



A Study on Challenges of CHB (Clock Hour Basic) Teachers in Maharashtra

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DOI - 10.5281/zenodo.20186937

Abstract:

The abstract of the Study on Challenges of Clock Hour Basis (CHB) teachers in Maharashtra highlights a systemic issue where these contractual educators face significant job insecurity, extremely low pay, and a complete lack of benefits, despite forming the backbone of staffing in higher education due to delayed government appointments. Clock Hour Basis (CHB) refers to a system in Maharashtra where qualified teachers (often holding PhDs, NET, or SET qualifications) are hired by colleges and universities on an hourly basis rather than as permanent staff. This system, originally intended as a "stop-gap" arrangement, has become a permanent fixture in the state's higher education system, leading to what many call the "casualization" of the teaching profession.

Introduction:

In Maharashtra Government pay a few amounts of salary to CHB teachers. CHB (Clock Hour Basis) teachers in Maharashtra face significant challenges: job insecurity (annual re-appointment, no permanent status), low and delayed pay (despite recent hikes, still below UGC norms and often delayed due to bureaucracy), and lack of benefits (no pension, leave, health insurance), making their work akin to daily wage labour and impacting their motivation, despite filling crucial, long-term vacancies in universities and colleges. They demand permanent posts, timely payments, and fair wages matching UGC guidelines.

Maharashtra college professors employed on clock hour basis protest; seek adequate, timely pay. There are over 18,000 teachers employed on CHB in higher education institutes across the state in order to meet the gaps in teachers' positions following an overwhelming number of vacancies across the state. College professors who teach on a clock hour basis (CHB) in various aided and government colleges have been

protesting for adequate and timely pay, permanent status and credibility of their experience, among other things.

Objectives of the Study:

1. To Study of Assess Working Conditions & Payout of CHB Teachers.
2. To Study of Identify Various Challenges in Life of CHB Teachers in Maharashtra.
3. To Study of Analyse Impact on Well-being.
4. To Study of Analyse Economic Insecurity, Wage Disparity, Lack of Professional Rights and Benefits of CHB Teachers.
5. To Study of Examine Job Instability and the "Re-appointment" Cycle.
6. To Study of Identify Corruption and "Cuts" in Recruitment.

Hypothesis of the Study:

H1: There is a significant positive correlation between the CHB employment model and the economic insecurity of qualified educators in Maharashtra.

H2: The absence of vacation pays and social security benefits (PF, Insurance) significantly reduces the annual savings and financial stability of CHB teachers compared to permanent faculty.

Scope of the Study:

This study finds the economic exploitation of CHB. It focuses on the vast disparity between workload and compensation. This explores how government policy and institutional management perpetuate exploitation. A significant part of recent studies focuses on the "human cost" of this employment model and how the exploitation of teachers ultimately harms the students and the state's intellectual capital.

Limitation of the Study:

There is trouble to getting confidential information from the Joint Director of universities. Some colleges hire "Contributory" teachers outside of official sanctioned workloads to save costs, making these individuals "invisible" to government records and researchers.

While pay gaps are easy to measure, other forms of exploitation are harder to document for a formal study.

- Respondent Bias
- Researching a casualized workforce often leads to "casual" or shallow data collection

Literature Review:

A literature review on the exploitation of Clock Hour Basis (CHB) teachers in Maharashtra reveals a consistent narrative of systemic "casualization" of higher education. Existing research typically categorizes these issues into economic, psychological, and institutional dimensions.

Research Methodology:

Primary Data and Secondary Data Collection.

- Target Population: CHB teachers working in Senior Colleges (Aided and Unaided)
- Purposive Sampling: Selecting specific regions known for CHB Assistant Professor of Senior College.
- Snowball Sampling: Since many CHB teachers are hesitant to speak due to job insecurity, having one respondent refer another helps build a trusted network.

Checking the past record of the per hours rate per lectures and months of payout.

Analysis of the Data Collection:

Research from 2024–2025 indicates that the exploitation of CHB teachers is driven by a massive shortage of permanent staff.

- **Vacancy Rates:** Approximately 38% to 41% of sanctioned teaching posts in Maharashtra are vacant. In major hubs like Mumbai and Pune, the vacancy rate for assistant professors in aided colleges exceeds 40%.
- **Institutional Dependency:** Colleges are now hiring CHB teachers for 80% or more of their teaching positions, essentially running entire departments on "daily-wage" academic labour Economic Dimensions of Exploitation
- The core of the study lies in the disparity between legal mandates and actual practice.
- **The Payment Gap:** While the UGC (University Grants Commission) mandates a rate of ₹1,500 per lecture, the Maharashtra government continues to cap payments at ₹900.
- **The "9-Month" Trap:** Contracts are typically valid for only 9 months. Teachers face a "No Work, No Pay" period during Diwali and Summer vacations, often forcing them to take

manual labour jobs (selling vegetables, insurance agents) to survive.

- **Delayed Remuneration:** Even the meagre honorarium is often delayed by 3 to 6 months due to bureaucratic hurdles in university approval and the Joint Director's office.
- Imposition of non-teaching tasks that are technically outside the "Clock Hour" contract. All CHB handles overall departmental works.
- CHB teachers are often coerced into performing NAAC documentation, exam supervision, paper setting, and election duties without any additional pay.
- **NEP 2020 Impact:** The rollout of the NEP requires extensive administrative

planning and "Skill Development" courses. Research shows that CHB staff are bearing this extra workload to compensate for the lack of permanent staff.

- CHB faculty report feeling marginalized and excluded from academic governance and departmental decision-making. Quantitative tests (using the Sinha Anxiety Scale) show that CHB teachers exhibit significantly higher anxiety levels than permanent faculty due to total lack of job security. With no funding for research or time for publications, CHB teachers find it nearly impossible to build the profile required for future permanent roles.

Features	Permanent Faculty	CHB Faculty (Maharashtra)
Salary Range	100000- 300000	15000-25000 (Capped)
Payment Cycle	Regular and Monthly	Delayed (3-6 Months)
Job Tenure	Permanent (Retirement at 60)	9 Months (Annual Renewal)
Social Security	Medical, PF, Gratuity, CL, EL	None
Status	Academic Leader	Contractual/ Daily Wages

Findings:

- Very low pay with no benefits
- No job security
- Widespread Vacancies Driving Exploitation
- Recruitment Fraud and Corruption
- CHB Conditions Mirror Daily-Wage Work
- Lack of Job Security and Formal Recognition
- Low and Inadequate Compensation

Suggestion:

A one-time absorption policy may be framed by the Government of Maharashtra for experienced CHB faculty against vacant

sanctioned posts. Government should immediately fill vacant sanctioned teaching posts through transparent and time-bound recruitment.

A state-wide uniform honorarium policy should be implemented as per UGC or Higher Education Department norms.

Honorarium should be credited directly to teachers' bank accounts every month.

CHB teachers should be appointed for the full academic year rather than semester-wise or month-wise contracts.