for performance monitoring. Periodical review by Principal is necessary.
5. A.C.Rs are not in force.
6. Trainees come from Govt. College as well as non-Govt. Colleges. Intake – 240 (Fresher-120, Deputed-120) Fresher are not admitted against deputed vacancy in this college.
7. Practice teaching classes are held regularly.
8. Hostel facility for 100 students available.
9. Result is not 100% success.
10. Sessions with school do not tally as a result practice teaching suffers.
11. Quality of fresher better.
12. More stress on theory rather than on applied side. Syllabus need revision.
13. No system of performance monitoring of the trainees after training on regular basis.
14. Co-ordination between school education and higher education need be strengthened.
15. Orientation/Refresher courses are required.
16. Advance studies to play co-ordinating role.
17. NCERT play co-ordinating role primarily for primary education, academic side only. But the role is not very effective.
18. Content enrichment necessary.
19. More freedom i.e. autonomy for module development for David Hare Training College.
20. Information technology based curriculum designing – self-financing basis – should be worked out.
21. Diversification of B. Ed. education. Teachers should be made available adequate scope for utilisation of their background.
22. Refresher courses for Higher Secondary teachers proposal submitted to Govt. with no financial liability of the Govt. The proposals should be cleared.

A brief note on discussions held with Principal and teachers at the time of visit to Jhargram Raj College, Midnapore on 5.5.2000.

1. Uniform development of all Govt. Colleges is necessary. Jhargram Raj College is having a very good infrastructure. Meritorious students may be attracted in new courses existing/to be opened in a residential campus.
2. Central admission process for all Govt. colleges with proper advertisement in the media. A prospectus giving details of facilities available including teachers may be published by the Govt.
3. Local educationist, retired local teachers may be put In-charge of the hostel on contract basis.
4. Outside students 25% to 30%. Rest are local students.
5. 20% to 25% tribal students are the students of the college.
6. 13 departments. Shortage of staff.
7. Library should be made more systematic.
8. Regular tutorial classes may be organised during slack session. But students hesitate to attend due to lack of reliance of the students on teachers.
9. Classes start from 10.20 A.M. and continue upto 4.45 P.M.
10. Unmanageable number of students get admitted every year. No minimum standard for eligibility may be fixed up due to local pressure.
11. Lack of updating of syllabus. It needs to be modernized by the University. Board of Study and other bodies are not taking care of the above situation.
12. A form to be devised for incorporating the number of classes held daywise and the reasons for non-holding of classes.
13. Rational transfer policy.
14. Minimum marks for admission to be strictly maintained. Com0partmental students and students with poor records should be allowed other avenues for higher education.
15. Monthly appraisal report is prepared in the college.
16. 25 hours per week may be sufficient in the classes.
17. Some more facilities to the distance zone colleges who are engaged in research activities.
18. D.P.I., should meet the Principals periodically. Principals should constitute a committee and Govt. should react periodically.
19. Head of the Department to be made functional.
20. Academic calendar to be prepared and maintained.

A brief note on discussions held with Principal, Teachers, representatives of non-teaching staff and Students' Union at the time of visit to Krishnagar Govt. College on 7.3.2000.

Only the situation in Govt. Colleges is deteriorating is not a fact. On the contrary Govt. Colleges are better managed than most of the sponsored colleges.
Admission in all deptts. are kept open almost throughout the year. Even in 2nd year inter departmental transfer in honours classes are entertained.

During the current year all on a sudden intake in almost all the deptt. including science have been almost doubled.

Academic calendar has not been prepared by the college. It is argued that Govt. approval has not been received for this.

There is no record of classes taken in respect of any deptt. in any form.

Political Science pass course enrolment is about 400. Not all of them attending -- not more than 40% attending classes.

Training of academic administrators are necessary.

Infrastructure including one building deteriorating.

Thin attendance in monthly tests.

Regarding college administration, Principal has to yield before political pressure.

Syllabus have not been revised since 1976.

No proposal has formally been received regarding declaring the college as autonomous college.

A good no. of teaching days are lost due to examinations.

Irrational transfer policy is held responsible for deteriorating academic atmosphere in the college.

10% teachers are local teachers.

Sanskrit Hons. – 50. Not more than 20 students attend regularly. Only one teacher is there and part-time teachers have also been engaged..

Syllabus is not completed in academic year.

Students normally do not stay in the college beyond 2 P.M.

Staff pattern in each of the subjects should be clearly spelt out.

No instrument in any laboratory has been added during last 20 years. Development grant is not uniformly distributed in the colleges in the State.

