Agenda & Background Notes for the State Education Ministers’ Conference

18th June 2010 at 2.00 P.M.

Venue: Banquet Hall, 3rd Floor
Ashok Hotel, New Delhi

INDEX

AGENDA ITEMS

<table>
<thead>
<tr>
<th>S. No.</th>
<th>School Education &amp; Literacy</th>
<th>Page Nos.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Implementation of Centrally Sponsored Scheme of Saakshar Bharat</td>
<td>1-25</td>
</tr>
<tr>
<td>2.</td>
<td>Issues relating to teachers in the context of the Right of Children to Free and Compulsory Education Act, 2009</td>
<td>26-32</td>
</tr>
<tr>
<td>3.</td>
<td>Issues relating to Rashtriya Madhyamik Shiksha Abhiyan, Model School and Girls’ Hostel</td>
<td>33-44</td>
</tr>
</tbody>
</table>

Higher Education

<table>
<thead>
<tr>
<th>S. No.</th>
<th>School Education &amp; Literacy</th>
<th>Page Nos.</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.</td>
<td>Revision of Pay Scale of Teachers in Universities/Colleges</td>
<td>51-77</td>
</tr>
<tr>
<td>6.</td>
<td>Scheme of setting up of Model Colleges in 374 Educationally Backward Districts,</td>
<td>78-85</td>
</tr>
<tr>
<td>7.</td>
<td>Connectivity, e-content and related issues under the National Mission on Education through ICT</td>
<td>86-89</td>
</tr>
<tr>
<td>8.</td>
<td>Operationalising new NITs – issues of arrangement of temporary campus and land for permanent site</td>
<td>90-91</td>
</tr>
<tr>
<td>9.</td>
<td>Making interventions for Skill Development through the scheme of Community Development through Polytechnics under Sub-Mission on Polytechnics</td>
<td>92-105</td>
</tr>
<tr>
<td>10.</td>
<td>Central Sector Scheme of Scholarship for College &amp; University students</td>
<td>106</td>
</tr>
</tbody>
</table>
AGENDA ITEM: IMPLEMENTATION OF CENTRALLY SPONSORED SCHEME OF SAAKSHAR BHARAT

1. **INTRODUCTION**

1.1 Saakshar Bharat, a flagship programme of the Government, was launched by the Prime Minister on 8th September, 2009. Saakshar Bharat strives to create a literate environment that bolsters and sustains a literate society and provides ample opportunities for continuous improvement in the levels of adult literacy. The programme aims at raising the overall literacy rate, reducing the gender gap and minimising the regional social and gender disparities in literacy levels throughout the country. The principal focus of the programme is on women and excluded groups like SCs, STs, minorities etc.

2. **SAAKSHAR BHARAT – PROGRESS DURING 2009-10**

2.1 **Financial and Administrative Sanctions**

It was on 4th June, 2009 that the Government had announced its decision to recast the National Literacy Mission. The Prime Minister launched Saakshar Bharat on 8th September, 2009 and it was operationalised w.e.f. 1st October, 2009. By 31st December, 2009, which is within six months of the Government’s decision, the Mission had been rolled out in 167 districts in 19 States (Annexure-I), covering over 81,000 Gram Panchayats, with a budgetary outlay of Rs.2524 crore up to 31st March, 2012. In all, 3.82 crore non-literate adults will be benefited in these districts. The Government of India’s share of Rs.325.98 crore, as the first installment, has been sanctioned.

2.2 **Fund Management System**

A fund flow mechanism, based on the concept of a single bank account for each State Literacy Mission Authority and empowering the District Panchayat, Block Panchayat and Gram Panchayat to draw cheques against the single bank account with online monitoring of progress of expenditure, has been put in place. To operationalise it, a Memorandum of Understanding (MOU) was signed between the National Literacy Mission Authority and four nationalised banks (the State Bank of India, Punjab National Bank, Union Bank of India and Indian Bank) on 26th November, 2009. SLMAs have been advised to open separate bank accounts as envisaged under this mechanism. Sanctions for fund release were issued by December, 2009 and funds have been transferred to these bank accounts within the quarter ending 31st March, 2010. This would enable physical implementation of the scheme to start at the State level.

