

POLICY AND REGULATION ON RECRUITMENT AND RETENTION OF SCIENTISTS IN SCIENCE & TECHNOLOGY INSTITUTIONS IN INDIA

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ABSTRACT

Good number of papers have been written and presented in different platforms about what ails science in India. While some attribute to insufficient funding, others blame it on bureaucracy and Governmental control. In spite of setting up various National Institutions and Organizations for focused research and funding even at the cost of essentials to the needy, struggling under poverty, and introducing various incentive schemes, the cause of the ailment of science in the country is still to be diagnosed. Either in terms of producing patentable inventions, or publication of honest and genuine papers, we are far behind many other countries, like South Korea. While the number and quality of PhDs produced in the country do not give us sense that some day we will be one of the leaders in science, the need of the hour is to attract students to science and stop them from being driven to other careers. The paper attempts to study whether the practices of recruitment and permanency of employment are the reasons for this state of affairs. The paper also attempts to study the need to regulate the science education and induction practices to avoid drain of precious funding to the public institutions which produce mediocre science. It attempts to study and compare the best practices followed in developed countries to inculcate passion in the minds of students to pursue science as a career and to work out a policy for recruitment and retention of scientists in various scientific organizations.

KEYWORDS: employment, policy, science.

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