No attendance register is signed by any teacher. No self appraisal report is submitted by any teacher.

No formal head of the Deptt. exists.

Tuition fee should be raised in all classes.

Students admitted and transferred to other colleges remain in the roll strength of this college throughout the session.

Students complaint box should be introduced.

A brief note on discussions held with Principal, Teachers, and Representatives of non-teaching staff and Students' Union at the time of visit to Barasat Govt. College on 8.2.2000 at 11 A.M.

- 1) There are two shifts – Morning and Day in the college. In the morning shift students strength is around 1200 in different pass subjects. During day shift Hons. Courses in 13 subjects are taught.
- 2) Morning shift is run by part-time teachers only. Creation for post of regular teachers in morning shift should be considered.
- 3) At present Governing Body is not properly functioning. Though the college mitigated action for constitution of the Governing Body in terms of G.O. No. 304-Edn(A) dated 22nd May, 1995, but Govt. approval has not yet been received constituting the Governing Body of the college.
- 4) College library well maintained. But short of Group 'D' staff particularly in morning shift. Computerized Indexing of books has been taken up.
- 5) Proper utilisation of slack season (Mid-February to August) was discussed, but no inference could be drawn.
- 6) To make the Govt. colleges attractive promotion based on seniority as well as experience may be considered.
- 7) Empowerment of Head of the Deptt. is necessary.
- 8) Private tuition should be banned at least for the Paper-setter and examiners.
- 9) Incidents of skeleton attendance in classes are rampant.
- 10) Pattern of question should be changed to objective type.
- 11) Creation of post of Vice-Principal and Accounts Officer with supporting staff is necessary to look after the administrative work.
- 12) A separate office for morning shift may be set up.
- 13) Inadequate space in classroom of different science subjects and geography has been observed.
- 14) Maintenance of college building by PWD is very poor. Construction work for a new building is very slow causing enormous difficulties to the students.
- 15) Administrative Deptt. at Bikash Bhavan is to be responsive so that individual teachers need not attend the Higher Education Deptt. in connection with their service matters.
- 16) In the A.C.R. for the teachers, details on No. of classes taken including tutorial class, examination duties, evaluation of answerscripts and other works performed should be reflected.

A brief note on discussions held with teachers at the time of visit to Chandannagar College on 26.3.2000.

The teachers endorsed the view that –

1. Any work – academic and administrative in nature may be assigned to teachers on all working days.
2. One preparatory day per week is necessary even in busy season.
3. In case there is no class, work can be created by the teachers in the interest of the college.
4. Existing rules and regulations should be strictly implemented. These rules are sufficient to ensure accountability.
5. Poor infrastructure, dilapidated condition of the college building are the two main points – need attention.
6. If vacant posts are not filled up now, in next five years when about 50% teachers will retire, there will be a vacuum in most of the departments.
7. Exodus of science students for Joint Entrance Examination. Most classes are vacant, students do not attend classes.
8. Rational transfer policy is necessary.
9. Students evaluation as effective tools.
10. Introduction of innovative subjects in the colleges.
11. Post Graduate Education in French : University permitted but Govt. approval not received till date.
12. Post Graduate Departments functions in Calcutta University for French but not under Graduate course is there.
13. Most of the teachers are commuters and as such they cannot afford staying full time in the college.
14. Decentralization of authority to the Principal with administrative support.
15. No academic calendar exists. Regular system of monitoring lacking.
16. Every college should have a record of its performances.
17. Periodical seminar, class tests, annual examinations, test are held.
18. Three shifts. No teacher-in-charge in the morning shift.
19. Withdrawal of Higher Secondary classes necessary.
20. Discrimination in the allotment of development grant to different colleges. One L.D. staff for computerization.
21. Accountability of the Principal is also necessary.

**A brief note on discussions held with Principal and teachers at the time of visit to
Jalpaiguri Govt. Engineering College on 24.5.2000**

1. For filling up of vacant posts, P.S.C. panel should be kept with Govt. for a longer period.
2. Most of the teachers are residing in campus.
3. Stringent measures for ragging. 3 students have been expelled and 12 students have been fined.
4. Semester system introduced.
5. Teachers don't sign attendance register.
6. Classes 9.05 to 12.35/2.05 to 4.35.
7. Supporting staff in the Laboratory. There is no staff between teacher and Gr. 'D'.
8. 1st Monday of July – academic session starts. 24th December Annual Examination over. University examination over by 31st May every year. Result is published after three months.
9. Summer vacation may be reduced. Gap between last day of exam. And date of publication of result may be reduced.
10. New Branches 40 + 40 total 260 in five branches. 1040 in four years. Boys Hostel 550, Girls Hostel 51. Additional accommodation for 400 students need be made.
11. Fee for Rs.200/- per month. Govt. spends 2.5 Lac per students for making an engineer.
12. Most of the departments, No. of vacancies exists.
13. Self financing of courses is the call of the day.
14. The college is not running smoothly.
15. Gr. 'D' – 109, sanctioned teaching strength – 61.
16. Self assessment report-cum-diary to reflect the performance of the teachers.
17. All India level: G A T E 39/59.
18. Equipments not upto date standard. Practical classes suffer.
19. Computer is widely used by students.

