

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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

☎: 27667822, 27666351, 27667725/1697

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Date: 22.08.2024

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Prof. Yogesh Singh,
Vice Chancellor,
University of Delhi,
Delhi- 110007.

Sub: Representation to Joint Session of Academic Council and Executive Council of DU on various issues

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 Joint Session of Academic Council and Executive Council of University of Delhi for its consideration and favourable decisions.

1. **Delhi Govt Funded Colleges:** Twelve Delhi Government Funded Colleges are short of funds to pay salaries and other dues to their employees. This has resulted in delaying of payments like medical bills reimbursement, Children Education allowance, arrears on account of 7th pay revision and promotions, LTC etc. Employees have been made to suffer for no fault of them because of the insufficient release of funds due to policy assault of fund cuts imposed by Delhi government in the financial years 2020-21 & 2021-22 and now in 2022-23. Fund cut has also negatively impacted the general maintenance and growth of these colleges.

The pathetic situation that continues in Delhi Government funded and maintained colleges is due to fund cut which has not only negatively impacted 12 colleges but also in other 20 Colleges where 5 percent fund share has not been released. This grant cut has resulted in poor maintenance of general physical infrastructure of these colleges and severely hit the general cleanliness, laboratory facilities, class room facilities, clean water, maintenance of auditorium, seminar hall, gardens etc.

DUTA welcomes the process of regularization of teachers and filling of vacant positions in the University Departments and colleges. However, it is pained to say that the process of regularization in twelve Delhi Govt funded colleges has not begun because of insufficient funding and false claims of non-sanctioning of teaching by Delhi Government.

Additional funds are long overdue for the construction of new buildings for colleges like Bhagini Nivedita College, Aditi Mahavidyalaya, Acharya Narendra Dev College, Indira Gandhi Institute of Physical Education & Sports Sciences, Maharishi Valmiki College of Education, etc. These Colleges continue to function from their makeshift school buildings which are almost in the state of collapsing. The pathetic and inhuman Infrastructure conditions of two women colleges of 'Delhi Dehat', ie, Aditi Mahavidyalaya in Bawana and Bhagini Nivedita College, Kair proves that there is little commitment shown by Delhi Government for women education in Delhi.

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DUTA condemns letter of Ms. Atishi, Minister of Education, Govt of NCT of Delhi on wrong, unsubstantiated, and baseless allegations of the financial irregularities and the question of De-affiliation of Twelve 100% Delhi Govt funded Colleges from DU or otherwise to stop funding. It has been mentioned in the letter that the Directorate of Audit, Govt. of NCT Delhi noted several serious irregularities and procedural lapses involving hundreds of crores from public exchequer such as: (1) “colleges have created posts and engaged teaching and non-teaching staff without the approval of their administrative department and Finance Departments of the Government of NCT Delhi” (2) “salaries worth several crores are being paid who were never appointed through the established procedures.”

On aforementioned points, the DUTA observed that there are three kinds of audits (namely Statutory, LFA, and AGCR, through Govt. agencies) are done on a regular basis.

The college administration and the Governing Bodies have sought the approval of the courses to be run and University of Delhi/Delhi Govt. had always provided the necessary approval for the same. Based on the norms laid by the UGC and the University, the Governing Bodies of these colleges advertised and filled the positions on permanent/temporary/ad-hoc basis. Over the years, under different political parties, the Govt. of Delhi released the required funds for making payments of salaries and other dues to all the employees of these colleges. In 2010, while sanctioning additional posts under OBC expansion of seats, the Govt. of Delhi issued a sanctioned letter for an additional 301 teaching positions. It is worth mentioning that these 301 additional teaching posts were approximately 50% of the existing teaching strength of these colleges. In 2015, another letter was issued by the Govt. of NCT Delhi vide DHE-13(17) (MISC)SRCASW/2013-14/2477-81 dated 19.06.2015 wherein conveying the approval of all the 959 existing teaching positions till 2015 to all the 12 colleges and permitted to fill 339 additional vacant teaching posts on regular basis. The colleges have made appointments against these sanctioned posts as per the recruitment rules of UGC and DU. Since then, wherever new courses were sanctioned by the University of Delhi and Delhi Government, appointments were made against those additional sanctioned positions on the basis of administrative and financial approval only.

There is no question of college created posts and engagement of teaching and non-teaching staff against them without the administrative and financial approval from the Govt. of NCT Delhi. Thus, the “salaries worth several crores are being paid to who are never appointed through the established procedure” as claimed in the letter is in correct.

