

# **DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION**

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

☎: 27667822, 27666351, 27667725/1697

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

Date: 10.10.2024

**President**  
A K Bhagi  
14/33, 2<sup>nd</sup> Floor, Shakti Nagar  
ND – 07 M: 9810241724  
Id: [akbhagi@gmail.com](mailto:akbhagi@gmail.com)

**Vice President**  
Sudhanshu Kumar  
460, Kanishka Apptt,  
C & D Block, Shalimar Bagh,  
Delhi - 88  
M: 9891896396  
Id:  
[sudhanshu.hindi@gmail.com](mailto:sudhanshu.hindi@gmail.com)

**Secretary**  
Anil Kumar  
H. No. 10155A, West  
Gorakh Park, Shahdara,  
Delhi - 32  
M: 9971439253  
Id: [anil.kumar@ddu.du.ac.in](mailto:anil.kumar@ddu.du.ac.in)

**Joint Secretary**  
Trivendra Chumbak  
8A, Sanjay Nagar, Gulabi  
Bagh, Delhi - 07  
M: 704253598  
Id:  
[trivendra.tk.28@gmail.com](mailto:trivendra.tk.28@gmail.com)

**Treasurer**  
Akanksha Khurana  
B-511, Shaurya Apptt, Sec-  
62, Noida, UP-201301  
M: 9711021317  
Id:  
[akanksha.khurana91@gmail.com](mailto:akanksha.khurana91@gmail.com)

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

**Sub: DUTA's first reaction on supplementary agenda of today's Academic Council meeting: Institutional Development Plan (IDP) 2024**

Dear Prof Singh,

DUTA through this letter is submitting its first reaction to you and through you to all members of academic council the following:

- Every institution needs development and there is no harm to put a plan in place, however, as a public funded institution which is catering students coming from different parts of India with diverse back-ground belonging to different caste, creed and religion, a special caution and care needs to be taken that neither the character of the Central Govt fully funded university is compromised nor the burden of development is shifted to socially disadvantageous class and/or economically poor or middle class of the country. Development through HEFA loans forcing university to fee hike is therefore not acceptable. All developments need to be carried out through government funding and help.
- Any development plan would be meaningful and successful if prepared and executed by involving stake-holders. Therefore, IDP document prepared and presented by DU administration needs further inputs from the larger section of teachers, students, karamcharis, and public. Therefore, this document be first sent for comments and suggestions to various stake holders.
- Physical development of an institution without filling of all teaching and non-teaching positions and robust admission policy has a little meaning. DU needs to change its appointment criteria and admission criteria/method in the light of recent development on UG and PG admissions plus NFS happening on teaching positions. DU needs to fill all vacant positions at all levels following constitutional provisions of reservation and filling all backlog plus shortfall positions.
- DU colleges, specially 12 Delhi Govt Funded colleges are confronted with fund cut and no appointment situation. This has made the situation pathetic and question of their survival has come knocking at the door of the university. First duty if university administration to save these colleges and then consider

# **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)

development plan. Moreover, any development plan, without involving constituent colleges of DU is least expected to take off.

- There are many issues related to structure and implementation of NEP 2020, therefore, university needs to immediately to first focus on full review of it.

## **President**

A K Bhagi  
14/33, 2<sup>nd</sup> Floor, Shakti Nagar  
ND – 07 M: 9810241724  
Id: [akbhagi@gmail.com](mailto:akbhagi@gmail.com)

## **Vice President**

Sudhanshu Kumar  
460, Kanishka Apptt,  
C & D Block, Shalimar Bagh,  
Delhi - 88  
M: 9891896396  
Id:  
[sudhanshu.hindi@gmail.com](mailto:sudhanshu.hindi@gmail.com)

## **Secretary**

Anil Kumar  
H. No. 10155A, West  
Gorakh Park, Shahdara,  
Delhi - 32  
M: 9971439253  
Id: [anil.kumar@ddu.du.ac.in](mailto:anil.kumar@ddu.du.ac.in)

## **Joint Secretary**

Trivendra Chumbak  
8A, Sanjay Nagar, Gulabi  
Bagh, Delhi - 07  
M: 704253598  
Id:  
[trivendra.tk.28@gmail.com](mailto:trivendra.tk.28@gmail.com)

## **Treasurer**

Akanksha Khurana  
B-511, Shaurya Apptt, Sec-  
62, Noida, UP-201301  
M: 9711021317  
Id:  
[akanksha.khurana91@gmail.com](mailto:akanksha.khurana91@gmail.com)

DUTA will hold its meeting on this issue and submit detailed feedback later.

**DUTA once again reminds you and academic council members that issues raised earlier, and detailed DUTA's charter of demand submitted on 22.08.2024, a little progress has been made at the university level.** Following demands are once again submitted to you and through you to all statutory bodies of the university for their 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 7<sup>th</sup> 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.

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.

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.

# **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)

## **President**

A K Bhagi  
14/33, 2<sup>nd</sup> Floor, Shakti Nagar  
ND – 07 M: 9810241724  
Id: [akbhagi@gmail.com](mailto:akbhagi@gmail.com)

## **Vice President**

Sudhanshu Kumar  
460, Kanishka Apptt,  
C & D Block, Shalimar Bagh,  
Delhi - 88  
M: 9891896396  
Id:  
[sudhanshu.hindi@gmail.com](mailto:sudhanshu.hindi@gmail.com)

## **Secretary**

Anil Kumar  
H. No. 10155A, West  
Gorakh Park, Shahdara,  
Delhi - 32  
M: 9971439253  
Id: [anil.kumar@ddu.du.ac.in](mailto:anil.kumar@ddu.du.ac.in)

## **Joint Secretary**

Trivendra Chumbak  
8A, Sanjay Nagar, Gulabi  
Bagh, Delhi - 07  
M: 704253598  
Id:  
[trivendra.tk.28@gmail.com](mailto:trivendra.tk.28@gmail.com)

## **Treasurer**

Akanksha Khurana  
B-511, Shaurya Apptt, Sec-  
62, Noida, UP-201301  
M: 9711021317  
Id:  
[akanksha.khurana91@gmail.com](mailto:akanksha.khurana91@gmail.com)

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 incorrect.