2.3 **Web based planning and monitoring**

Module I of the web based planning and monitoring application developed by NIC has been operationalised. This Project Planning System, on the one hand, enables States to prepare their interim action plans, district wise, and their submission online,
and on the other hand enables NLMA to calculate financial sanctions up to the Gram Panchayat levels. Besides, the Module will also facilitate uploading of the information on learners, preraks and volunteer teachers, as collected through survey of the households.

2.4 State level orientation workshops

A National Workshop for Orientation of State Education Secretaries was conducted at Chennai on 7th & 8th January, 2010. Specific sessions on various administrative, managerial and implementation strategies were conducted by the subject specialists and a road map for implementation of the first phase of the programme was arrived at in this orientation meeting.

With a similar objective, State Level Orientation Workshops were organized at Raipur for Chhattisgarh (15th & 16th January, 2010), Patna for Bihar (18th January, 2010), Lucknow for Uttar Pradesh (21st January, 2010), Gandhinagar for Gujarat (on 24th January, 2010), Ranchi for Jharkhand (3rd February, 2010), Dehradun for Uttarakhand (6th February, 2010), Chennai for Tamil Nadu (10th -11th February, 2010), Guwahati for Assam, Arunachal Pradesh, Manipur, Sikkim and Tripura (on 12th -13th February, 2010), Chandigarh for Haryana (9th February, 2010), Pune for Maharashtra (18th-19th February, 2010), Hyderabad for Andhra Pradesh (20th February, 2010), Kolkata for West Bengal (25th February, 2010), Bangalore for Karnataka (6th March, 2010) and Jaipur for Rajasthan (20th -21st March, 2010), leaving only the State of Orissa where the State Government has not yet fixed any date for the orientation workshop. Education Secretaries, officials of State Literacy Mission Authorities (SLMAs) and District level officials of the respective States attended these orientation meetings.

2.5 Orientation of Panchayati Raj Institutions

A Workshop for Orientation of Panchayati Raj functionaries for Saakshar Bharat was held at Hyderabad on 21st December, 2009 in collaboration with National Institute of Rural Development (NIRD), Hyderabad. A strategy for orientation of the PRI functionaries, including the elected representatives and officials at Zila Parishad, Block Panchayat and Gram Panchayat levels was worked out at the workshop. NIRD completed the training of 88 Key Resource Persons representing 16 States in two batches during 11th -15th January, 2010 and 18th - 22nd January, 2010.

2.6 Orientation of NGOs

Saakshar Bharat envisages strengthening of alliance between Government organizations and Non-Governmental Organisations (NGOs). A National Workshop for Orientation of NGOs, under the Chairpersonship of Minister of State for Human Resource Development, Smt. D.Purandeswari, was organized in New Delhi on 4th November, 2009. A Consultative Meet with Stakeholders on Reforms & Innovations was held on 25th March, 2010.
2.7 **Task Forces**

Task forces have been constituted to consider and deliberate on different aspects of Saakshar Bharat and to work out specific strategies for each of the targeted groups and areas, to be covered under the programme. The subjects of the Task Forces are Mission Document, Mobilisation and Environment Building, District Micro Planning, Training, National Curriculum Framework for Female Literacy, Evaluation, Convergence, Monitoring, NREGA, Information and Communication Technology (ICT), Research, Alternative Approaches, Equivalency, Scheduled Castes, Scheduled Tribes, Minorities, Planning Process, Guidelines, North Eastern Region, Building Public Private Partnership, Strategies for Assessment of Learners, Women and Adolescents.

2.8 **New Logo for SAAKSHAR BHARAT**

A new Logo for Saakshar Bharat, developed by National Institute of Design, Ahmedabad, was released by the Minister of Human Resource Development, Shri Kapil Sibal, on 28th January, 2010.

2.9 **New Initiatives**

NLMA, TRIFED and National Scheduled Tribes Finance and Development Corporation (NSTFDC) have entered into a Memorandum of Understanding (MOU) with the objective to improve literacy levels and quality of life of the tribal adults, impart training in skills that have a market demand, extend marketing support to the beneficiaries and extend credit facility. As per the MOU, TRIFED will provide inputs about the markets as well as the acceptable quality and will extend marketing support to products of the Jan Shikshan Sansthan (JSS). The NSTFDC will extend concessional credit at very low rates of interest to the JSS beneficiaries. Thus, the JSSs will be able to provide vocational training in skills that have a market demand. This will enable skill development in income generating vocations.