Regarding the point mentioned in the Minister’s letter stating “despite having crores of funds lying in their corpus, many of these colleges have not taken any initiative to pay the salaries or other dues of their staff, in a timely manner”, it is worth noting that the “corpus fund” is the student society fund/student activity fund/hostel fund etc. which cannot be utilised for the payment of salaries and other dues of the staff by orders: 1. dated 01.06.2023 of Hon’ble Delhi High Court in the Case No. W.P.(C) 6665/2020, Anurag Mishra and Ors and 2. Dated 23.10.2020 and 05.11.2020 of Hon’ble Delhi High

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Court in the Case No. W.P.(C) 8551/2020 & CMs 27573-74/2020, Delhi University Students Union. These student funds cannot be treated as the revenue/income for determining the GIA salary. The Executive Council in its meeting held on 08.12.2020 vide Resolution No. 57 reiterated its earlier decisions and clarified and laid down the modalities for using Students Fund.

Ms. Atishi, Minister of Higher Education, Govt. of NCT Delhi, the proposal (Option 1) of de-affiliating these twelve constituent colleges from the University of Delhi and transfer them to the State Universities does not arise. Moreover, it is not even in the academic interest of these colleges.

Regarding the Minister's letter mentioning that "if these colleges remain affiliated to the University of Delhi, the Government of India may take the responsibility to fully fund these twelve colleges directly through UGC" and "if the colleges remain affiliated to and under the administrative control of the University of Delhi, Government of NCT Delhi will not allocate any grand in add fund in its Annual Financial Statement for these 12 colleges starting from the next financial year i.e. 2024-25 onwards. Accordingly, the Directorate of Higher Education, Government of NCT Delhi will cease to be administrative department for these colleges" (Option 2), It is, therefore, unfortunate that the Minister of Govt. of NCT Delhi through her letter has unilaterally (without the NOC from the University of Delhi) sent two options to the Minister of Education, Govt. of India. It is the duty of the Govt. of NCT Delhi to provide regular, adequate and timely GIA salary and GIA maintenance to these colleges.

Unfortunately, the Govt. of NCT Delhi has resorted to arm-twisting tactics by delaying or cutting grants of these 12 DU colleges to make them agreed to any one of the two Options given by the Minister in her letter. In another Letter/Note of Minister of Education of Govt of NCT of Delhi, it is claimed that there are 939 unapproved teaching positions. According to this letter working permanent and adhoc teachers are illegally appointed. DUTA condemns such a statement of Ms. Atishi and reject both letters in totality.

DUTA welcomes the Prof Shri Prakash Singh Committee reports on the issue of 12 Colleges. This report vindicates the stands of DUTA on the issues pertaining to Delhi Govt funded Colleges. The observations of Shri Prakash Singh Committee report there are no financial irregularities have been found and also there is no possibility of de-affiliating these 12 Colleges from DU.

Therefore, there is an urgent need for effective steps by the University authority to resolve the never before crisis and save these Colleges. DUTA demands

- i. To start the process of permanent appointment in these colleges without further delay.
- ii. To takeover of Delhi Govt Colleges by the University.
- iii. To pay regular salaries to teaching and other employees.
- iv. To pay the arrears on account of 7th pay revision and promotions.

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- v. To meet infrastructure requirements and manpower requirements to run the new academic programmes and courses which were introduced in some of the colleges.
- vi. For general maintenance of colleges so that students and teachers do not suffer.
- vii. To make payments of medical bills, Children education Allowance, LTC etc. of teaching and non-teaching staff.
- viii. Sanction the additional teaching and non-teaching positions and special grant to create additional infrastructure to implement EWS reservations in these colleges.

2. Reservation of SC/ST/OBC/PwBD in Teaching Posts and Kale Committee Report:

DUTA would like to bring to your notice that teacher representatives raised various issues related to reservation in teaching positions to the Parliamentary Committee on the Welfare of SC/ST on 20.10.2020, the Commission for the SC/ST/OBC, MoE and UGC. DUTA and teachers' representatives demanded implementation of reservation policy of Government of India on the post of principals in colleges, adoption of positive recommendations of Kale Committee on reservation for the teaching in Colleges and University Departments. The Commission for Backward Classes visited DU on 21/12/2020 and same issues were raised again. DUTA time and again raised issues related to adoption of Kale Committee recommendations to fill up shortfall vacancies, backlog posts, reservation in post of principals in colleges and also establishment of Ambedkar Chair etc.

Ministry of Education and UGC have been sending directions time to time to all the Universities to fill up **the backlog posts** to achieve the goal of filling up the required percentage of reservation in teaching posts as per the DoPT circulars. Reserved positions remained unfilled due to NFS/ not turning/short listed of candidates for the interviews, are put under the category of backlog posts. These backlog posts must be treated as a separate group and filled up along with permanent appointments as per the DoPT. These positions are beyond the ceiling of 50% of reservation. UGC notification dated 29.4.2024 directed all of the Universities to fill up backlog posts by the process of special drive. Therefore, DUTA demands immediate Recruitment of **backlog posts by special drive**.

