

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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

☎: 27667822, 27666351, 27667725/1697

Website: duta.live, Email: duta.du@gmail.com

Date: 17/07/2026

President

V S Negi
Deptt of Geography,
Shaheed Bhagat Singh College
Evening
M: 9899332100
Id: negivirens@gmail.com

Vice President

Bhupendra Singh
Deptt of Physics,
Atma Ram Sanatan Dharma
College
M: 9868932889
Id: rajbhupendra81@gmail.com

Secretary

Bimlendu Tirthanker
Deptt of Hindi,
Hindu College
M: 9873404932
Id: bimlendutirthanker@yahoo.com

Joint Secretary

Sanjay Kumar
Deptt of Political Science,
Zakir Husain Delhi Evening
College
M: 9818812958
Id: sanjayduta@gmail.com

Treasurer

Akanksha Khurana
Deptt of Commerce
Delhi College of Arts and
Commerce
B-511, Shaurya Apptt, Sec-62,
Noida, UP-201301
M: 9711021317
Id: akanksha.khurana91@gmail.com

Prof. Shyama Rath

The Secretary

University Grants Commission

Bahadur Shah Zafar Marg

New Delhi - 110002

Sub: DUTA's Representation concerning Various Issues in DU

Dear Madam,

Through this representation, DUTA presents its charter of demands on long-standing and pressing issues confronting the teaching community, urging the Ministry of Education and the University Grants Commission to take prompt and favourable action.

DUTA wishes to draw your attention to the urgent need for the UGC to constitute a Pay Revision Committee for university and college teachers, as the Government has already initiated the 8th Pay Commission, which is considered a timely and necessary step in addressing the changing economic and professional landscape. Given the rising cost of living, expanding academic responsibilities, and the need to maintain parity with other central government services, it is imperative that the pay revision process for teachers be undertaken in a timely and structured manner. DUTA demands that the Pay Revision Committee conduct a comprehensive, evidence-based review of existing pay structures, ensuring a rational upward revision of pay scales with appropriate enhancements at every stage of the teaching cadre, thereby promoting equity, professional motivation, and the sustained quality of higher education.

In addition to the above, DUTA firmly draws attention to several critical issues that require immediate and decisive action. These include the continuation of PhD/M.Phil. increments as an essential incentive for academic advancement; the need for comprehensive recognition of past teaching and research experience for all and promotions, with corresponding amendments in relevant clauses of UGC Regulations, 2018 and the persistent shortage of sanctioned teaching positions, infrastructure, and research support in the context of EWS expansion and the implementation of NEP 2020. These concerns have serious implications for equity in service conditions, faculty morale, and the quality of higher education. In this regard, DUTA strongly urges that the UGC's expert committee recommendations on the continuation of PhD/M.Phil. increments be made public and implemented without delay.

In addition, on the various issues, DUTA wants to elaborate on the following long-standing demands of teachers as follows:

- 1. Counting of Past Service for Promotions:** The past service rendered in ad hoc, temporary, post-doctoral, pool officer positions, research assignments, part-time teaching, and other equivalent academic engagements ought to be duly recognised and counted for the purposes of direct recruitment and promotion (including pending cases) up to the level of Associate Professor. In this regard, it is proposed that the relevant clauses be amended as follows:

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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

☎: 27667822, 27666351, 27667725/1697

Website: duta.live, Email: duta.du@gmail.com

President

V S Negi
Deptt of Geography,
Shaheed Bhagat Singh College
Evening
M: 9899332100
Id: negivirens@gmail.com

Vice President

Bhupendra Singh
Deptt of Physics,
Atma Ram Sanatan Dharma
College
M: 9868932889
Id: rajbhupendra81@gmail.com

Secretary

Bimlendu Tirthanker
Deptt of Hindi,
Hindu College
M: 9873404932
Id: bimlendutirthanker@yahoo.com

Joint Secretary

Sanjay Kumar
Deptt of Political Science,
Zakir Husain Delhi Evening
College
M: 9818812958
Id: sanjayduta@gmail.com

Treasurer

Akanksha Khurana
Deptt of Commerce
Delhi College of Arts and
Commerce
B-511, Shaurya Appptt, Sec-62,
Noida, UP-201301
M: 9711021317
Id: akanksha.khurana91@gmail.com

- Promotion to Academic Level 12 (Assistant Professor):

Existing clause: “A teacher who has completed five years of service in Academic Level 11.”

