

**GOVERNMENT OF INDIA
HUMAN RESOURCE DEVELOPMENT
LOK SABHA**

UNSTARRED QUESTION NO:2256
ANSWERED ON:02.12.2009
RECRUITMENT OF TEACHERS
Bhagat Shri Sudarshan;Jaiswal Shri Gorakh Prasad

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

- (a) whether the Universities Grants Commission (UGC) mandates all the States and Central Universities to observe strict adherence in maintaining/recruiting the required strength of teachers in each department;
- (b) if so, the details thereof;
- (c) if not, the reasons thereto; and
- (d) the steps taken/proposed to be taken by the Government to ensure recruitment and retention of high quality faculty in the State and the Central Universities?

Answer

MINISTER OF HUMAN RESOURCE DEVELOPMENT(SHRI KAPIL SABIL)

(a) & (b): As per the information furnished by the University Grants Commission(UGC), all Central Universities are required to strictly adhere in maintaining the required strength of teacher in each department. In case, the ratio falls short of the ideal faculty strength the university concerned is required to take remedial steps.However,the universities are allowed to selectively re-employ superannuated teachers for a maximum period of three years or till such time the teacher attains the age of 70 years whichever is earlier,to overcome the crisis of shortage of teaching staff.

(c): Does not arise.

(d): Quality of teaching in higher education is a matter of great concern. When the Pay Review Committee recommendations in respect of teachers in colleges and universities were taken up by the Central Government, the salaries and other allowances for teachers, higher than those for the Group "A" Civil Services, was agreed to by the Government on the condition that the eligibility conditions would be tightened and qualifications would be of a high order.The generous pay package being provided to academic faculty in institutions of higher learning would act as a motivating factor for talent to enter and continue in the academic profession. In addition,the age of superannuation of teachers in higher education has also been increased from 62 year to 65 years to enable institutions of higher learning to tide over shortages, if any, with the help of experienced academics.