



CONTRACT/ADHOC FACULTY SYSTEM

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We often use this word 'Adhoc' or 'Contract' but do we ever stop to think about the pitiable enigma attached to it that reminds us of the age old proverb: "All that glitters is not gold."

Actually this term 'contract' is rampant everywhere in various government and private sectors. This 'Theka' system has hallowed the teaching community. The so called nation builders of society are struggling with quixotic dilemma and getting impossible to come out of quagmire of economic stagnation. The surroundings in which the teaching fraternity is breathing is very suffocating and we hang our heads in shame due to sky-high difference between the actual condition and the condition which we rightfully deserve.

The prestigious tag of an Asst. Prof. given temporarily to the contract faculty member is actually a misnomer and appear to be a mere 'decorative emblem' or a 'glorified cipher'. Let me apprise you of the current scenario. The alarm bells went ringing every year when despite being eligible and having requisite scholarly credentials and prowess, the neophytes have to pass through litmus test in the form of an interview to prove their worth.

And next year the doyens of the same institution have to appear for the interview along with newcomers putting up question marks on the archetypal patterns of stagnant system.





This is an irrevocable truth that the contract faculty members are the pillars of the reputed colleges of the nation and institutions cannot run without us. But the irony is even after dedicating ourselves to the institution whole-heartedly for so many years, we do not even get the job security in lieu of our sincerity and allegiance. Isn't a pity? One couldn't help but feel blue as the Damocles sword is always hanging above every year. We are always scared when one will be thrown out to establish the 'new order' and have to say good bye with tears in eyes, artificial smile pasted on the faces and lots of scattered dream in hands. When comes the question of duties and responsibilities, it is we, the contract faculty members who becomes the demand of the day and work as the right hand of the Institution.

In spite of being emotionally wrought we endeavor to appear frivolous in front of higher authorities. Earlier jobs used to run after educated persons and now even after a single post, thousands of literate persons have a rat race as to who will wear the crown. The hollow claims and dilly dallying attitude of government earmark the day when new schemes, policies and pay commissions are directed towards improving the already 'improved permanent' officials.' How can one achieve atonement in such somber and poignant scenario? The split milk in the field of education needs collecting.

Recently, the cynosure of all eyes in the form of covered post of DPI (under grant-in-aid scheme) has created a mirage effect. The actual reality is mind boggling as the initial scale take a nosedive of merely 21,600 (for the initial period of 3 years) and seems to be a dream in tatters which is going to topple over the education system. Though government asserts to have performed a yeoman service for teaching fraternity but many candidates feel crestfallen whether their long cherished dream of regularization would bear fruits or not? That's why, many capable persons do not feel attracted towards the teaching profession.





Ruminating about utopian dream, one can hope winds of change to blow across the teaching or educational firmament so that government officials can wake up from their slumber and realize the true potential of such persons who are committed towards teaching profession. Glossing over everyday problems, govt. has forgotten that the teaching community has been relegated to the back seat but we need to resolve the 'Gordian knot' as the future of the nation lies in the hands of teaching community. The silent crisis simmers behind the veil and such repercussions will cause hullabaloo in the society. It is rightly said:- “teachers must be like flowing rivers which sustain life and not like stagnant water that proves fatal for society”.

We need to ensure a toe hold if the priceless nuggets of teaching community are not freed from cloudy puzzlement on each and every face. Who will bother to think about contract teaching faculty who are constantly degenerating into the stagnation of disappointment and deprivation? We are anxiously waiting for the time when lady fortune will smile on us and educational officials will think to improve our plight.

Despite being equally educated and well qualified, we are lagging behind. Is it not our right to get handsome salaries? Then, why is it being denied to us? Apparently the sugar-coated reality is to be appointed as Asst. Prof., but one has to swallow the bitter pill that “only wearer knows there the shoe pinches.” The earnest yearning for an environment where mind is without fear is a pipe dream.

