

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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Press Release

Date: 30.04.2026

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DUTA Delegation meeting with the 8th Central Pay Commission

New Delhi, April 30, 2026: A delegation of the DUTA met the 8th Central Pay Commission (CPC) at its office in Chanakyapuri, New Delhi, to present its concerns and recommendations regarding pay revision and service conditions.

The delegation made a comprehensive presentation and emphasised the urgent need for a fair, rational, and inflation-responsive pay revision framework. It highlighted that persistent inflation, rising cost of living, and overall economic growth reflected in GDP expansion necessitate compensation for teachers. In this context, DUTA called for a uniform fitment factor, enhanced annual increments, and restructuring of the pay matrix to address stagnation, particularly at senior levels.

DUTA demanded that the entire length of service, including previous ad hoc/temporary and postdoctoral experience, be counted for promotion and pensionary benefits. The Commission responded positively to this concern.

The delegation also stressed the importance of continuing and strengthening existing increments and incentives, including those linked to higher qualifications such as Ph.D and M.Phil, as well as introducing enhanced professional development support, including annual academic and research grants, to sustain academic excellence.

Concerns regarding career progression and gender equity were raised, particularly the challenges faced by women faculty in later stages of their careers. DUTA called for more inclusive and supportive service conditions, including strengthened Child Care Leave (CCL) with full pay for both years, provision of parent-care leave for all employees, and special leave provisions for women employees.

The delegation also raised concerns regarding allowances and social security, including the enhancement and rationalisation of HRA, especially in metropolitan cities where housing costs have risen sharply due to inflationary pressures. It also demanded increased allowances for visually challenged and PwBD employees, and strengthening of group insurance coverage and medical facilities, including the introduction of a comprehensive cashless medical scheme.

Further, DUTA reiterated its demand for the restoration of a GPF-cum-pension-cum-gratuity system ensuring post-retirement security, enhancement of gratuity limits and provident fund thresholds in line with rising salaries and inflation, and expansion and rationalisation of LTC provisions.

DUTA also demanded a substantial increase in House Building Advance (HBA) limits, noting that existing ceilings are outdated and do not reflect the steep escalation in housing and construction costs. It emphasised that revision of HBA is essential to enable faculty to meet basic housing needs in the current economic context.

The Association further called for the filling of vacant teaching positions and creation of new posts in light of increased student intake under EWS and NEP 2020 reforms, along with improved infrastructure and enhanced research support through adequate public funding.

The delegation firmly emphasised that no linkage should be made between teachers' salaries and internal resource generation of universities, and called for full Central Government funding for implementation of Pay Commission recommendations, in order to preserve the public character of higher education.

Additionally, the need for parity for librarians and other academic staff, as well as equitable service conditions across institutions, was highlighted.

The DUTA delegation comprised President Prof. V. S. Negi, Vice President Prof. Bhupendra Singh, Secretary Prof. Bimlendu Tirthunker, Joint Secretary Prof. Sanjay Kumar, and Treasurer Dr. Akanksha Khurana.

(Prof V.S. Negi)
President, DUTA

(Prof Bimlendu Tirthunker)
Secretary, DUTA