A brief note on discussions held with Principal, Teachers, representatives of non-teaching staff and Students' Union at the time of visit to Maulana Azad College on 29.2.2000.

1. Before the issuance of the present circular on accountability of teachers performance of the students vis-à-vis the teachers were monitored through the report of the Students' Union and visit by the Principal.
2. It is reported, in Krishnagar Govt. College, most of the teachers attend College not more than two days a week. The teachers are also reported to indulge in manipulating the routine to suit their conveyance.
3. Present practice for monitoring is the submission of monthly appraisal reports.
4. Monthly test has been introduced for honours students.
5. Students' attendance vis-à-vis the no. of classes taken by the teachers are monitored by the Principal through a format delivered by the Principal.
6. No attendance register is maintained for teachers.
7. 70% students are from muslim community.
8. Seven languages are taught in the college. Except Hindi all subjects are honours subjects. A good no. post of teachers are vacant.
9. Poor attendance of the students in classes is due to private tuition.
10. Average working day is 120 in a calendar year.
11. It is observed by the teachers that an uniform standard of education irrespective of colleges is not possible.
12. In a calendar year, 115 days are holidays including vacation and 52 Sundays make 167 days for class days. Days lost in exam. have to be accounted for calculating days available for classes.
13. 180 college days possible – a circular to be issued by the Govt. No. of college days should be college specific, observed by some teachers.
14. Comprehensive routine could be prepared by the college keeping in mind of the 180 days target.
15. A declaration from the students regarding no. of classes he has to attend for qualifying for the exam. Should be taken in the admission form.
16. Upward revision for fee structure is suggested.
17. Existing system of enforcing accountability should be followed without introducing a new one.
18. Students' evaluation is not a wise method, observed by most of the teachers.
19. Reward for academic excellence and punishment for erring teacher suggested.
20. Rational transfer policy, not college specific appointment will improve the situation.
21. Separate service rule for college teachers to check harassment.
22. Uniform education system in all Govt. and non-Govt. College need be introduced.
23. Academic calendar should be introduced and strictly followed with periodical monitoring.

District wise - distribution of College.

Sl. No.	Name of the Districts	No. of general degree colleges
1.	Kolkata	66
2.	24-Parganas(N)	37
3.	24-Parganas(S)	28
4.	Howrah	16
5.	Hooghly	24
6.	Nadia	14
7.	Murshidabad	18
8.	Midnapore	32
9.	Burdwan	24
10.	Darjeeling	15
11.	Jalpaiguri	12
12.	Cooch Behar	9
13.	Birbhum	11
14.	Bankura	14
15.	Purulia	11
16.	Malda	8
17.	South Dinajpur	4
18.	North Dinajpur	6

ENCLOSURE - XA

SPECIMEN FOR DAILY ATTENDANCE REGISTER FOR TEACHERS, For the Month of

Sl No.	Name	Signature (with time)	1 st .	2 nd .	3 rd .	4 th .	5 th .	6 th .	7 th .	8 th .	Remarks
1		Arrival									
		Departure									
2		Arrival									
		Departure									
3		Arrival									
		Departure									
4		Arrival									
		Departure									
5		Arrival									
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		Departure									
19		Arrival									
		Departure									
20		Arrival									
		Departure									

DAILY PERFORMANCE RECORD OF TEACHERS

Name of the teacher:

Department:

Date	Number of classes allotted		Number of classes taken		Mention specifically the time devoted to any other academic / administrative activity and duration thereof. (Both in the college or outside college premises)
	Theo.	Prac.	Theo.	Prac.	

