

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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

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**Dr. Vineet Joshi,
Chairman,
University Grants Commission**

Sub: Representation by the DUTA on the various issues

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.

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: It is once again reiterated that neither Delhi University nor its colleges have received any financial support to upgrade infrastructure or create additional teaching positions arising from the 25% increase in student intake under the EWS expansion. The rollout of the fourth year of FYUP at the undergraduate level has further intensified the need for expanded infrastructure and enhanced faculty strength in every college. DUTA firmly asserts that meaningful implementation of academic reforms under NEP 2020 is impossible without first sanctioning the necessary teaching posts and providing adequate grants for upgrading libraries, laboratories, classrooms, sports facilities, and other essential infrastructure. The structure and content of UG and PG programmes also require urgent reconsideration, with universities needing greater autonomy in determining the weightage and content of core courses. In view of these unresolved requirements, DUTA calls upon the MoE and UGC to immediately sanction additional grants and teaching positions in proportion to existing sanctioned posts. Moreover, as research is a major pillar of the NEP, DUTA demands that the absence of adequate research grants and institutional support undermines this foundational objective and calls for the immediate provision of robust research funding.

It is pertinent to add that point no 3 of the Record of Discussions held between the Vice Chancellor, Delhi University, in the presence of Chairman UGC, Secretary UGC and senior officers of MoE and UGC on 05.12.2019, states that UGC will consider communicating the additional teaching positions to be created as per the EWS scheme within 30 days. However, no teaching positions have been sanctioned to date in lieu of the EWS Expansion position. Additional workload increased due to the rollout of the 4th year of UGCF under NEP 2020; these teaching positions are necessary to meet the extra teaching workload created in colleges and University Departments.

In addition, DUTA wants to bring to your kind attention and consideration the following long-standing demands of teachers:

- 1. Counting of Past Service for Promotions:** Total past adhoc, temporary, post-doctoral research, pool officer, research experience and part-time service and similar teaching or research experience be counted for direct recruitment and promotions (including pending cases) up to the level of Associate Professor.

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Therefore, the relevant clauses should be amended as follows: “Assistant Professors who have completed four years.... to be replaced with teachers having total experience of 4 years..... including that as adhoc/post-doctoral etc. Senior Assistant professor who has completed five years.... to be replaced with teachers who have completed 5 years in previous pay level or having total experience of 9 years/ including that as adhoc/post-doctoral etc.”

2. **Continuation of Ph.D./M.Phil. Increment-** DUTA firmly advocates for the continuation of the Ph.D./M.Phil. increments mandated by the UGC Regulations. These incentives are essential for attracting and retaining highly qualified faculty, encouraging advanced research, and sustaining academic excellence. Their discontinuation would diminish the value of higher qualifications and negatively impact the quality of teaching and research. DUTA demands that the recommendations of the UGC’s expert committee on this matter be made public and implemented without delay.
3. **Restoration of Old Pension Scheme:** 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-com-Pension Scheme). Keeping in mind the importance of social security for retired employees, the GoI must restore GPF-cum-Pension-cum-Gratuity scheme for all the teachers of colleges and Universities across the country. The GoI decision of conversion of NPS to OPS in the event of death of an in-service employee should be extended to the Universities and Colleges (Autonomous Bodies). Also, other circulars of change over from NPS to OPS regarding employees joining after 1st January, 2004, but whose positions were advertised before 2003 be implemented in DU.
4. **Public the Draft of HECI Bill and discuss with stakeholders-** DUTA demands that the Ministry of Education immediately release the complete draft of the proposed HECI Bill and initiate meaningful, structured dialogue with stakeholders, including DUTA, before placing the Bill in Parliament. DUTA asserts that any new Bill must uphold non-negotiable safeguards: no alteration in existing governance structures; full continuation of public funding; complete protection of recruitment norms, promotion pathways, and service conditions; and pay, pension, medical facilities, LTC, HRA, and other entitlements at par with Central Government employees. DUTA maintains that these protections are essential for safeguarding the public character and academic integrity of higher education, and warns that the teaching fraternity will firmly oppose any deviation from these principles.
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

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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:** There are some Physical Education, Associate Professors working in DU Colleges. Their initial appointment (prior to 1991) was as Director of 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 have been 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 the same as that of teachers. In the 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 stance of the University is wrong and unacceptable. The UGC is requested to direct the University to grant a one-time exemption to this category of teachers so that while performing all duties as teachers and their retirement age should be 65 years, i.e. as that of teachers of other disciplines.
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

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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 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. No to fee hike and HEFA Loan-** A Central University like Delhi University and its constituent colleges are funded by the Government of India to fulfil its obligation towards students coming from different States and of different socio-economic backgrounds. Moreover, as per Clause 6 of the Delhi University Act, 1922, amended in 1952, etc, passed by the Parliament, states University is open for all Classes, Castes, and Creeds. University of Delhi, since its inception, is known for promoting quality education to all categories of students at a low fee structure. Recently, the University of Delhi obtained an HEFA Loan of 1000 crores and has amended and hiked fees. DUTA oppose this fee hike and demands that this loan be treated as a grant-in-aid for the development of a premier university like DU.
- 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 direct 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.

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

Regards,

(Prof V.S. Negi)
President, DUTA

(Dr Bimlendu Tirthunker)
Secretary, DUTA