

# **DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION**

DAY CENTRE BUILDING, CHHATRA MARG, UNIVERSITY OF DELHI, DELHI-110007

☎: 27667822, 27666351, 27667725/1697

Website: [duta-du.info](http://duta-du.info), Email: [duta.du@gmail.com](mailto:duta.du@gmail.com)

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**Prof. Yogesh Singh,**

**Vice Chancellor,**

University of Delhi,  
Delhi- 110007.

**Sub: Representation to Executive Council of DU on various issues of teachers**

Dear Prof Singh,

DUTA through this representation is submitting its charter of demands on the long standing and very important issues faced by teaching fraternity for the consideration of Executive Council of University of Delhi for its consideration and favourable decisions.

**DUTA reiterates its stand against displacing Adhoc/Temporary Assistant Professors in DU & its colleges and demanding for EWS expansion teaching positions. It opposes the NFS decision by selection panels, emphasizing for filling of all vacant positions at the earliest on permanent basis.**

DUTA demands that regularization should happen with no displacement of working teachers and placement of displaced Adhoc/Temporary teachers on the vacant positions. DUTA also demands from the University of Delhi to get equivalent number of teaching positions sanctioned by the UGC against the 25% EWS expansion of seats in UG and PG courses. Recently, some selection panels recommended Non-Found Suitable against advertised positions at various level in different department/colleges of University of Delhi. The DUTA condemns this act and demands that no NFS should be done. The DUTA further demands that appointment should be done on these NFS seats without any delay.

**Past Service Count**

DUTA demands that full length of the past adhoc service and other equivalent services must be included for the consideration of promotions. It is extremely unfortunate that their full past services have not been counted by the University of Delhi. As a result, they are being deprived and discriminated of the services rendered by these teachers equivalent to other permanent staff of the university. As a result, this has caused massive hardship and losses to the concerned teachers.

**Restoration of Old Pension Scheme:**

DUTA seeks intervention of the university on the long-pending demand of teachers for the restoration of the Old Pension Scheme (GPF-cum-Gratuity-com-Pension Scheme). Keeping in mind the importance of social security for retired employees, University must intervene and approach the government that the GPF-cum-Pension-cum-Gratuity scheme for all the teachers should be implemented. Further DUTA believes that the NPS is discriminatory in nature to the employees appointed after 2003.

**Appointment of teacher on Ad-hoc basis**

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According to the letter dated 27th January 2022, the University administration has categorically directed all DU Colleges to make Ad-hoc appointments 'as per the rules of the University, observing roster against sanctioned post(s)'. In the light of that stopping of Ad-hoc appointments in the Colleges are entirely contradictory. In addition, it will cause much difficulties in ensuring the proper and timely teaching-learning activities when casual vacancies appear in colleges. Therefore, DUTA strongly demands that the Ad-hoc appointments should continue as earlier, whenever and wherever the need arises.

## **Superannuation age of Associate Professors of Physical Education in colleges of University of Delhi is to be same as that of teachers of other disciplines**

DUTA condemns the discrimination of Physical Education Associate Professors from other disciplines, who are forced to retire at the age of 62. DUTA reiterates that the retirement age of physical education teachers is the same as that of other discipline teachers.

In January 1991, the designation of Director, Physical Education in the colleges was re-designated as Lecturer by the University of Delhi through Academic and Executive Council decision. Before 1991, these teachers had all the privileges as any other teacher. The designation was changed from DPE to lecturer/lecturer selection grade (and consequently as Reader and now as associate Professor) on the basis of recommendation of a committee constituted for the purpose and obtaining legal opinion and with the knowledge and permission of the UGC. In due course, following due procedures of the University, including participation in orientation courses/refresher courses and formal interviews by DU constituted Selection Committees, the Lecturers were promoted to Readers. In 2006, the post of Reader was converted to Associate Professor by the MHRD and UGC. All these teachers are in the teaching rosters of respective colleges. Therefore, their status of DPE do not stand as on today. Moreover after 1991, lecturers now called Assistant Professors are being appointed in colleges.

Almost 45 Associate Professors in Physical Education have superannuated till now at the age of 65. Presently, some teachers who were appointed in various colleges as Director, Physical Education and were redesignated from 1991 as Lecturers and then as Associate Professors now, are being subjected to discrimination. DUTA demands that the retirement age of the physical education teachers appointed prior to 1991 shall be same as that of the teachers of other disciplines and other physical education teachers.

