

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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

☎: 27667822, 27666351, 27667725/1697

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Dr. Vineet Joshi,
Chairman,
University Grants Commission

Sub: DUTA's Representation concerning Various Issues in DU

Vice President
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Dear Sh. Joshi Ji,

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.

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DUTA appreciates the Government's decision to initiate the 8th Pay Commission and considers it a timely and necessary step in addressing the changing economic and professional landscape. In this context, DUTA wishes to draw your attention to the urgent need for the constitution of a Pay Revision Committee by the UGC for university and college teachers. 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 process of pay revision of teachers be undertaken in a timely and structured manner. DUTA demands that the Pay Revision Committee enable a comprehensive and evidence-based review of existing pay structures, ensuring a rational upward revision of pay scales with appropriate enhancement at every stage of the teaching cadre, thereby promoting equity, professional motivation, and the sustained quality of higher education.

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In addition to the above, DUTA firmly draws attention to several critical issues that require immediate and decisive action. These include the continuation of Ph.D./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 Ph.D./M.Phil. increments be made public and implemented without delay.

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

- 1. Continuation of Ph.D./M.Phil. Increment-** DUTA firmly advocates for the continuation of non-compounded Ph.D./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 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

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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. Furthermore, DUTA condemns recent "extortionist" recovery orders and salary re-fixations at colleges such as Lakshmibai and Jesus and Mary as violations of established service conditions, mirroring the ongoing legal battle in which Kerala faculty are challenging the withholding of ₹1,500 crore in arrears and the unlawful override of statutory incentives. Highlighting that such withdrawals directly undermine the research-centric pillars of NEP 2020. 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.

- 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:

- The expression "Assistant Professors who have completed four years..." may be substituted with:
"Teachers having a total teaching/research experience of four years, including service rendered in ad hoc, temporary, post-doctoral, or equivalent positions."
- The expression "Senior Assistant Professor who has completed five years..." may be substituted with:
"Teachers who have completed five years in the previous Academic Level or have a total experience of nine years, including service rendered in ad hoc, temporary, post-doctoral, or equivalent positions."

The proposed amendment is necessitated by the inconsistency in the interpretation and implementation of the provisions of the UGC. While prior teaching and research experience is recognised for eligibility in direct recruitment, the same 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

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at a systemic disadvantage for reasons beyond their control, particularly delays in regular appointments.

In view of the above, DUTA demands that it is imperative 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.

3. **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 that there is a need for greater academic autonomy in designing UG and PG programmes to ensure quality and contextual relevance.

4. **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.

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- 5. 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 reservation policy of the GoI must also be implemented on Principal posts in DU colleges by treating these posts as one pool. DUTA demands that the UGC must instruct the DU administration to immediately advertise and fill all the backlog and shortfall vacancies through a special drive across the departments and colleges of the University.
- 6. 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.
- 7. 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 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.
- 8. 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.
- 9. 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.
- 10. No to NFS and Strict Adherence of UGC Screening Criteria in DU Appointments:** DUTA opposes the **None Found Suitable (NFS)** decision by selection panels. The decision of NFS mostly hits the reserve positions, which goes against the policy of social justice. Recently, it has been found that against

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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 demands that Delhi University must strictly adhere to the screening criteria prescribed by the UGC for faculty appointments. DUTA demands to consider 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.

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.

Hoping for an early resolution of the above-mentioned teacher's concern.

Regards,

(Prof V.S. Negi)
President, DUTA

(Prof. Bimlendu Tirthunker)
Secretary, DUTA