Government of West Bengal

ACADEMIC CALENDAR

FOR
STUDENTS



BETHUNE COLLEGE

181, BIDHAN SARANI
CALCUTTA - 700 006

2000

ENCLOSURE XII

List of Holidays -- 2000

Date	Events
1 st Jan. (Saturday)	New Year's Day
9 th Jan. (Sunday)	Id- Ul- Fiter
23 rd Jan. (Sunday)	Netaji's Birth Day
to	University Foundation Day
26 th Jan. (Wednesday)	Maghotsav, Republic Day
10 th Feb. (Thursday) to	Basant Panchami
11 th Feb. (Friday)	
4 th Mar (Saturday)	Sivaratri
17 th Mar. (Friday)	Id - Ud - Zoha
20 th Mar. (Monday) to	Doljatra
21 st Mar. (Tuesday)	
13 th Apr. (Thursday)	Chaitra Sankranti
14 th Apr. (Friday)	Bengali New Year's Day
16 th Apr. (Sunday)	Muharrum
21 st Apr. (Friday)	Good Friday
22 nd Apr. (Saturday)	Ester Saturday
1 st May (Monday)	May Day
8 th May (Monday) to	Summer Vacation including
20 th June (Wednesday)	Fateha - Doaz - Daham
3 rd July (Monday)	Rathajatra
15 th Aug (Tuesday)	Independence Day
22 nd Aug (Tuesday)	Janmastami
27 th Sept (Wednesday)	Autumn Holidays including
to	Mahalaya, Gandhi Jayanti,
	Durgapuja, Lakshmi Puja,
	Kali Puja, Bhatridwitiya &
5 th Nov. (Sunday)	Jagaddharti Puja
11 th Nov. (Saturday)	Guru Nanak's Birth Day
22 nd Dec. (Friday)	Christmas Holiday including
to	holidays for College Annual
31 st Dec. (Sunday)	Sports

Filling of forms/Distribution of Admit Cards:

4.1.2000	Filling up of forms for H.S. Arts.
5.1.2000	Filling up of forms for H.S. Sc.
10.1.2000 to	Filling up of forms for Registration No.
14.1.2000	I st year Arts & Science
18.1.2000	Filling up of forms : Part II Arts
19.1.2000	Filling up of forms : Part II Science
16.2.2000 &	Filling up of forms : Part I Arts
17.2.2000	
18.2.2000 &	Filling up of forms for B.Sc. Part I candidates
21.2.2000	
6.3. to 11.3.2000	Filling up of forms for H.S. Registration
20.3. to 27.3.2000	Distribution of admit cards for H.S. Examination
12.4. to 17.4.2000	Distribution of admit cards for Part II Finals
2.5. to 6.5.2000	Distribution of admit cards for Part I Finals
27.8. to 2.9.2000	I – cards to be distributed to B.A./ B.Sc. students
28.8.2000	First Year classes begin
5.9. to 12.9.2000	I – cards to be submitted with photographs by B.A./ B.Sc. students.
6.11. to 10.11.2000	Submission of Rs. 10/- by 3 rd year B.A./ B.Sc. students for pre-printed forms.
20.11. to 24.11.2000	Submission of Rs. 10/- by 2 nd year B.A./ B.Sc. students for pre-printed forms.

* The dates of filling of forms, distribution of admit cards etc. are tentative. Exact dates will be announced on the notice boards.

Examinations/Results:

4.1.2000	Test: Part-I & Part-II begins.
17.1.2000	Results of Part-II Test
1.2.2000	Part-I Test Results
18.4.2000	Part-II Final Examination begins.
22.6.2000	Annual Exams begin
6.7.2000	Results of Annual Exams.
24.11.2000	Preparation leave- Class XII (Test)
10.12. to 13.12.2000	Practical Exams. Class XII Test.
18.12.2000	Results of Class XII Test.

Part-I Pass Practical (Test) begins:

14.1.2000	Zoology
14.1.2000	Botany
17.1.2000	Maths Gr.
18.1.2000	Maths & Chem. Gr.
19.1.2000	Chem. Gr.
20.1.2000	Chemistry (Phy & Math.) Time – 10 A.M. to 1P.M. (Bot & Zoo.) Time – 1.30 P.M. to 430 P.
21.1.2000	Psycho;ogy

Part- I Test Hons. Practical

14.1.2000 & 17.1.2000	Chemistry
20.1.2000 & 21.1.2000	Physics
21.1.2000	Botany

Part- II Test Hons. Practical

7.1. & 8.1. & 10.1. & 11.1.2000	Chemistry
10.1. & 12.1.2000	Botany
11.1. & 12.1.2000	Zoology
12.1. & 13.1.2000	Physics
Mid –Term Test for Pass subjects only	
27.1.2000	Chemistry, Eco.
28.1.2000	Math, Zoology, Botany, Psy.
29.1.2000	Physics
Time- 12 Noon to 3 P.M.	