## **Written test for screening/selection in respect of the position of Assistant Librarian, Deputy Librarian, College Librarian, Assistant Director Physical Education, Director Physical Education in colleges etc.**

The Delhi Teachers' Association (DUTA) is demanding that the Executive Council's decision to conduct a written examination for the recruitment of Assistant

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Librarian/Deputy Librarian, College Librarian, Assistant Director Physical Education, and Director Physical Education in colleges be reviewed and withdrawn immediately. These positions are academic and are regulated by the UGC Regulation, 2018. The screening method must align with table 3A and 3B of the UGC Regulations. The eligibility criteria for these positions are similar to teaching positions, and candidates must pass a national level NET examination or hold a Ph.D. Therefore, holding such a test for short listing/screening is not acceptable to DUTA. The University of Delhi has already amended university ordinances for recruitment on such academic positions, which do not include a screening test. Therefore, the resolution passed in the Executive Council is not in line with the relevant provisions of the UGC Regulation, 2018 and the University of Delhi Ordinance and, therefore, must be withdrawn with immediate effect.

DUTA also demands that the retirement age of Librarians must be same as that of teachers.

## **Regarding the Greater Autonomy status of the University of Delhi**

DUTA is of categorical resolve with regard to the "Greater Autonomy status of University of Delhi" that University and its colleges should run UG and PG courses only through Govt Funding to provide equal opportunities to all. This stand of DUTA is in consonance with the 'University of Delhi Act' and its spirit. There shall be no attempt made to change the character of the public funded University. DUTA is opposed to any idea of starting of self-financing courses and greater autonomy status to commercialize/privatize higher education. Such a step is against the interest of sections of the society which are socially and economically deprived as it doesn't provide them equal opportunity. Further, the stake holders, academic council and other statutory bodies should have discussed and decided on this matter before applying for the same. DUTA fails to understand the haste of the university administration on such an important issue.

DUTA, therefore, demands that this whole issue must be reconsidered by AC and EC of the university for its pros and cons in the future.

## **Relaxation of OC/RC for promotion in College and Departments**

As eligibility date of promotions of some of Delhi and its Colleges teachers were changed and delayed due to non-completion of required Orientation Course/Refresher Course/Faculty Development Programme within the assessment period. Now, as per the amendment in the UGC Regulations 2018 and the adoption of the same by the University of Delhi and the letter of the University of Delhi in this regard, relaxation to complete RC/OC has been extended from 31st Dec, 2018 to 31st Dec, 2023. As per university notification (no. CNC-II/093/1 (29)/2022-23/228 dated 13/10/2023) date of eligibility of many teachers may be restored or changed. It has been reported to DUTA that College Branch of the University is returning the case of teachers to change the date of promotion and colleges are asking to apply again for the same promotion with changed date of eligibility. The DUTA demands that university must develop a mechanism to smoothen the process for such cases whereby eligibility date for the promotions already granted may be changed through the administrative procedure as the interviews of the said promotions have already been held.

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## **Delay in Promotion of Teachers in Colleges**

It has been reported to DUTA that in some colleges the promotion case of some teachers is being delayed by the administration on flimsy grounds. This is causing mental agony and avoidable harassment of teachers. DUTA demands that University of Delhi must issue instructions to the colleges to process and promote teachers in a time bound manner and within two months of application submitted by the teachers.

## **Implementation of Kale Committee Recommendations**

DUTA demands the declaration and implementation of positive recommendations of Kale Committee report. The amendment for the item no. iv of EC No.64 dated 28.09.2013 must be reconsidered as per the said committee recommendations and the DOPT OM No. 36012/2/96- Est (Res) dated 2<sup>nd</sup> July, 1991 (para 5). DUTA demands all backlog vacancies to be filled through correct roster as per reservation policy of Govt of India in DU and its colleges including minority colleges DUTA also demands the reservation policy of Government of India to be implemented for the post of Principals in the colleges.

## **Promotion Scheme for OMSP Instructors and other academic Staff**

The OMSP instructors, Computer Programmers, etc who are given the status of other Academic Staff are being discriminated and not granted any promotions in absence of promotion scheme. They perform similar duties as that of teachers. DUTA demands that the university should intervene and approach the MoE for approval of the promotion scheme for this category of teachers. DUTA also demands that the retirement age of this category of teachers must be same as that of teachers of other disciplines.

**DUTA calls for the disbaring the Committee formed by the University to develop mechanism to address the concern regarding classes being not taken by the teachers. It is the potential infringement on faculty's autonomy and fairness.**

**DUTA also demands to consider all the research paper/articles published under SCOPUS, UGC Care, peer – reviewed etc for shortlisting the interviewees for the post of Associate Professor and Professors in the various Department of the university. DUTA further demands to consider peer reviewed articles/papers for promotions in the university departments in the line with the UGC regulations 2018.**

**DUTA advocates for granting HAG Grade to Medical Officers at Health Centers, emphasizing their expertise and pivotal role in health care. This call aims to ensure fair career progression and acknowledge the valuable contributions of medical professionals within university health services.**

**(Prof. A K Bhagi)  
President, DUTA**

**(Mr. Anil Kumar)  
Secretary, DUTA**