An interactive meeting was organised with CEOs of major Public Sector Undertakings & Banks on 19th May, 2010, to associate PSUs and Banks in promoting Saakshar Bharat as part of their Corporate Social Responsibility.

2.10 **Web-based Monitoring of the Scheme**

National Informatics Centre (NIC) has been assigned the project of developing a web-based application to keep track of fund allocation, fund utilization, monitoring, reporting and information collection under the Scheme of Support to Voluntary Agencies for Adult Education and Skill Development. This System will become functional in the next financial year and will yield enormous benefits, including, Uniform System across locations, software supported consolidation of data, inbuilt validation of data, standard operating procedures, near to real time monitoring of allocation and consumption and pro-active strategy formulation as a result of less variance in various calculations of enrolment, consumption etc.
3 State-wise Progress under Saakshar Bharat

3.1 Andhra Pradesh

As per 2001 Census, there are 23 districts in the State of Andhra Pradesh. Adult female literacy rate is 50% or below in 19 districts of the State. In the 1st phase (2009-10), out of 19 eligible districts, 18 have been covered under Saakshar Bharat, namely Khammam, Warangal, Vizianagaram, Visakhapatnam, Srikakulam, Ranga Reddy, Prakasam, Nellore, Nalgonda, Anantapur, Chittoor, Cuddapah, Guntur, Karim Nagar, Kurnool, Mahaboob Nagar, Medak and Nizamabad. In these 18 districts, 75,94,638 non-literates will be covered for which an amount of Rs. 69.00 crore was released as Central Share of the 1st Instalment. In the 2nd phase (2010-11), the remaining 1 eligible district will be covered under Saakshar Bharat, in which 3,58,346 non-literates will be covered. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

Pending issues:

- Implementation Committees of Saakshar Bharat at State/District/Block/Gram Panchayat levels are yet to be constituted.
- Survey teams have to be set up for conducting survey to identify beneficiaries in all the 18 districts.
- Locations for setting up Adult Education Centres in Gram Panchayats in all 18 districts are yet to be identified.
- Preraks for Adult Education Centres are yet to be selected.
- SLMA has to classify and allot activities of Saakshar Bharat to itself, district level/block level/Gram Panchayat level implementing agencies.

3.2 Arunachal Pradesh

As per 2001 Census, there are 15 districts in the State of Arunachal Pradesh. Adult female literacy rate is 50% or below in 12 districts of the State. In the 1st phase (2009-10), out of 12 eligible districts, 5 have been covered under Saakshar Bharat, namely East Kameng, Changlang, East Siang, Tawang, Upper Subansiri. In these 5 districts, 46,042 non-literates will be covered for which an amount of Rs. 4.04 crore was released as Central Share of the 1st Instalment. In the 2nd phase (2010-11) the remaining 7 eligible districts will be covered under Saakshar Bharat, in which 72,278 non-literates will be covered. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

Pending issues:

- Implementation Committees of Saakshar Bharat at State/District/Block/Gram Panchayat levels are yet to be constituted.
- Survey teams have to be set up for conducting survey to identify beneficiaries in all the 12 districts.
• Locations are yet to be identified for setting up Adult Education Centres in Gram Panchayats in all 12 districts.
• Preraks for Adult Education Centres are yet to be selected.

3.3 Assam

As per 2001 Census, there are 23 districts in the State of Assam. Adult female literacy rate is 50% or below in 12 districts of the State. In the 1st phase (2009-10), out of 12 eligible districts, 5 have been covered under Saakshar Bharat, namely Darrang, Dehmji, Sonitpur, Karbi Anglong and Bongaigaon. In these 5 districts, 5,98,030 non-literates will be covered for which an amount of Rs. 14.48 crore was released as Central Share of the 1st Instalment. In the 2nd phase (2010-11), the remaining 7 eligible districts will be covered under Saakshar Bharat, in which 7,64,288 non-literate will be covered. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme is February, 2010.