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 7<sup>th</sup> pay revision and promotions.
- 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,

# **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)

reservation in post of principals in colleges and also establishment of Ambedkar Chair etc.

## **President**

A K Bhagi  
14/33, 2<sup>nd</sup> Floor, Shakti Nagar  
ND – 07 M: 9810241724  
Id: [akbhagi@gmail.com](mailto:akbhagi@gmail.com)

## **Vice President**

Sudhanshu Kumar  
460, Kanishka Apptt,  
C & D Block, Shalimar Bagh,  
Delhi - 88  
M: 9891896396  
Id:  
[sudhanshu.hindi@gmail.com](mailto:sudhanshu.hindi@gmail.com)

## **Secretary**

Anil Kumar  
H. No. 10155A, West  
Gorakh Park, Shahdara,  
Delhi - 32  
M: 9971439253  
Id: [anil.kumar@ddu.du.ac.in](mailto:anil.kumar@ddu.du.ac.in)

## **Joint Secretary**

Trivendra Chumbak  
8A, Sanjay Nagar, Gulabi  
Bagh, Delhi - 07  
M: 704253598  
Id:  
[trivendra.tk.28@gmail.com](mailto:trivendra.tk.28@gmail.com)

## **Treasurer**

Akanksha Khurana  
B-511, Shaurya Apptt, Sec-  
62, Noida, UP-201301  
M: 9711021317  
Id:  
[akanksha.khurana91@gmail.com](mailto:akanksha.khurana91@gmail.com)

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 social justice. **Recently it has been found that against many advertised positions due to the stringent screening criteria adopted by the Registrar's office and Establishment Department of the university, on most of these positions eligible candidates could not be shortlisted in a minimum required number. It is unfortunate that the wrong interpretation of rules has led to this situation, as screening criteria is to applied if number of candidates are very large and shortlisting is to be done to limit the candidates. However, university has used this short-listing criterion as additional eligibility criteria to eliminate candidates in many reserved and other categories where there were limited candidates. This has created an extra ordinary situation where university is wrongly but willfully proving as if in this country there are no eligible candidates.** This is unacceptable and DUTA demands to reconsider the whole issue again and all teaching positions at all levels must be filled among the eligible candidates at the earliest. 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.

# **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)

## **President**

A K Bhagi  
14/33, 2<sup>nd</sup> Floor, Shakti Nagar  
ND – 07 M: 9810241724  
Id: [akbhagi@gmail.com](mailto:akbhagi@gmail.com)

## **Vice President**

Sudhanshu Kumar  
460, Kanishka Apptt,  
C & D Block, Shalimar Bagh,  
Delhi - 88  
M: 9891896396  
Id:  
[sudhanshu.hindi@gmail.com](mailto:sudhanshu.hindi@gmail.com)

## **Secretary**

Anil Kumar  
H. No. 10155A, West  
Gorakh Park, Shahdara,  
Delhi - 32  
M: 9971439253  
Id: [anil.kumar@ddu.du.ac.in](mailto:anil.kumar@ddu.du.ac.in)

## **Joint Secretary**

Trivendra Chumbak  
8A, Sanjay Nagar, Gulabi  
Bagh, Delhi - 07  
M: 704253598  
Id:  
[trivendra.tk.28@gmail.com](mailto:trivendra.tk.28@gmail.com)

## **Treasurer**

Akanksha Khurana  
B-511, Shaurya Apptt, Sec-  
62, Noida, UP-201301  
M: 9711021317  
Id:  
[akanksha.khurana91@gmail.com](mailto:akanksha.khurana91@gmail.com)

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 6<sup>th</sup> 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.
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

# **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)

## **President**

A K Bhagi  
14/33, 2<sup>nd</sup> Floor, Shakti Nagar  
ND – 07 M: 9810241724  
Id: [akbhagi@gmail.com](mailto:akbhagi@gmail.com)

## **Vice President**

Sudhanshu Kumar  
460, Kanishka Apptt,  
C & D Block, Shalimar Bagh,  
Delhi - 88  
M: 9891896396  
Id:  
[sudhanshu.hindi@gmail.com](mailto:sudhanshu.hindi@gmail.com)

## **Secretary**

Anil Kumar  
H. No. 10155A, West  
Gorakh Park, Shahdara,  
Delhi - 32  
M: 9971439253  
Id: [anil.kumar@ddu.ac.in](mailto:anil.kumar@ddu.ac.in)

## **Joint Secretary**

Trivendra Chumbak  
8A, Sanjay Nagar, Gulabi  
Bagh, Delhi - 07  
M: 704253598  
Id:  
[trivendra.tk.28@gmail.com](mailto:trivendra.tk.28@gmail.com)

## **Treasurer**

Akanksha Khurana  
B-511, Shaurya Apptt, Sec-  
62, Noida, UP-201301  
M: 9711021317  
Id:  
[akanksha.khurana91@gmail.com](mailto:akanksha.khurana91@gmail.com)

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

10. **Review NEP structure & 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 practical classes 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**