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## CONTRACT LECTURERS IN COLLEGES: A REVIEW

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### Abstract:-

The paper highlights the contract appointment policy adopted by Punjab Government. Relevant information has been traced from sources like internet, books, newspapers etc. contractual appointment policy was introduced by the Government to minimize the management overload and reduce the administrative burden of transfers and postings of regular employees and to reduce the long term pension liabilities of the government. But, contract lecturers affect the quality of education positively as well as negatively. Always they are having fear of losing job and it makes them aware, and they become more dedicated in their profession to prove themselves. But It has more negative impact. Contract employees do not get benefits similar to regular employees. Leave rules, pension, contributory pension and appeals discriminated contract employees from regular employees contributing to their dissatisfaction.

**Keywords:** contract, Appointment, Policy, Agreement, Promis, Contract.

### INTRODUCTION :

The word 'contract' means to make an agreement occurs in English in the 14th Century (Chaucer's Canterbury Tales) Etymologist Robert Barnhart traces it to the Latin word 'contractus' meaning to collect, combine or make an agreement.

Barnhart writes that another meaning of the word 'contract' to make narrow, is first recorded in the 1300's and meant the drawn-up or shrunken appearance of paralyzed limbs.

### The concept of contract has been defined from different perception--

1. "Every agreement and promise enforceable at law is a contract." – Pollock
2. "A Contract is an agreement between two or more persons which is intended to be enforceable at law and is contracted by the acceptance by one party of an offer made him by the other party to do or abstain from doing some act." – Halsbury

### So the formula is...

**Offer + acceptance = Promise**

**Promise + consideration = Agreement**

**Agreement + enforceability By Law = Contract**

If we talk about the lecturer, A person who delivers lecture is called Lecturer, especially professionally. Chiefly British, A university teacher, define lecturer as one ranking next below a reader. Synonyms of Lecturer are preacher, orator, instructor, teacher etc.

### The contract Lecturer is-

- a. A member of the faculty of a college or university usually having qualified status.
- b. A faculty member ranking below an assistant professor.
- c. The academic rank held by such a faculty member.

The paper mainly focus on the contractual policy adopted by Punjab Government.

The Government of Punjab adopted contract employment as a human resource policy for the education and health sectors in 1997, although implementation remained limited to certain types of positions. Subsequently, the Government of Punjab launched the Contract appointment Policy (CAP) in 2004 . This was essentially an enabling document which authorized departments to recruit individuals on fixed term.

### CAP 2004 was developed with the following objectives—

1. To strengthen management at different departmental levels by simplifying contractual relationships and accountability mechanisms;
2. To minimize management overload and reduce the administrative burden of transfers and postings of regular employees; and
3. To reduce the long term pension liabilities of the government.

In pursuit of the first two objectives, CAP clearly stated that the status of the contract employees was to be different from civil servants. This important distinction between contract employees and regular employees was made to keep them away from the protections availed by the regular employees under the civil service laws, codes and rules. Over the time, it has been observed that CAP has compelled the employee to be accountable even when there were clear violation of the basic code of service rule .Both in health and education sectors, posting and transfers were a major phenomenon occupying the office hours of middle and senior management. The high number of postings and transfers were not carried out of the necessity of management decisions.

To assess the impact of CAP, a study was carried out from March to August 2009, with the objective to gather data on contract employment and formulate analysis of the policy implementation to guide preparation of a revised contract employment policy. The study aimed to look at the scope and extent of CAP implementation and changes it brought about in the working of the departments. A specially designed survey instrument was created to capture experiences and perception of the contract employees. The departmental databases for the education and health departments were also accessed for relevant information on contract employment in these sectors. Interviews and focus group discussions with stakeholders in important areas of implementation provided a wealth of information. As per the data available, Pension liabilities had increased from Rs 1.739 billion in 1991 to Rs 9.735 billion in 2005. This was a big challenge and the government envisaged that appointment of contractual employees on fixed terms could reduce some of the future pension liabilities. The contract employees are present in almost all sectors, but the largest share is provided by the education and health sectors, where there were 67,165(comprising 62.46 percent of the total) and 15,174 (14.11 percent of the total) fixed term employees at the end of June 2009 respectively.

As a policy instrument CAP becomes successful in achieving the shift from regular government employment to fixed term contracts in five years. It allows a readily feasible option to departments to recruit individuals into government employment offering fixed term contracts and simple mode of recruitment decreasing the time to recruitment from the lengthy process of government agencies.

If we talk about the quality of education in colleges, the overall scenario of higher education does not match with the global Quality standards. There are so many reasons for the failure but one of the important reasons is initiation and implementation of 'Contract Appointment Policy'. The CAP has following drawbacks.....

- Contract employees do not get benefits similar to regular employees. Leave rules, pension, contributory pension and appeals discriminated contract employees from regular employees contributing to their dissatisfaction.
- Long term career signals were unclear. Where the departments are interested in retaining contract employees over longer term, no career path options are delineated.
- Fear of loosing job which affects their teaching negatively.
- They are equally qualified as regular lecturers, lot of dissatisfaction and frustration creeps in.
- Dilutes the seriousness of profession.
- Contractual teachers are not given due respect. In this area, financial as well as job satisfaction becomes zero.
- They can be removed any time and it is not effective for long run course. Hence they find no time to improve education to their best.

**Above mentioned reasons are responsible for decreasing the quality of education in colleges.**

As per data collected from different employees, contract lecturers affect the quality of education positively as well as negatively. It has more negative impact. Positive in the sense, always they are having fear of losing job and it makes them aware, and they become more dedicated in their profession to prove themselves. Further more contract lecturer scheme is needed to give experience to new comers. It helps to fill the gap after their completion of course.

**On the other hand.....**

- contract lecturers can not give their best. They are always in search of some better alternatives
- Always they try to impress the power block of an institution.
- They do not get involved in decision making process but regular teachers involved.
- They are overburdened because regular teachers assign their work to them, even it is a huge loss for regular teachers because they are becoming far away from teaching because they always be busy in doing some other task like decision making process, faculty development programme etc.

Now there is a need to remove the contract lecturer policy/ scheme and should be regular employment policy so that the teacher will get satisfied and work with full enthusiasm. Definitely it will improve the quality of education. We should be working hard for the benefits of the student and the community as a whole barring the fact that one is regular or on contract.

**Hours, days and weeks can drag on thanks to many work frustrations, no matter what job you hold. But when you are responsible for children, there is no time for dragging, sulking, or hiding from anyone. Teachers are a different breed of people- they must be on, ready for anything, every day, all day.**

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