Pending issues:

• Survey teams have to be identified for conducting survey in the district.
• Locations are yet to be identified to set up Adult Education Centres in Gram Panchayats in the districts.
• Preraks for Adult Education Centres are yet to be selected.
• SLMA has to allocate activities of Saakshar Bharat to all levels of implementing agencies to facilitate earmarking of budget to all levels of implementing agencies.

3.4 Bihar

As per 2001 Census, there are 37 districts in the State of Bihar. Adult female literacy rate is 50% or below in all the 37 districts of the State. In the 1st phase (2009-10), out of 37 eligible districts, 3 have been covered under Saakshar Bharat, namely, Begusarai, Bhojpur and Khagaria. In these 3 districts, 7,05,326 non-literates will be covered for which an amount of Rs. 4.49 crore was released as Central Share of the 1st instalment. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in January, 2010.

Pending issues:

• Subsidiary account yet to be opened at Gram Panchayat level.
• Survey of 2 districts yet to be completed.
• Preraks yet to be appointed at Block/GP level.
• AECs to be made functional and teaching/learning process to commence.
3.5 **Chhattisgarh**

As per 2001 Census, there are 16 districts in the State of Chhattisgarh. Adult female literacy rate is 50% or below in 12 districts of the State. In the 1st phase (2009-10), out of 12 eligible districts, 8 have been covered under Saakshar Bharat, namely Janjgir, Champa, Jashpur, Kawardha, Korba, Koriya, Mahasamund, Raipur and Surguja. In these 8 districts, 10,82,683 non-literates will be covered for which an amount of Rs. 19.03 crore was released as Central Share of the 1st instalment. In the 2nd phase (2010-11), the remaining 4 eligible districts will be covered under Saakshar Bharat, in which 6,59,729 non-literates will be covered. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in, 2010.

**Pending issues:**

- State share of fund is yet to be received.
- Process of opening of subsidiary accounts/issue of authorisation, engagement of Preraks, survey, identification of location of AECs is yet to be completed.
- AECs are to be made functional and process of actual teaching learning is yet to commence.

3.6 **Dadra & Nagar Haveli**

It has been decided to cover Dadra & Nagar Haveli under Saakshar Bharat during the current financial year 2010-11. In Dadra & Nagar Haveli, 26,475 non-literates in 10 Gram Panchayats will be covered under Saakshar Bharat Programme.

3.7 **Gujarat**

As per 2001 Census, there are 25 districts in the State of Gujarat. Adult female literacy rate is 50% or below in 13 districts of the State. In the 1st phase (2009-10), all the 13 eligible districts have been covered under Saakshar Bharat, namely, Amreli, Banas Kantha, Bhavnagar, Dohad, Jamnagar, Jungadh, Kachchh, Narmada, Panch Mahals, Patan, Sabar Kantha, Surendranagar and the Dangs. In these 13 districts, 24,35,220 non-literates will be covered for which an amount of Rs. 23.99 crore was released as Central Share of the 1st Instalment. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in January, 2010.

**Pending issues:**

- No substantial progress has been made to accomplish the task within the time frame agreed in the Chennai workshop.
- Implementation Committees at various implementation levels (State/District/Block/Gram Panchayat) are yet to be constituted.
- Survey work has not yet been started.
- Locations are yet to be identified for setting up Adult Education Centres in Gram Panchayats.
- Preraks for Adult Education Centres are yet to be selected.
- SLMA has to classify and allot activities of Saakshar Bharat to itself, district level/block level/Gram Panchayat level implementing agencies.

### 3.8 Haryana

As per 2001 Census, there are 20 districts in the State of Haryana. Adult female literacy rate is 50 % or below in 10 districts of the State. In the 1st phase (2009-10), out of 10 eligible districts, only 1 district, namely, Karnal has been covered under Saakshar Bharat. In this district, 1,25,655 non-literates will be covered for which an amount of Rs. 1.20 crore was released as Central Share of the 1st instalment. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

**Pending issues:**
- The State Government is yet to transfer its share towards 1st installment to SLMA account.
- Key Resource Persons/Master Trainers are yet to be trained at State and district level.
- Adult Education Centres are yet to be set up by SLMA in the district.
- Survey teams have to be identified for conducting survey in the district.
- Locations are yet to be identified to set up Adult Education Centres in Gram Panchayat of the district.
- Preraks for Adult Education Centres are yet to be selected.
- SLMA has to allocate activities of Saakshar Bharat to all levels of implementing agencies to facilitate earmarking of budget to all levels of implementing agencies.

