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Athar Yousuf

*Ph.D. Scholar,*

*School of Law, University of Kashmir, Srinagar*

Iram Halwai

*LLM Student,*

*School of Law, University of Kashmir, Srinagar*

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# An Analysis of Equal Pay for Equal Work in Higher Education in Kashmir

**Athar Yousuf**

*Ph.D. Scholar,  
School of Law, University of Kashmir, Srinagar*

**Iram Halwai**

*LLM Student,  
School of Law, University of Kashmir, Srinagar*

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## ABSTRACT

*This study investigates wage differentiation among faculty members in Higher education institutions in Jammu and Kashmir, with a specific focus on Contractual lecturers. Despite holding similar qualifications and performing equivalent academic duties, significant wage disparities exist across different types of institutions—Universities, Government Colleges, and Private Colleges. The analysis reveals three key findings: (i) Contractual lecturers in various Universities receive unequal pay, even within the same region; (ii) Lecturers in Government Colleges are paid more than those in Private Colleges; and (iii) A substantial wage gap exists between Contractual and Permanent faculty members, with the latter enjoying greater financial benefits and job security. These disparities violate the principle of "equal pay for equal work" and contribute to professional dissatisfaction among contractual staff. The study concludes with recommendations for uniform pay structures, regulatory oversight, and equitable treatment of all faculty members to ensure fairness and improve the overall quality of higher education.*

## KEYWORDS

*Wage Differentiation, Higher Education, Contractual Faculty, Jammu and Kashmir, Analysis, Results.*

## INTRODUCTION

"Equal Pay for Equal Work" is a fundamental principle of fairness and justice in the workplace. In higher education, it ensures that all educators, regardless of gender, job status, or background,

receive the same remuneration for similar roles and responsibilities. This principle is crucial in promoting equality, motivation, and academic excellence. Despite legal frameworks and policies, disparities in pay structure continue to exist across the world.

In higher education institutions, unequal pay often arises due to gender bias, lack of transparency, and differences in contractual terms. Addressing these issues is vital for creating an inclusive and equitable academic environment.

**World Level:** Globally, the principle of "equal pay for equal work" is widely recognized, especially in the education sector. The Universal Declaration of Human Rights(1) & International bodies like the International Labour Organization (ILO) and UNESCO have advocated for wage equality among educators, regardless of gender or region(2). Despite such efforts, significant disparities remain. In many countries, female professors are still paid less than their male counterparts for similar roles. Developed nations like the U.S., UK, and Germany have made progress by implementing transparent pay structures, yet gaps persist due to hidden biases and underrepresentation of women in top academic positions.

**India Level:** In India, the principle of equal pay is legally supported under the Equal Remuneration Act, 1976, The Code on Wages Act, 2019 and reinforced by Constitutional guarantees(3). In Central Universities and institutions governed by the University Grants Commission (UGC), pay scales are standardized, and both male and female teachers receive equal pay for equal work. However, disparities can still be observed in Private Institutions, where unregulated pay structures often lead to gender-based wage gaps. Contractual and ad hoc faculty members irrespective of gender are also paid significantly less than their permanent counterparts, raising concerns of inequality based on job status rather than just gender.

**Jammu and Kashmir Level:** In Jammu and Kashmir, Public Higher Education Institutions follow UGC norms, and pay parity is largely maintained among permanent staff. However, challenges arise in Private Colleges and among Contractual faculty members hired under schemes like the Academic Arrangement Policy(4). These educators often face unequal pay for the same workload, and many female faculty members remain underpaid or underrepresented in leadership roles. While the region has seen improvements post the implementation of Central laws, enforcement and monitoring remain weak.

## **OBJECTIVES**

1. To study the differences in salaries of Contractual faculty members working in Universities and Colleges in Jammu and Kashmir.
2. To compare the salaries of Contractual faculty members working in Government Colleges and Private Colleges in Jammu and Kashmir.
3. To find out the salary differences between Contractual faculty members and Permanent faculty members working in Universities and Colleges.

## **HYPOTHESES**

1. There is a significant difference in the salaries of Contractual faculty members working in Universities and Colleges in Jammu and Kashmir.
2. Contractual faculty members working in Government Colleges receive higher salaries than those working in Private Colleges in Jammu and Kashmir.
3. Permanent faculty members earn significantly more than Contractual faculty members working in Universities and Colleges.

