

GOVERNMENT OF INDIA
MINISTRY OF EDUCATION
DEPARTMENT OF HIGHER EDUCATION
RAJYA SABHA
UNSTARRED QUESTION NO-2128
ANSWERED ON- 19/03/2025

Removal of 10 per cent cap on contractual teaching

2128 Dr. Fauzia Khan:

Will the Minister of **Education** be pleased to state:

- (a) the rationale behind removing the 10 per cent cap on contractual teaching appointments and the potential impact on teaching quality;
- (b) the steps being taken to prevent over-reliance on temporary faculty to ensure the quality of education is maintained; and
- (c) the measures being introduced to address job insecurity among contractual staff and ensure a balance between permanent and temporary teaching appointments?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF EDUCATION
(DR. SUKANTA MAJUMDAR)

(a) to (c): Many universities and colleges struggle with faculty shortages due to delays in regular appointments. The UGC draft regulations 2025 enable HEIs to appoint faculty members on a contractual basis against vacant sanctioned positions. These are not over and above the sanctioned positions. In the interest of students, the draft regulations 2025 push for the appointment of permanent teachers in HEIs. Only when the regular positions lie vacant institutions can appoint teachers on a contractual basis. Removing the cap allows institutions to fill vacant positions swiftly, ensuring that students receive uninterrupted education. It also helps institutions recruit faculty in emerging disciplines and specialized fields where permanent appointments may take time.

The draft regulations stipulate high standards for contractual faculty recruitment, ensuring they meet the same eligibility criteria as regular faculty. The draft regulations also stipulate that the fixed total emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor.