### 3.9 Himachal Pradesh

In the second phase (2010-11), one eligible district i.e. Chamba has been covered under Saakshar Bharat. In this district, it is proposed to cover 54,075 non-literate under Saakshar Bharat Programme.

### 3.10 Jharkhand

As per 2001 Census, there are 18 districts in the State of Jharkhand. Adult female literacy rate is 50 % or below in 17 districts of the State. In the 1st phase (2009-10), out of 17 eligible districts, 4 have been covered under Saakshar Bharat, namely, Dhanbad, Dumka, Hazaribagh and Ranchi. In these 4 districts, 9,97,278 non-literates will be covered for which an amount of Rs. 5.47 crore was released as Central Share of the 1st instalment. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.
Pending issues:

- Subsidiary Accounts to be opened at Block/Gram Panchayat level.
- Process of Selection of Co-ordinator/Preraks at Block/Gram Panchayat level yet to be completed.
- Survey and printing of primers is to be completed.
- AEC to be made functional and teaching/learning process to commence.

3.11 Karnataka

As per 2001 Census, there are 27 districts in the State of Karnataka. Adult female literacy rate is 50% or below in 17 districts of the State. In the 1st phase (2009-10), out of 17 eligible districts, 16 have been covered under Saakshar Bharat, namely, Bagalkot, Bangalore Rural, Belgaum, Bellary, Bidar, Bijapur, Chamarajanagar, Chitradurga, Gadag, Haveri, Kolar, Koppal, Mandya, Mysore, Raichur and Tumkur. In these 16 districts, 36,63,390 non-literates will be covered for which an amount of Rs.18.44 crore was released as Central Share of the 1st Instalment. In the 2nd phase (2010-11), the remaining 1 eligible district will be covered under Saakshar Bharat, in which 4,27,754 non-literates will be covered. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

Pending issues:

- Status of survey yet to be received.

3.12 Maharashtra

As per 2001 Census, there are 35 districts in the State of Maharashtra. Adult female literacy rate is 50% or below in 9 districts of the State. In the 1st phase (2009-10), out of 9 eligible districts, 8 have been covered under Saakshar Bharat, namely, Jalna, Gadchiroli, Hingoli, Parbhani, Beed, Nanaded, Osmanabad and Latur. In these 8 districts, 13,98,761 non-literates will be covered for which an amount of Rs. 17.82 crore was released as Central Share of the 1st instalment. In the 2nd phase (2010-11), the remaining 1 eligible district will be covered under Saakshar Bharat, in which 1,64,354 non-literates will be covered. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

Pending issues:

- No substantial progress has been made to accomplish the task within the time frame agreed in the Chennai workshop.
- Implementation Committees at various implementation levels (State/District/Block/Gram Panchayat) are yet to be constituted.
- Survey work has not yet been started.
- Locations are yet to be identified for setting up Adult Education Centres in Gram Panchayats.
• Preraks for Adult Education Centres are yet to be selected.
• SLMA has to classify and allot activities of Saakshar Bharat to itself, district level/block level/Gram Panchayat level implementing agencies.

3.13 Manipur

As per 2001 Census, there are 9 districts in the State of Manipur. Adult female literacy rate is 50% or below in 4 districts of the State. In the 1st phase (2009-10), all the 4 eligible districts, have been covered under Saakshar Bharat, namely, Thoubal, Tamenglang, Senapati and Chandel. In these 4 districts, 77,647 non-literates will be covered for which an amount of Rs.2.62 crore was released as Central Share of the 1st instalment. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

Pending issues:

• The State Government is yet to release its share amounting to Rs. 29,13,876/- towards 1st instalment of grant sanctioned in December, 2009.
• Key Resource Persons and Master Trainers are yet to be trained at State and district level.
• Locations are yet to be identified to set up Adult Education Centres in Gram Panchayats in all four districts.
• Development of Primers for 7 tribal languages are yet to be taken up.
• SLMA has to allocate activities of Saakshar Bharat to all levels of implementing agencies to facilitate earmarking of budget to all levels of implementing agencies.