Amendment required: “A teacher who has completed five years in Academic Level 11, or a total of 9 years of service with Ph.D., 10 years with M.Phil./PG Professional degree (LLM, M.Tech, M.V.Sc, M.D.), or 11 years for those without such qualifications, counting service in Academic Level 10 or Levels 10 and 11.”

- Promotion to Academic Level 13A (Associate Professor):

Existing clause: “A teacher who has completed three years of service in Academic Level 12.”

Amendment required: “A teacher who has completed three years in Academic Level 12, or a total of 12 years with Ph.D., 13 years with M.Phil./PG Professional degree, or 14 years for those without such qualifications, counting service in Academic Levels 10, 10–11, or 10–12.”

The proposed amendment is necessitated by inconsistencies in the interpretation and implementation of the UGC provisions. While prior teaching and research experience is recognised for eligibility for direct recruitment, it is disregarded for the purposes of promotion, leading to an anomalous and inequitable situation.

It is submitted that such exclusion is discriminatory in nature. Teachers appointed on an ad hoc or temporary basis discharge duties and responsibilities identical to those of regularly appointed teachers, including teaching, evaluation, research, and administrative functions. However, despite rendering equivalent service, their experience is not accorded due recognition for career advancement. This results in a disparity wherein one set of teachers secures promotion and corresponding financial benefits, while another, similarly placed in terms of work and contribution, is denied the same.

Such differential treatment is contrary to the principles of equity and equal opportunity in public employment. It also places ad hoc and temporary teachers at a systemic disadvantage for reasons beyond their control, particularly delays in regular appointments.

In view of the above, DUTA demands that prior service in ad hoc and equivalent capacities be duly recognised for promotion. This would ensure fairness, remove existing anomalies, and uphold the principles of equality and justice within the higher education system.

2. **Continuation of Ph.D./M.Phil. Increment-** DUTA firmly advocates for the continuation of non-compounded PhD/M.Phil. increments as mandated by the UGC Regulations, 2018, asserting that these incentives are statutory entitlements essential for attracting talent and sustaining academic excellence. The association maintains that these Gazette-notified regulations carry superior legal authority

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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

☎: 27667822, 27666351, 27667725/1697

Website: duta.live, Email: duta.du@gmail.com

President

V S Negi
Deptt of Geography,
Shaheed Bhagat Singh College
Evening
M: 9899332100
Id: negivirens@gmail.com

Vice President

Bhupendra Singh
Deptt of Physics,
Atma Ram Sanatan Dharma
College
M: 9868932889
Id: rajbhupendra81@gmail.com

Secretary

Bimlendu Tirthanker
Deptt of Hindi,
Hindu College
M: 9873404932
Id: bimlendutirthanker@yahoo.com

Joint Secretary

Sanjay Kumar
Deptt of Political Science,
Zakir Husain Delhi Evening
College
M: 9818812958
Id: sanjayduta@gmail.com

Treasurer

Akanksha Khurana
Deptt of Commerce
Delhi College of Arts and
Commerce
B-511, Shaurya Appptt, Sec-62,
Noida, UP-201301
M: 9711021317
Id: akanksha.khurana91@gmail.com

over the Ministry of Education's 2017 administrative directive—a position reinforced by the Delhi High Court's consistent stance that courts must be slow to interfere with expert statutory bodies' pay and qualification norms. This nationwide crisis was largely triggered by a February 2023 Kerala High Court ruling in *State of Kerala v. Dr. Louis J. Kattady (W.A. No. 332/2018)*, which restricted additional increments for dual degrees, leading the Kerala Finance Department to issue a severe recovery order in November 2025 to withdraw increments granted since 2016 retrospectively. DUTA demands that the findings of the **UGC Expert Committee** (formed in March 2025) be made public immediately and implemented to restore the financial and professional dignity of highly qualified faculty.