Backlog posts were not filled at the time of implementation of 40-point roster, OBC reservation and 200 points rosters. While implementing 200-point roster the backlog posts (short vacancies) were labeled as "**Shortfalls**" (Item iv of the EC resolution 64 dated 28.9.2013). As per DoPT, these are short vacancies needs to be adjusted and advertised in the process in the colleges and University Departments.

Reservation in post of Principals in DU colleges: So far there is no proper reservation of SC/ST/OBC/PwD category in the post of principals in Colleges DUTA demands that all post of principals in DU Colleges needs to be clubbed/ treated as a single unit for applying the reservation policy of Government of India.

3. **NFS:** DUTA opposes the Not Found Suitable decision by selection panels and emphases for filling of all vacant positions at the earliest on permanent basis. The decision of NFS mostly hits the reserve positions which goes against the policy of

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social justice. Recently it has been found that against many advertised positions due to the stringent screening criteria adopted by the University, on most of these positions sufficient candidates could not be shortlisted. 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.

4. **EWS Expansion Positions:** DUTA reiterates its stand that working Adhoc/Temporary Assistant Professors in DU & its colleges should not be displaced. DUTA also demands from the University to take necessary steps for sanctioning of EWS expansion teaching positions from Govt of India and Govt of NCT of Delhi. The displaced teachers must be given preference in appointments against the vacant positions.
5. **Appointment of teacher on Ad-hoc/Guest basis:** According to the letter dated 27th January 2022, the University administration has categorically directed all DU Colleges to make Ad-hoc/Guest appointments ‘as per the rules of the University, observing roster against sanctioned post(s)’. In the light of that stopping of Ad-hoc/Guest 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/Guest appointments should continue as earlier, whenever and wherever the need arises.
6. **Physical Education Teachers Issue:** There are some Physical Education, Associate Professors working in DU Colleges. Their initial appointment (prior to 1991) was as Director Physical Education, however, following the due processes, the Academic Council and Executive Council of the University of Delhi through ordinances changed their designation to Lecturer, Physical Education in 1991. Since then they are performing all duties like other discipline teachers. They also looked after all sports related activities of the college. In due course, they were also promoted to Reader/ Associate Professor positions like any other discipline teacher and therefore their retirement age was same as that of teachers. In 6th CPC, the UGC changed the retirement age of DPE to 62 years. However, very correctly, the Physical Education teachers of this category continued to retire at the age of 65 years like other discipline teachers. Suddenly in 2018, the University changed its own decision of 1991 and started treating this category of teachers as DPE only for the purpose of their retirement age, when these teachers continued to perform the teaching work. This stand of the University is wrong and unacceptable. The UGC is requested to direct the University to grant one time exemption to this category of teachers so that while performing of all duties as teachers and their retirement age should be 65 years i.e. as that of teachers of other disciplines.

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2) Delay in Promotion of College and University Teachers, Restore UGC Screening Criteria: 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.

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.

7. **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.

8. **Regarding the Graded Autonomy status of the University of Delhi:** DUTA is of categorical resolve with regard to the “Graded 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.

9. **No to Fee Hike & HEFA Loan:** DUTA is opposed to proposed fee hike by the university for various UG, PG and Ph D programmes. This hike will affect programme run by various university departments like B Tech, BA LLB integrated, ITEP, CIC, NCWEB, Ph D, ACBR etc. University Development Fund etc charged from colleges have also been proposed to be revised. This will affect all college run courses. The need for revision of Fee arises due to HEFA Loan taken by the University of Delhi. Such a Fee Hike for students in central university like Delhi University under different heads is unacceptable. DU caters the students of all sections including socially and economically backwards. This means education is slowly becoming unaffordable in DU. It is a shift towards self-financing model.

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DUTA opposes HEFA Loans and demands special funds/grants for upgrading/creating new infrastructure and adding new facilities.

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10. **Restore Workload & Increase Credits:** The increased teachers taught ratio in class/practical/tutorial and reduced credits for courses have negatively affected the academic environment and teaching learning process. DUTA demands to increase the credits for Core and Discipline specific courses to restore the workload and sanctity of practicals for smooth teaching learning process.
11. **Amendment to Ordinance VI:** The University has amended Ordinance VI (Procedure for Award of Doctor of Philosophy (Ph.D.) Degree) via Executive Council meeting held on 15.12.2023 (EC Resolution 39-9/Annexure 22). This amendment is in violation of UGC Regulation 2022 for award of Ph.D Degree. This also deny the supervision ship to many teachers who were earlier supervising the Ph.D students. DUTA demands that Ordinance VI be amended in tune of UGC Regulation 2022 in letter and spirit. DUTA also demands that Ordinance VI should be followed uniformly across all the faculties of the University.
12. 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.

Regards,

(Prof. A K Bhagi)
President, DUTA

(Mr. Anil Kumar)
Secretary, DUTA