## **RESEARCH METHODOLOGY**

Research methodology refers to the systematic and efficient approach and techniques used to conduct research, gather data, analyze data, and draw valid conclusions. Therefore, it involves a comprehensive plan of action that summaries the steps and procedures to be followed throughout the research process. The methodology provides a framework for confirming the research is conducted rigorously, morally, and with the aim of producing reliable and valid results.

## **SOURCES OF DATA**

The present study is empirical and analytical in nature. The nature of data used for this study is primary. The primary data is collected with the help of a Sample survey conducted in all Universities and Colleges both Government and Private in entire Kashmir Valley of Jammu and Kashmir Union Territory. The primary data is collected with the help of a well-structured Interview Questionnaire- Schedule method of primary source of data.

## SAMPLING DESIGN

The present study is conducted in all ten districts of Kashmir Valley in Jammu & Kashmir Union Territory. The primary data is collected through sample survey from our ultimate sample units which are comprised of 300 respondents in Kashmir Valley in Jammu & Kashmir Union Territory. In order to fulfil the various objectives of the study, a field survey is undertaken in the study area. A multistage Simple random sampling technique is being employed to select the sample units which are Contractual Assistant Professors in both Public and Private educational sectors. In the first stage of sampling, Kashmir Valley is selected from the Union Territory of the Jammu & Kashmir. All ten districts are chosen because of their contextual relevance for our research topic. These ten districts are representative of the larger population or specific subgroups of interest. Therefore, total number of 300 respondents are selected randomly in our study region. The detailed sampling frame is presented in the following Table.

**TABLE-4.1: THE SAMPLING FRAME OR DESIGN**

<b>Higher Education Institution</b>	<b>Number</b>	<b>Sample Size</b>
Kashmir University	1	52
IUST	1	41
Central University of Kashmir	1	37
NIT	1	8
SKUAST	1	9
Government Colleges	10	112
Private Law Colleges	4	21
Private B.ED colleges	10	20
Total	29	300

**Sources:** Computed by Researcher

## ANALYSIS, RESULTS AND INTERPRETATION

### ***Wage Differentiation in Higher Education: A Case Study of Jammu and Kashmir***

The principle of "equal pay for equal work" is central to ensuring fairness and justice in any professional field, including Higher education. However, in practice, this principle is often violated,

especially in the case of Contractual faculty members working in Universities and Colleges. In the Union Territory of Jammu and Kashmir, a clear wage disparity can be observed among Contractual faculty members based on the type of institution they are employed in—whether it is a University, a Government College, or a Private College. Furthermore, a large gap exists between the salaries of Contractual and Permanent faculty members, despite having similar qualifications and responsibilities.

### ***1. Wage Disparities among Contractual faculty members in Universities and Colleges***

From the available data and field observations, it becomes evident that there is a significant difference in the salaries of Contractual faculty members working in different types of Higher education institutions in Jammu and Kashmir. For instance, a Contractual Assistant Professor at Kashmir University receives a monthly salary of Rs. 45,000 if they hold a Ph.D. or have cleared the National Eligibility Test (NET). On the other hand, a Contractual Assistant Professor at the Central University of Kashmir receives only Rs. 40,000, despite having the same qualifications and performing similar academic duties.

The situation becomes even more complex when we look at other Universities. For example, NIT (National Institute of Technology, Srinagar) pays Rs. 65,000 per month to its Contractual Assistant Professors, while SKUAST Kashmir (Sher-e-Kashmir University of Agricultural Sciences and Technology) pays them Rs. 45,000. This variation in pay within University-level institutions clearly shows a lack of uniformity and violates the principle of equal pay for equal work.

These figures support the first hypothesis: There is a significant difference in the salaries of Contractual lecturers working in Universities and Colleges in Jammu and Kashmir. The disparities exist even though the nature of work, qualifications, and job responsibilities remain largely the same across institutions.

### ***2. Wage Disparities Between Government and Private Colleges***

The second major wage gap can be observed between Contractual faculty members in Government Colleges and those in Private Colleges. In Government Colleges, Contractual Assistant Professors receive Rs. 28,000 per month. While this amount is already lower than what is offered at University level, the situation is worse in Private colleges.

