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WAGES, EMPLOYMENT AND SOCIAL SECURITY IN INDIA

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A STUDY OF CONTRACT LECTURERS IN HIGHER EDUCATION

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Abstract

Teachers are the resources of our country. The research paper deals with the study of contract lecturers or CHB lecturers in higher education. Contract lecturers face end number of problems ranging from personal to social. Secondary sources are used for the present study. The research paper focuses on problems of contract lecturers which they face like economic and health issues and has also taken a legal issue for studying the contract lecturers. The study also focuses on policy recommendations which are given for self-financing courses but the researchers are of the opinion that it should be applicable to all higher educational institutes whether grantable or non-grantable.

Introduction:

Education is a tool for social change. It is a long-term investment. Education as fundamental to an equitable society and excellent education system equips children and youth with knowledge skills values and mindsets needed to empower individuals and responsible citizens it is a fact that high quality of education has wide-ranging benefits for individuals and societies and disease spread across the globe.

Teaching as an art and science to it is a profession of high Expectations in world teachers are the valuable resource of society they are the stakeholders in the education system teaching as an occupation has ample of responsibilities. An occupation is essential and central element of human life the standard of living of an individual depends on is occupational play If the standard of living is maintained it brings happiness peace and mental satisfaction in individual the

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 current Era is an era of innovation creativity, quality, productivity and followed by progress leading to success. This error is an error of smart work and smart work and teaching is a continuous learning process keeping oneself updated in knowledge and skills teaching in the modern era is a challenging profession which requires command over subject, having an emphasis upon instruction, effective planning, clear objectives, proper time management, good questioning skills, good command over language, good classroom organization, effective use of human resources, effective communication skills, attitudes, perceptions, interest etc.

Contract lecturers are aware category contract teachers temporary CHB guest faculty at home volunteers para teacher available of teachers falling under this category. Their salaries and working conditions are very less than permanent faculties. They are hired for one year and at a low salary which is one fourth of the regular pay of permanent faculty they do not have a legislative protection as permanent faculty they do all similar work as permanent faculty as their salaries do not form part of payroll there are no official statistics. It has become a norm in India to appoint contract teachers.

the qualifications needed in contract lecturers are a post graduate degree plus at majority times accompanied with qualifying criteria as like SETNET, plus also accompanied with the research degree of M Phil or PhD one has to invest more than 25 years in educating oneself to become a degree college lecturer. After all these hardships - to face competition from competitors and to maintain a balance in career and family life Gender and caste discrimination at workplaces governmental policies of employment etc. Apart from all these the lecturers are expected to attend seminar conferences and workshops their expected to present research papers which again demand registration fees the present paper deals with the problems of contract lecturers with regard to economic and legal issues.

Objectives of the study

- 1) To study the problems of contract lecturers with regard to economic and health issues.

2) To study the problems of contract lecturers with regard to our legal system.

Discussions

study titled a study of anxiety among CHB and permanent teachers in Shirpur Tehsil Dr N S Dongre studied 32 CHB college teachers and 32 permanent college teachers. the study was conducted to measure the anxiety status between CHB clock hour basis college teachers and permanent college teachers the age group of sample was between 25 to 40 years old. amongst total six colleges in Shirpur Tehsil 3 year Arts Science and Commerce senior colleges to our pharmacy colleges and one Engineering College from these colleges the sample of teachers were randomly selected. The study used Sinha anxiety scale 1991 as a research tool actually in this scale there are 100 items which measure out individual anxiety. The study has used the original version of the scale. The items of this test but designed to elicit self rating items of descriptive of anxiety reaction. The researcher used T test for data analysis and calculated anxiety differently from CHB teachers and permanent college teachers the findings by that in CHB college teacher for more and less than the permanent college teachers the reasons behind this would be payment policies of Government and frustration tension or depression resulting from some aspect of their work as a teacher. The work of both permanent and CHB teacher is same but the salary of CHB is meager, this causes anxiety among CHB college teachers.

one of the major findings of this was the female teacher for more and less than the male teachers the reason behind this finding work over workload at both levels professional and domestic, balancing multiple demands, unable to prepare and self study due to lack of time, inadequate resources, lack of support from administrative staff, student misbehavior, continuous change, inadequate professional development. The working women undergo role conflict and has a role set to play in their life.

