

GOVERNMENT OF INDIA
MINISTRY OF EDUCATION
DEPARTMENT OF HIGHER EDUCATION
LOK SABHA
UNSTARRED QUESTION NO-2310
ANSWERED ON-04/08/2025

Gender Disparity in Number of Faculties in Higher Education

2310. Shri Sudama Prasad:

Will the Minister of EDUCATION be pleased to state:

- (a) whether less female teachers/faculties are contributing in Higher Education in comparison to School level as per Report of All India Survey on Higher Education (AISHE) 2021-2024 and Unified District Information System for Education Plus (UDISE+) 2023-2024;
- (b) the appropriate measures taken by the Government to address the gender disparity in faculty positions in Higher Educational Institutions;
- (c) whether the Government is planning to increase female faculty positions at Higher Educational Institutions across the country;
- (d) if so, the details thereof and if not, the reasons therefor; and
- (e) the details regarding number of male and female teachers in Central Universities, IITs, IIMs as well as Government and Private Universities/Schools across the Country, State-wise?

ANSWER

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

(a): As per All India Survey on Higher Education (AISHE) 2022-23(Provisional) and Unified District Information System for Education Plus (UDISE+) 2023-24, total number of female teachers in 60,380 Higher Education Institutions (HEIs) are 7.37 lakhs and in 14,71,891 Schools are 52.3 lakhs.

(b) to (d): Occurrence and filling up of vacant posts are a continuous process. The vacancies arise due to retirement, resignation and additional requirements on account of enhanced students' strength. However, UGC repeatedly takes up with all the Central Universities, the matter to fill up the vacancies at the earliest. UGC has also launched a unified recruitment portal i.e., CU-Chayan on 02.05.2023 to provide a common platform for listing of vacancies/ advertisements/ jobs across all Central Universities. Under mission mode, in August 2021, the Ministry issued instructions to all Central Higher Education Institutions (CHEIs) to fill vacancies especially those reserved for specific categories

in a Mission Mode. In September 2022, all CHEIs were once again requested to intensify this Mission Mode drive to fill all remaining vacancies, especially those in reserved categories. Between September 2022 and July, 2025, a total of 16,507 faculty and 11,943 non faculty, totaling upto 28,450 recruitments have been made in the CHEIs under this Mission Mode initiative.

A number of initiatives/steps have been taken by the Government to increase the gender diversity in academic positions. More Female participation in higher levels of education has been envisaged through various Schemes/Scholarships/Fellowships and proactive measures aimed at Female students/scholars. This in turn translates into more candidates available for academic positions in Higher Education.

The following initiatives/welfare measures for greater Female participation and gender diversity in academic positions are mentioned: -

- i. Post-Doctoral fellowship for women by University Grants Commission (UGC)– The objective of the scheme is to accelerate the talented instincts of the women candidates to carry out the advanced studies and research. The financial assistance is provided to unemployed women candidates holding Ph.D. Degree.
- ii. Savitribai Jyotirao Phule Fellowship for Single Girl Child- The objective of the scheme is to encourage higher education of single girl child pursuing Ph.D. in any stream/subjects.
- iii. Post Graduate Indira Gandhi Scholarship for Single Girl Child- The objective of the scheme is to provide financial assistance to selected candidates being Single Girl Child for pursuing post-graduation on full time/regular basis in Universities/Institutes/Colleges in India.
- iv. Pragati Scholarship Scheme: - The scheme provides scholarship for women students pursuing polytechnic, engineering, pharmacy and architecture courses (in All India Council for Technical Education [AICTE] approved institutions), whose family income is less than Rs. 8 Lakh per annum.
- v. UGC has exempted women candidates from payment of fees to any examinations/ Test/ Interview conducted by Centrally Educational Institutions, to increase the representation of women in employment under Central Government/ Central Autonomous Bodies.
- vi. Further, there is a provision for a woman representative in Selection Committees, as per UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges, 2018.
- vii. The UGC has allowed a relaxation of two years for Ph.D. for women.
- viii. Women candidates may be provided Maternity Leave/Child Care Leave once in the entire duration of M.Phil./Ph.D. for up to 240 days.
- ix. In case of relocation of an M.Phil./ Ph.D. woman scholar due to marriage or otherwise, the research data shall be allowed to be transferred to the University to which the scholar intends to relocate provided the research work does not pertain to a project sanctioned to the parent Institution/Supervisor by any funding agency.

The above initiatives of the Government have facilitated a tremendous increase of 135% in Female Ph.D.'s enrolment, from 47,717 in 2014-15 to 1,12,441 in 2022-23(provisional) as per AISHE. This would provide more opportunities for women for academic positions in Higher Education.

(e): The number of male and female teachers in all HEIs as per AISHE 2022-23(provisional) is as follows:

Male	Female	Total
9,27,394	7,36,778	16,64,172

The number of male and female teachers in all Schools as per (UDISE+) 2023-24 is as follows:

Male	Female	Total
45,77,026	52,30,574	9,807,600

State-wise number of male and female teachers in HEIs & Schools is available at https://www.education.gov.in/en/parl_ques