3. **Strict Adherence to UGC Screening and Promotion Criteria in DU Appointments:** Recently, it has been found that, despite many advertised positions, due to the non adherence of UGC screening criteria by the University, sufficient candidates could not be shortlisted for most of these positions. The University has further narrowed down to an arbitrary 120-point screening framework for peer-reviewed journals, drastically tightening the criteria for valid research publications and precipitating a steep decline in faculty promotion rates. DUTA demands that UGC direct the University of Delhi to strictly adhere to the screening criteria prescribed by the UGC for faculty appointments. DUTA demands that all the research papers/articles published under SCOPUS, UGC Care, peer-reviewed, etc, be considered for shortlisting the interviewees for the posts of Assistant Professor/Associate Professor/Professor in the various departments of the university, as well as for the promotion in the university departments in line with the UGC regulations 2018. DUTA further demands that all the eligible candidates should be called for an interview.
4. **Sanction of Teaching Positions, Infrastructure and Research Grants in lieu of 25% EWS expansion of seats in UG and PG courses as well as 4th Year of UGCF under NEP 2020:** Delhi University and its colleges continue to function without any additional financial support or sanctioned teaching positions despite the 25% increase in student intake under the EWS expansion, placing severe strain on existing infrastructure and faculty. The rollout of the fourth year under the FYUP/UGCF framework has further intensified academic and administrative pressures, significantly increasing the teaching workload across colleges and university departments. DUTA further points out that despite the assurance recorded in the 5 December 2019 meeting—where UGC committed to communicating additional teaching positions under the EWS scheme within 30 days—no such positions have been sanctioned to date. This continued inaction has aggravated faculty workload and poses a serious threat to the quality of teaching, research, and overall academic functioning within the university system. DUTA demands that the effective implementation of NEP 2020 is not feasible without the immediate sanctioning of additional teaching posts in proportion to existing strength, along with adequate grants for upgrading classrooms, laboratories, libraries, sports facilities, and other essential infrastructure. DUTA further demands greater academic autonomy in designing UG and PG programmes to ensure quality and contextual relevance.

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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

☎: 27667822, 27666351, 27667725/1697

Website: duta.live, Email: duta.du@gmail.com

President

V S Negi
Deptt of Geography,
Shaheed Bhagat Singh College
Evening
M: 9899332100
Id: negivirens@gmail.com

Vice President

Bhupendra Singh
Deptt of Physics,
Atma Ram Sanatan Dharma
College
M: 9868932889
Id: rajbhupendra81@gmail.com

Secretary

Bimlendu Tirthanker
Deptt of Hindi,
Hindu College
M: 9873404932
Id: bimlendutirthanker@yahoo.com

Joint Secretary

Sanjay Kumar
Deptt of Political Science,
Zakir Husain Delhi Evening
College
M: 9818812958
Id: sanjayduta@gmail.com

Treasurer

Akanksha Khurana
Deptt of Commerce
Delhi College of Arts and
Commerce
B-511, Shaurya Appptt, Sec-62,
Noida, UP-201301
M: 9711021317
Id: akanksha.khurana91@gmail.com

- 5. Restoration of Old Pension Scheme and Consideration of deceased employees during COVID-19 under OPS:** DUTA seeks your intervention on the long-pending demand of teachers in colleges and universities across the country for the restoration of the Old Pension Scheme (GPF-cum-Gratuity-cum-Pension Scheme). In view of the critical importance of social security for retired employees, the Government of India must restore the GPF-cum-Pension-cum-Gratuity scheme for all teachers in colleges and universities nationwide. Further, the Government's decision to allow conversion from the New Pension Scheme (NPS) to the Old Pension Scheme (OPS) in the event of the death of an in-service employee should be extended to universities and colleges functioning as autonomous bodies. Additionally, all relevant circulars pertaining to the shift from NPS to OPS—particularly in cases where appointments were made after 1st January 2004 against posts advertised prior to 2003—must be implemented in the University of Delhi.

DUTA further demands that in cases of employees who unfortunately passed away during the COVID-19 pandemic, especially those covered under the NPS, a compassionate and just approach be adopted. In line with relief measures and established precedents, such cases must be brought under the ambit of the Old Pension Scheme (OPS) to ensure adequate social security for their bereaved families.

