



INDIAN LIBRARY ASSOCIATION

(Registered under the Societies Registration ACT , 1860)

Founded in 1933

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The Chairman,
University Grants Commission,
Bahadurshah Zafar Marg,
New Delhi - 110002

Subject: Feedback and Suggestions on the UGC Draft Regulations, 2025, as released on 6th January, 2025 by the Hon'ble Minister of Education, Shri, Dharmendra Pradhan Ji.

Hon'ble Sir,

First and foremost a very Warm Seasons Greetings! from the Indian Library Association. At the outset, we express our sincere gratitude and gratefulness to you and the UGC for its consistent endeavour under your dynamic leadership in holistically transforming the teaching-learning-research eco-system of our country towards all inclusive, equitable and accessible higher education system. This indigenous knowledge system imbining cultural ethos and intellect from the Indic perspective covering newer domain of technological developments shall certainly lead to expansion of the horizons of knowledge. This shall lead the country to further glory and magnificence, benefitting the entire humankind.

Today, we all take pride in our great country India, because we are connected to our roots as "Bharat". In this nation building conscience of the country, the Library has played a great role in the protection, preservation and dissemination of the societal and civilizational knowledge, transcending from the past across several eras. The Library bridges the divide between knowledge haves and knowledge have-nots. It makes the society equitable by sharing the knowledge resources in the most optimum manner, making the system sustainable. This eventually results into increased knowledge base and intellectual productivity. Librarians have been playing a crucial role as a silent knowledge worker over a period of time and proven themselves as important stakeholder in teaching-learning and research landscape.

In the above context, the detail feedback and suggestions on the UGC Draft Regulations, 2025 is attached herewith as Annexure I. A few important suggestions are as below:

- i. The sub-clause xii of Clause 2.0 on Definition of NET.... **must also include the equivalent academic positions.**
 - ii. The sub-clause xxvi of Clause 2.0 on Definition of Teachers.... should include into its ambit **"the equivalent academic positions of the library cadre as other person imparting instructions".**
 - iii. The Clause 3.1 on Direct Recruitment... must include the cadre of **"University Librarian, Deputy Librarian, Assistant Librarian, and College Librarian.**
 - iv. In clause 3.9 on Notable contributions to be considered by the selection committee for recruitment and promotion of academic staff (Librarian cadre) should also include the alternative options in addition to the existing ones such as : (1) Innovative Information Service Designed and/or Implemented / Consultancy / **Sponsored Research funding as a Principal Investigator or Co-Principal Investigator;** (2) User Interaction Activities Designed or involved in / **Imparting instructions to develop reading habits and self-study approach among students;** (3) Leveraging Web based Resources for Library users; (4) Managing users and Resources in a Consortium; (5) Digital Content Creation for MOOCs/**Contributions such as one research publication in peer reviewed journals or publication of a book chapter or publication of a book as an author or two books as a co-author by a reputed publisher;** (6) Digital Library Management; (7) Services for persons with disabilities; / **Development of Library and or Special Collection;** (8) Implementation and Management of Multilingual Collections (Physical and Electronic) and Services / **Facilitating Teaching-Learning and Research in Indian Knowledge System;** (9) Innovative and Sustainable Green Library Spaces and Activities /**Student Internship and Project Supervision.**
 - v. In clause 4.1.IV and all the similar clauses on Essential Qualification of UG/PG/ Ph.D.: The subject must be Library Science/Library & Information Science and **NOT Library Science, Information Science or allied subject.**
 - vi. In clause 4.2.II and 5.7.I on Composition of Selection Committee: **In case of Library cadre, one out of the three external experts shall be a practising Librarian** in the appropriate pay level.
 - vii. In clause 5.4 on CAS Eligibility Criteria in University /College for Assistant Librarian / **College Librarian** (From Academic Level 10 to 11, Academic Level 11 to 12), Deputy Librarian/**College Librarian** (Academic Level 13 A), and Additional **University Librarian/ College Librarian** (Academic Level 14): It should also include additional **option of Refresher Course and or FDP** as in the case of teachers.
 - viii. The equivalent academic cadre in Library shall also be made entitled for Duty Leave; Sabbatical Leave and Special Casual Leave as available to teachers.
 - ix. **Code of professional ethics** for equivalent academic staff (Library Cadre) should also be specified and can be kept same as existing under the Clause 17.0 of UGC Regulations, 2018.
- In the previous UGC Regulations, UGC Pay Review Committee, during different regimes, the Government has always stood by its stated principled position that **"Parity shall be maintained between the cadres of Librarians and that of Teachers"**.

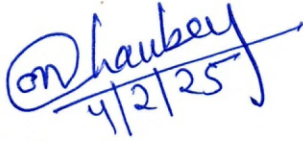
It is therefore earnestly requested to look into our legitimate concerns and maintain the equivalent status of academic staff in Library cadre to that of teachers by considering the proposed amendments/suggestions. The academic staffs in the Library cadre is also willing to walk an extra mile by shouldering a six period weekly teaching workload in order to impart skills and instructions pertaining to LIS domain to its users.

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Further, to boost the confidence and reward the contribution of LIS professionals, they may be **re-designated** analogous to the nomenclature of Teachers as **Assistant Professor, Associate Professor and Professor in Library Education**, along with similar age of superannuation.

Thanking you in anticipation for your kind and judicious consideration. Best regards,

Yours sincerely



(Dr. O.N. Chaubey)

Enclosure:

- i. Detail feedback on UGC Draft Regulations, 2025- Annexure I
- ii. Maharashtra Public University Act, 2016- Annexure II
- iii. Prof. R.V.R. Chandrashekhar Rao Committee Report of University of Delhi
- iv. Appendix- III Table VII of UGC Regulations, 2010 (4th Amendment) notified on 11th July, 2016
- v. Code of Professional Ethics, UGC Regulations, 2018