Another study was a PhD thesis of Veena Ramesh Shetty title a study of working condition of teachers in self financing courses in higher education institutions in Mumbai. the study suggest policy recommendations which needs to

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be implemented the recommendations are as follows.

1) Teachers Selection in self financing courses should be done through proper advertisement in local and national newspapers interviews should be taken followed by offering appointment letters to selected teachers.

2) The main reason of frustration among teachers is the unsecured nature of the job after every academic year that teachers should not be relieved but should be given security by offering a permanent job government should make new policies for appointment of permanent teachers in higher education institutions.

3) Teachers are given co-curricular activities to work apart from teaching that makes them overburdened. The outcome of excess workload affects the quality of teaching. there has to be proper balance between activities and teaching workload.

4) Salary of teachers in self financing courses in higher education needs to be in check by policy is formulated by authorities.

5) Teacher should be given leave for adequate number of days such as sick leave or casual leave it will increase satisfaction level and their performance.

6) Vacation salary should be given at least to those teachers were working as full time or part time for a period of more than 8 months as it affects job satisfaction.

7) Funding facilities should be made available to permanent teachers for undertaking research.

8) Contractual lecturer if have given good performance Mein must be given Extension and should not have to reappear for the interview. The system of One Shot selection should be adopted.

9) That should be a separate set of guidelines for teachers in self financing courses and should be made compulsory for every Institution of Higher Education

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 to appoint teachers as per these guidelines.

10) Maternity benefits, provident fund, etc should be provided even to contractual lecturers in self financing courses.

11) Proper infrastructure in facilities should be given to staff and students in higher education.

A research conducted by Kamyra Rani titled contract teachers in India an overview the resources based on a discussion of a legal cases of Piara Singh versus state of Haryana in 1992 and state of Karnataka vs umadevi in 2006 the judgement of court divorce and both the cases making contract lecturers position more vulnerable in the case of Piara Singh the concern of the courts is to give fair deal to its employees and to see that executive acts fairly. the major concern of the courts was no one should be kept in temporary or Ad Hoc service for a long time if so happens the cold should presume that there is a need for regular appointment than normal rule is regular appointment and only if there is emergency at home or temporary appointment should be made. even if the situation of appointing temporary employee arises it should be replaced by regularly selected employee but even search temporary employee should be allowed to compete with regular appointment important one temporary employee cannot be replaced with another temporary employees as it is important to avoid arbitrary action. the state must act as a model employer it should it should not exploit its employees. Equal pay for equal work must be given which is the Directive Principles of State Policy in constitution lastly the theory of legitimate expectation cannot be successfully advanced by temporary casual or contractual employees it cannot be invoked to seek positive relief of being a permanent post. This decision was over world in the case of Uma Devi in 2006 the court argue that the order is too and to judge on regularization saying that it was back door regularization and unfair to other potential applications to these positions as it promotes nepotism and in efficiency. After the case of 2006 the courts in case of contract lecturers denying regularization cited above case after 2000 Court very rarely discuss the role of state as a "model employer" which

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 was discussed in Piara Singh's case and even the court did not comment on what was "fair" for such teachers which they tried to protect in PiaraSinghs case. Instead of these the court commented that teachers should have known what to expect when they sign the contract.

Finally a system work contract lecturers have a low salary and unnecessarily dismissed is unfair and teachers are exploited to it also decreases their effectiveness and infringes the educational rights of students in a democratic country on one hand the rights are being violated even when multiple possible options are remedy for this violation is a shame.

Conclusion:

After reviewing the above mentioned researches it proves that the contract lecturers are having a vulnerable position in society, they are educated highly paid very low. They have immense problems like no job satisfaction, no social security, no pay, more work long hours of work apart from this they also have health issues of anxiety which affect them and their quality of teaching. It is still expected from them that the quality of teaching should be best when they are facing so many problems that government should make necessary policies to protect the lecturers from being exploited arbitrarily.

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