In Private Law Colleges and B.Ed. Colleges, Contractual faculty members are paid an average of Rs. 18,000 per month. Despite having the same qualifications, workload, and teaching hours, these educators are paid far less than their counterparts in Government institutions. This vast gap is alarming and highlights the vulnerability of Contractual faculty working in the Private sector.

This supports the second hypothesis: Contractual faculty members working in Government Colleges receive higher salaries than those working in Private Colleges in Jammu and Kashmir. The Private institutions often operate without strong regulatory oversight, which allows them to pay faculty members less, while demanding equal or even greater levels of work and commitment.

### **3. Wage Gap Between Contractual and Permanent Faculty Members**

Perhaps the most concerning disparity is between Contractual and Permanent Assistant Professors at both University and College levels. Permanent Assistant Professors receive a basic salary of Rs. 65,000, along with additional benefits such as housing allowances, medical coverage, pension contributions, and other perks. In contrast, Contractual Assistant Professors receive far less, with no job security, no allowances, and no retirement benefits.

This gap is unjustified, especially considering that in many cases, the Contractual faculty members have equal or even better academic qualifications than some permanent staff. They teach the same courses, guide the same students, and are evaluated by the same standards. Despite this, they continue to face wage discrimination solely due to the nature of their contract.

This validates the third hypothesis: Permanent faculty members earn significantly more than Contractual faculty members working in Universities and Colleges. The financial insecurity and unequal treatment of Contractual lecturers not only demoralize them but also affect the overall quality of higher education, as it leads to dissatisfaction and high turnover among faculty.

#### **ANALYSIS TABLE**

<b>Contractual Faculty</b>	<b>SALARY (P.M)</b>			
	<b>Social Science</b>	<b>Science</b>	<b>Commerce</b>	<b>A.P.</b>
<b>Kashmir university</b>	45,000 Ph.D. +Net	40,000 Ph.D./Net	-	-

<b>Central university</b>	40,000	-	-	-
<b>IUST</b>	45,000 P.G	48,000 PG/NET SET/ GATE	50,000 Ph.D. +Net	B.Tec 28,000 Tutor 25,000 A.P. Tenure
<b>NIT</b>	Eligibility Ph.D. 65,000 basic pay of permanent	-	-	-
<b>SKUAST</b>	45,000 Ph.D.	35,000 Non-Ph.D.	-	-
<b>PRIVATE LAW COLLEGES</b>	18,000/ Kashmir law college 15000 & a yearly increment of 1000 recruited by university Contractual 15000 recruited by the college	-	-	A.P. Guest Faculty
<b>PRIVATE B.Ed COLLEGES</b>	Vary college to college 15,000 & 18000	-	-	-

### CONCLUSION AND RECOMMENDATIONS

The findings from Jammu and Kashmir reflect a larger national and even global trend, where Contractual faculty members are underpaid and undervalued, regardless of their qualifications or performance. In Jammu and Kashmir, the problem is particularly severe due to the lack of proper monitoring and standardization in pay structures across different institutions.

The government should take immediate steps to address this issue. This includes:

- Creating uniform pay scales for Contractual faculty across Universities and Colleges, both Public and Private.
- Enforcing strict guidelines in Private Colleges to ensure fair wages.



- Offering additional benefits like medical coverage and housing support for Contractual faculty members.
- Providing a clear pathway to Career progression for long-serving Contractual faculty members.

Unless these issues are addressed, the aim of providing quality higher education and ensuring justice in the teaching profession will remain unfulfilled. It is essential that Policymakers, University administrators, and Education boards recognize the critical role played by Contractual faculty members and treat them with the fairness and dignity they deserve.

### **REFERENCES**

1. Article 23(2) of the Universal Declaration of Human Rights (UDHR) provides for "Equal pay for Equal Work".
2. ILO Convention No. 100 of 1951, provides for Equal remuneration for men and women workers for work of equal value.
3. Article 14, and Article 39(d) of the Constitution of India provides for Right to Equality and Equal pay for Equal Work respectively.
4. The Academic Arrangement Policy in Jammu and Kashmir is designed to fill gaps in permanent faculty positions during academic sessions. The arrangements are based on need basis as per the Jammu and Kashmir Civil Services Decentralization and Recruitment Act, 2010, and Jammu and Kashmir Civil Service (Special Provisions) Act, 2010.