

ASSESSMENT OF PROFESSIONAL CONTRIBUTION OF CONTRACT LECTURERS IN COLLEGES: A TREND IN EDUCATION

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ABSTRACT

System of Contract Lecturers offers a compromise in the expanding (bursting) Education scenario where acute shortage of teaching faculty is likely to prevail for lack of funds and trained personals on one hand and the time consuming recruitment process on the other. Contract teacher may do all these work with the hope/expectation that their present contributions will facilitate (to some extent) to regular appointment. It is necessary that some mechanism need to be worked out for their secured future in phased mannered. It is necessary that some mechanism need to be worked out for their secured future in phased mannered.

Keywords: Contract, Agreement and Education.

INTRODUCTION:

In India contract lecturers are outcome of nineties (in U.P.) and can be attributed to the adjustment mechanism by the governments trapped in financial crunches, Prior to this adhoc Lecturers used to be a common feature in the government run system of Higher Education in Uttar Pradesh. Now Contract teachers are appointed by University or Director of Higher Education for academic session (Seven to Ten month) on fixed salary. The nature of such contract lecturer fall into following categories in different states of India.

- 1.10 Month Contract Lecturer - Uttarakahand, Chandigarh
2. Workload based Contract Lecturer - Maharashtra, Assam
3. Contract Lecturer for a fixed long duration-Himachal Pradesh.

Although there are certain UGC rule for appointment of teachers but the same rule can not be followed for contract lecturer by various states in India. For example in Uttarakahand and Chandigarh there is a 10 month contract but salary structure in highly vaeiable. It start from Rs 8000/ in Panjab,14000 in Himanchal Pradesh and Uttarakhand state has inhanced salary to Rs 25000/ in 2009. Uttarakahand government gives rupees 25000/- per month, In Maharashtra and

Assam contract lecturer gets rupees 250/- per period. In Himachal Pradesh there is a one time contract but after eight years his/her service is regularized.

UGC has moved a hasty proposal to appoint all university and college teachers in future on contract basis which is based upon unsubstantiated presumption. It presumes that a majority of teachers shirk work i.e. 24 periods per week lecturers work. Secondly the security of job leads to complacency and result in lack of accountability. Third, teaching job in most countries are on contractual basis which is working very fine in their education system and therefore, ought to work fine here. All the these presumption can at best be viewed as working hypothesis which need to be tested in the Indian context.

UGC assumes this hypothesis and we may expect teacher appointed on contractual basis would be teaching better than permanent teachers. We would also expect that teachers appointed on contract in many private institution would maintain a higher standard then permanent appointees as in case of IIT, IIM and other government run educational institutions.

Comparative Status of Contractual and Permanent Lecturers

Sr.No.	Characteristics	Contract lecturer	Permanent Lecturer
1.	Financial Feasibility	More economical nearly one fourth expenditure	Full salary-1
2.	Man power Utilization	Optimum use of man power	Moderate utilization
3.	Teacher Taught Relation	More effective communication	Only moderate communication possible.
4.	Technical status	Technically Sound and open to Innovation	Moderate to poor Level
5.	Field work (Geography, Geology etc.) Field based subjects	More capable or may provide use full assistance	Less available for field work due to more engagements
6	Extra Curricular Activity	May be made active	Indifferent

Above table provide some useful comparison between permanent and contractual teachers. We find that contract teacher could be more efficient than the permanent teacher in their work under the given conditions. Contract teacher do the same job as that of permanent teacher with one fourth salary of permanent teacher. At the same time there is less difference between age of the majority of contract teacher and student. This enables in creating congenial atmosphere in class rooms. This may facilitate more open and constructive dialogue in the class room . Contract teachers are also expected to handle new teaching methods and techniques such as internet, projector, ppt's videos etc. that result in broadling of students academic horizons and student become eager to learn new techniques or enter into new store of information.

Permanent Lectures are not able to deliver his/her 100% attention in field work / research subjects due to Family engagements and administrative responsibilities where as contract teacher is expected to be fit and fine to do the same work with more efficiency. Contract teacher will do all these work with the hope/expectation that improved competency will facilitate their chance for regular appointment in future. The study conducted by UGC reveal a drops of 33 percent in absenteeism of contracted teachers compared to regular teachers. The study noted it because they have very few holidays in the contract duration and utilize maximum working days in teaching. Higher education system in India suffers from the serious shortage of teachers. Shortage of teachers has led to employment as part time or contract teachers. In state universities there is one contract teacher for every three regular lecturers and one such lecturer for every five lecturers in deemed universities. In colleges, the contribution of contract Lecturers is as high as 38 percent. In the government aided college the incidence of the contract teacher was the highest. Pay review committee view this as a matter of great concern and suggest state government to fill up the vacant post on a regular basis, both to improve the faculty strength in universities and colleges which in tern would make a decisive improvement on the quality of education.

CONCLUSION:

The above noted (expected) results in the comparative study are only when the recruitment process of contract lecturer is transparent and their salary is judiciously linked with performance. Contract teacher may do all these work with the hope/expectation that their present contributions

will facilitate (to some extent) to regular appointment. It is necessary that some mechanism need to be worked out for their secured future in phased mannered.

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