Annual Examination- 2000 (Practicals)

27.4. & 28.4.2000	Hons. Practical
2.5. & 3.5.2000	1 st year Botany Class XI Botany
4.5. & 5.5.2000	Psychology Arts gr. Psychology Sc. gr.
2.5. & 3.5.2000	Chemistry 1 st year
4.5.2000	Chemistry Class XI
5.5.2000	Zoology Class XI

Weekly Tests	Class XI
10.1.2000	Biology & Sanskrit
17.1.2000	Chemistry & Pol. Sc.
31.1.2000	Physics & Philosophy
7.2.2000	Bengali A & B
6.3.2000	History
13.3.2000	Mathematics
27.3.2000	English A & B
3.4.2000	Chemistry & Pol. Sc.
10.4.2000	Psychology
17.4.2000	Physics & Philosophy
24.4.2000	Biology & Sanskrit

Weekly Tests	Class XII
14.8.2000	Bengali A & B
21.8.2000	History
28.8.2000	Mathematics
4.9.2000	English A & B
11.9.2000	Chemistry & Pol. Sc.
18.9.2000	Psychology
25.9.2000	Physics & Philosophy
13.11.2000	Biology & Sanskrit

Monthly Test 1 st Year and 2 nd year, 2000

10.1.2000	M. T. of I (H) Lab. and Non-Lab Subjects
7.2.2000	M. T. of I (H) Lab. and Non-Lab Subjects
13.3.2000	M. T. of I (H) Lab. and Non-Lab Subjects
3.4.2000	M. T. of I (H) Lab. and Non-Lab Subjects
14.8.2000	M. T. of II (H) Lab. and Non-Lab Subjects
4.9.2000	M. T. of II (H) Lab. and Non-Lab Subjects
13.11.2000	M. T. of II (H) Lab. and Non-Lab Subjects
4.12.2000	M. T. of I (H) & II (H) Lab. and Non-Lab Subjects

Seat Arrangements for I (H) & II (H)

Subject	Room
English	Seminar
Bengali	Seminar
Mathematics	Dept.
Economics	8
Philosophy	14
History	24
Pol. Science	18
Sanskrit	13
Physics	Dept.
Chemistry	"
Zoology	"
Botany	"

College Events:

26.1.2000	Flag Hoisting : Republic Day
23.2.2000	Stage Rehearsal for Annual Function
24.2.2000	Re-union
25.2.2000	Prize Distribution
4.7.2000	III Yr. Classes begin for non-lab. subjects *
4.7.2000	Regular classes start after Annual Exams.
13.7.2000	Banamahotsab (not a holiday)
12.8.2000	Bethune Day (not a holiday)
15.8.2000	Flag Hoisting : Independence Day
20.12.2000 &	Annual Sports
21.12.2000	

- Third year classes for lab. based subjects will start after Part I practical exams. are over. Students will be notified by their respective departments.
- College union activities will be notified from time to time.

Dates of paying Tuition fees:

9.1.2000	I st year Arts & Sc.	12 Noon to 2.30 P.M.
10.1.2000	I st year Arts & Sc.	"
11.1.2000	II nd year Arts & Sc.	"
12.1.2000	Last date for all classes	"
14.2.2000	I st year Arts & Sc.	"
15.2.2000	I st year Arts & Sc.	"
14.3.2000	I st year Arts & Sc.	"
15.3.2000	I st year Arts & Sc.	"
12.4.2000	I st year Arts & Sc.	"
13.4.2000	I st year Arts & Sc.	"
10.7.2000	II nd year Arts & Sc.	"
11.7.2000	II nd year Arts & Sc.	"
12.7.2000	III rd year Arts & Sc.	"
16.8.2000	II nd year Arts & Sc.	"
17.8.2000	II nd year Arts & Sc.	"
18.8.2000	III rd year Arts & Sc.	"
21.8.2000	Last date for all classes	"
11.9.2000	I st year Arts & Sc.	"
12.9.2000	II nd year Arts & Sc.	"
13.9.2000	III rd year Arts & Sc.	"
14.9.2000	Last date for all classes	"
13.11.2000	I st year Arts & Sc.	"
14.11.2000	II nd year Arts & Sc.	"
15.11.2000	III rd year Arts & Sc.	"
16.11.2000	Last date for all classes	"
11.12.2000	I st year Arts & Sc.	"
12.12.2000	II nd year Arts & Sc.	"
13.12.2000	III rd year Arts & Sc.	"
14.12.2000	Last date for all classes	"