

GOVERNMENT OF INDIA
MINISTRY OF EDUCATION
DEPARTMENT OF HIGHER EDUCATION
RAJYA SABHA
UNSTARRED QUESTION NO- 4179
ANSWERED ON- 01/04/2026

Remuneration and workload of visiting, guest and contractual assistant professors

4179 Shri Abdul Wahab:

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

- (a) the norms prescribed by the University Grants Commission regarding remuneration payable to visiting faculty, guest faculty and assistant professors (contract basis) in Central universities;
- (b) the prescribed teaching hours and workload for each of the above categories, including academic and administrative responsibilities;
- (c) whether such faculty members are required to adhere to the same attendance hours, institutional duties and workload as permanent faculty;
- (d) whether Government has received representations regarding disparities in pay and service conditions despite comparable workload; and
- (e) the steps taken or proposed to be taken to ensure parity, transparency and fair service conditions for such faculty?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF EDUCATION

(DR. SUKANTA MAJUMDAR)

(a) to (e): 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.

With regard to Assistant Professors appointed on contract basis, Clause 13 of the UGC Regulations, 2018 (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Other Measures for the Maintenance of Standards in Higher Education) stipulates the provisions and remuneration of such appointment.

Further, the teaching hours and workload of contractual teachers is regulated by clause 15.1 and 15.2 of the UGC Regulations, 2018 and as per the terms of their contract.

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.
