

GOVERNMENT OF INDIA
MINISTRY OF EDUCATION
DEPARTMENT OF HIGHER EDUCATION
RAJYA SABHA
UNSTARRED QUESTION NO- 2919
ANSWERED ON- 18/03/2026

Conditions of Adhoc, Contractual and Guest faculty

2919 Shri Abdul Wahab:

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

- (a) the number of ad-hoc and guest faculty presently engaged in Central Universities and other Centrally funded higher educational institutions, institution-wise and State-wise/UT-wise;
- (b) the prescribed norms regarding remuneration, tenure and workload for such faculty and whether these are being uniformly implemented;
- (c) whether cases have come to the notice of Government of ad-hoc and guest faculty being paid below norms, assigned workloads equivalent to regular faculty and continued for long periods without job security or benefits; and
- (d) the steps taken to prevent exploitation, ensure fair remuneration and regulated workload and to fill regular teaching posts in a time-bound manner?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF EDUCATION

(DR. SUKANTA MAJUMDAR)

(a) to (d): Central universities adopt different methods/processes which inter-alia, include hiring ad-hoc faculty, Guest Faculty, Contract Faculty, and re-employed teacher so as to ensure that the teaching-learning process is carried out in an effective manner.

UGC has issued guidelines on 28.01.2019 for the appointment and honorarium of guest faculty in the universities. All the universities are required to follow the provisions of the UGC guidelines.

The onus of filling up the vacant posts lies on the Central Universities themselves as they are autonomous institutions, established by Acts of Parliament. However, UGC regularly issues instructions to the universities to prepare a time-bound action plan and fill up their vacant posts at the earliest. Further, this Ministry has also written a letter on 28.10.2025 to Education Secretaries of all State Governments to initiate recruitment process for the appointment of the optimum number of teachers for the allocated courses.

