

GOVERNMENT OF INDIA
MINISTRY OF EDUCATION
DEPARTMENT OF HIGHER EDUCATION

LOK SABHA
STARRED QUESTION NO.155
ANSWERED ON 10.03.2025

Filling up Reserved Post in Central Universities, IIMs and IITs

†*155. **Shri Dharmendra Yadav:**
Shri T R Baalu:

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

- (a) the post-wise and university-wise number of appointments made on reserved and unreserved posts in the Central Universities including IIMs and IITs across the country from the year 2014 to 2024 along with the details thereof;
- (b) whether any of the reserved posts in Central Universities have been de-reserved;
- (c) if so, the university-wise and post-wise details thereof along with the reasons therefor;
- (d) the time by which the said posts are likely to be restored to reserved category;
- (e) the various steps taken by the Government to fill up the reserved posts without any delay;
- (f) the details of faculty and student vacancies in respect of OBCs, SCs and STs during the last five years;
- (g) whether the Government is aware of the fact that the reservation rules in faculty appointment are not being implemented properly in Central Universities including IITs and IIMs;
- (h) if so, the details thereof; and
- (i) whether any Committee has been constituted to study the issue and steps taken by the Government, if any?

ANSWER

MINISTER OF EDUCATION
(SHRI DHARMENDRA PRADHAN)

(a) to (i): A Statement is laid on the Table of the House.

STATEMENT AS REFERRED TO IN REPLY TO PART (a) TO (i) OF LOK SABHA STARRED QUESTION NO. 155 ANSWERED ON 10.03.2025 ASKED BY HON'BLE MEMBERS OF PARLIAMENT SHRI DHARMENDRA YADAV AND SHRI T R BAALU REGARDING FILLING UP RESERVED POST IN CENTRAL UNIVERSITIES, IIMs AND IITs.

(a) to (i) The Central Higher Education Institutions (CHEIs) under Ministry of Education (MoE) including Central Universities (CUs), Indian Institutes of Management (IIMs) and Indian Institutes of Technology (IITs) are statutory autonomous organizations established under respective Central Acts of Parliament and governed by provisions of the Acts/Statutes/Ordinances/Regulations made thereunder. As autonomous institutions, faculty recruitment is done within the institutions itself, in accordance with their respective Acts and Regulations and also in accordance with Central Educational Institutions (Reservation in Teachers Cadre) Act, 2019. The recruitment powers vest with the respective Board of Governors (BoGs)/Executive Committee/Board of Management and no active role of the Ministry is involved therein.

Occurring of vacancies and filling thereof is a continuous process. The vacancies arise due to promotion, retirement, resignation, death, opening of new institutions, schemes or projects, and additional requirements on account of enhanced students' strength and expansion of capacity in existing institutions.

The ideal faculty student ratio for IIMs and IITs has been envisaged as 1:10. The Central Universities follow faculty student ratio as approved by their respective statutory bodies. The IIMs and IITs offer cutting-edge educational programs and world-class infrastructure, fostering a culture of innovation and critical thinking. Globally recognized for producing alumni who lead in research, engineering, technology, management, and entrepreneurship, these institutes have made a significant impact worldwide. The achievements of their graduates not only enhance the institutes' global reputation but also strengthen India's position as a hub for innovation, technology, and leadership.

The Government, in order to ensure uniformity in adoption of reservation norms, and adequate representation of SC, ST and OBC category faculty positions in the CHEIs, enacted the Central

Educational Institutions (Reservation in Teachers Cadre) Act, 2019 to provide for the reservation of posts in appointments by direct recruitment of persons belonging to the Scheduled Castes, the Scheduled Tribes, the socially and educationally backward classes and the economically weaker sections, to teachers' cadre in these CHEIs. This Ministry, vide notification dated 12.07.2019 specified the reservation to the extent of 15% for SCs, 7.5% for STs, 27% for socially and educationally backward classes and 10% for economically weaker sections. This Act removes the difficulty regarding the reservation of posts in appointment by treating University/Central Educational Institution as a cadre or unit for the purpose of reservation instead of individual departments.

Central Universities, IIMs and IITs follow specific faculty/student ratio as per relevant regulations and their statutes. IITs and IIMs issue rolling advertisement for faculty recruitment which are open throughout the year in order to attract the best talent to the institution. IITs and IIMs follow Flexi Cadre System in faculty positions to meet their specialized requirements, and do not rigidly divide the faculty strength into levels or departments, hence ensuring flexibility to recognize and recruit talent.

Measures have been taken to attract quality faculties which includes year-round open advertisements, recruitment through search-cum-selection procedures, special recruitment drive, mission mode recruitment and invitation to alumni/scientists/faculty, etc. The faculty recruitment processes are carried out by the CHEIs by inviting applications in a transparent manner, as part of a multi-step and robust screening process. The Acts and Statutes of various institutions specify the composition of selection committees, authorities responsible for recruitment of various levels of faculty, provision of independent subject experts and Visitor's nominees etc. so as to ensure transparency and academic rigour in recruitments. UGC has launched a common portal 'CU-CHAYAN' for faculty recruitment, making provision for listing of vacancies/advertisements/jobs across all Central Universities, thus making the entire recruitment process more transparent and accessible.

In August, 2021, all CHEIs were requested to undertake special drive to fill backlog vacancies of Scheduled Castes (SCs), Scheduled Tribes (STs) and Other Backward Casts (OBCs) in their institutions in Mission Mode. The CHEIs undertook special recruitment drives to fill such

vacancies. In September, 2022, this Ministry had also exhorted all the CHEIs to fill up all the vacancies in Mission Mode including those of SC, ST and OBC. From September 2022, CUs, IIMs and IITs have also undertaken Mission Mode recruitment drive to fill the vacancies including those of SC, ST and OBC.

From May, 2014 to December, 2024, all CHEIs made a total number of 53456 recruitments of faculty and non faculty positions. While from May, 2014 to March, 2022, these CHEIs filled up 26705 vacancies, a total number of 26751 including 15637 faculty positions were filled up in a short span of two years during Mission Mode Recruitment drive from September, 2022 to December, 2024. CUs, IIMs and IITs have collectively filled up 18757 vacancies, out of which 10857 are faculty positions including 1347 SC, 579 ST and 2219 OBC during mission mode recruitment drive from September 2022 to December 2024.