- 6. Reservation in Principal Post and Special Drive to fill all the backlog and shortfall vacancies** - DUTA would like to bring to your notice that issues related to reservation in teaching positions raised in the Parliamentary Committee on the Welfare of SC/ST on 20.10.2020, the Commission for the SC/ST/OBC, MoE and UGC. DUTA demands implementation of the reservation policy of the Government of India on the post of principals in colleges and adoption of recommendations of the Kale Committee to fill the shortfall and backlog vacancies. DUTA demands that the GoI reservation policy also be implemented for Principal posts in DU colleges by treating these posts as a single pool. DUTA demands that the UGC instruct the DU administration to immediately advertise and fill all backlog and shortfall vacancies through a special drive across the University's departments and colleges.

- 7. Librarians** should be given parity with teachers because the educational qualification for appointment and promotion is the same as that of teachers. Their retirement age should also be the same as that of teachers.

- 8. Physical Education Teachers Issue:** Certain Physical Education faculty in Delhi University colleges, initially appointed as Directors of Physical Education prior to 1991, were redesignated as Lecturers in 1991 through due institutional processes. Since then, they have performed teaching duties equivalent to other discipline teachers, alongside managing sports activities, and were promoted to Reader/Associate Professor positions with the same retirement age (65 years) as other faculty. However, in 2018, the University reversed its earlier stance and began treating them as Directors of Physical Education solely for determining retirement age, reducing it to 62 years as per UGC norms. DUTA considers this

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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

☎: 27667822, 27666351, 27667725/1697

Website: duta.live, Email: duta.du@gmail.com

arbitrary and unjust, and demands the UGC to grant a one-time exemption so that these teachers, who continue to perform full teaching responsibilities, may retire at 65 years like other faculty members.

President

V S Negi
Deptt of Geography,
Shaheed Bhagat Singh College
Evening
M: 9899332100
Id: negivirens@gmail.com

Vice President

Bhupendra Singh
Deptt of Physics,
Atma Ram Sanatan Dharma
College
M: 986932889
Id: rajbhupendra81@gmail.com

Secretary

Bimlendu Tirthunker
Deptt of Hindi,
Hindu College
M: 9873404932
Id: bimlendutirthanker@yahoo.com

Joint Secretary

Sanjay Kumar
Deptt of Political Science,
Zakir Husain Delhi Evening
College
M: 9818812958
Id: sanjayduta@gmail.com

Treasurer

Akanksha Khurana
Deptt of Commerce
Delhi College of Arts and
Commerce
B-511, Shaurya Appptt, Sec-62,
Noida, UP-201301
M: 9711021317
Id: akanksha.khurana91@gmail.com

9. The OMSP instructors, Computer Programmers, etc, who are given the status of other Academic Staff be given a promotion scheme and retirement age as that of teachers. They perform similar duties to those of teachers; the promotion scheme of this category of teachers is pending for the approval of the MoE. It is requested that the UGC expedite it so that justice is done with this category of teachers.

10. Professorship in Colleges: DUTA demands that all those Associate Professors who have completed three or more years of experience on or before the implementation of UGC Regulation 2018 should be given one-time relaxation to promote them as Professors even if, they don't meet the requirement of PhD and points.

11. HEFA Loan as a one-time grant- DUTA demands that the HEFA loan should be treated as a one-time grant-in-aid extended through the UGC to colleges and the University, and should be fully waived rather than 10% grant recovered as a loan.

12. Delhi Govt Funded Colleges: DUTA welcomes the process of regularisation of teachers and filling of vacant positions in the University Departments and colleges. However, it is painful to say that the regularisation process in 12 Delhi Government-funded colleges has not yet begun. DUTA demands that the MoE and UGC must expedite the process of regularisation and post-facto approval. DUTA further directs the University to commence the appointment process at these colleges without further delay.

13. Establishment of Ambedkar chair in the University of Delhi: DUTA demands that the UGC should convey to DU authorities that they should establish the Ambedkar Chair in the University to promote the philosophy of Baba Sahib Dr Bhim Rao Ambedkar.

14. WUS facilities to be extended to the College Teachers- DUTA demands that WUS facilities, which were originally funded by the UGC for college teachers to access during medical emergencies and health-related needs, must be continued and extended to all college teachers. DUTA demands that there is no valid basis for withdrawing such essential support, and emphasises that these facilities are crucial for the well-being and security of faculty members.

Regards,

(Prof V.S. Negi)
President, DUTA

(Prof. Bimlendu Tirthunker)
Secretary, DUTA