3.14 Orissa

As per 2001 Census, there are 30 districts in the State of Orissa. Adult female literacy rate is 50% or below in 19 districts of the State. In the 1st phase (2009-10), out of 19 eligible districts, 3 have been covered under Saakshar Bharat, namely, Balangir, Kalahandi and Sundergarh. In these 3 districts, 5,74,335 non-literates will be covered for which an amount of Rs.3.50 crore was released as Central Share of the 1st instalment.

Pending issues:

• State Government has not yet fixed any date for the orientation workshop.
• State share of 25% is yet to be released.
• SLMA has yet to furnish details of opening of subsidiary accounts, constitution of implementing agencies at State/District/Block/Gram Panchayat levels, engagement of coordinators/Preraks, Survey, Printing of Basic Literacy Primers, identification of locations for AECs.
• SLMA has yet to classify and allot activities of Saakshar Bharat to itself, district level/block level/Gram Panchayat level, implementing agencies and submit proposal to NLMA for issue of authorization.
• AEC to be made functional and teaching/learning process to commence.
3.15 Rajasthan

As per 2001 Census, there are 32 districts in the State of Rajasthan. Adult female literacy rate is 50% or below in 31 districts of the State. In the 1st phase (2009-10), all the 31 eligible districts have been covered under Saakshar Bharat, namely, Ajmer, Alwar, Banswara, Baran, Barmer, Bharatpur, Bhilwara, Bikaner, Bundi, Chittorgarh, Churu, Dausa, Dhoulpur, Dungarpur, Ganganagar, Hanumangarh, Jaipur, Jaisalmer, Jalore, Jhalawar, Jhunjhunu, Jodhpur, Karauli, Nagaur, Pali, Rajasmand, Sawai Madhopur, Sikar, Sirohi, Tonk and Udaipur. In these 31 districts, 60,67,842 non-literate will be covered for which an amount of Rs.44.11 crore was released as Central Share of the 1st instalment. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in March, 2010.

Pending issues:

- Committees at implementation levels (State/District/Block/Gram Panchayat) are yet to be constituted.
- Survey work has not yet been started.
- Locations are yet to be identified for setting up Adult Education Centres in Gram Panchayats.
- Preraks for Adult Education Centres are yet to be selected.
- Subsidiary accounts at all the implementation levels have not been opened.
- Training of literacy workers, KRP, MT, VTs yet to be undertaken.

3.16 Sikkim

As per 2001 Census, there are 4 districts in the State of Sikkim. Adult female literacy rate is 50% or below in 2 districts of the State. In the 1st phase (2009-10), both the eligible districts were covered under Saakshar Bharat, namely, North Sikkim and West Sikkim. In these 2 districts, 20,970 non-literate will be covered for which an amount of Rs.62.63 lakh was released as Central Share of the 1st Instalment. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

Pending issues:

- The State Government is yet to release its share amounting to Rs.6,95,896/-.
- Key Resource Persons and Master Trainers are yet to be trained at state and district level.
- SLMA has not opened subsidiary accounts for SLMA and other implementing agencies in the district.
- Locations are yet to be identified for setting up Adult Education Centres in Gram Panchayats.
- Preraks for Adult Education Centres are yet to be selected.
- SLMA has to allocate activities of Saakshar Bharat to all levels of implementing agencies to facilitate earmarking of budget to all levels of implementing agencies.
3.17 Tamil Nadu

As per 2001 Census, there are 30 districts in the State of Tamil Nadu. Adult female literacy rate is 50% or below in 7 districts of the State. In the 1st phase (2009-10), out of 7 eligible districts, 5 have been covered under Saakshar Bharat, namely, Dharmapuri, Villupuram, Perambalur, Salem and Erode. In these 5 districts, 14,26,060 non-literates will be covered for which an amount of Rs.9.36 crore was released as Central Share of the 1st instalment. In the 2nd phase (2010-11), the remaining 2 eligible districts will be covered under Saakshar Bharat, in which 3,20,439 non-literates will be covered. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

Pending issues:

- Implementation Committees of Saakshar Bharat at State/District/Block/Gram Panchayat levels are yet to be constituted.
- Survey teams have to be set up for conducting survey to identify beneficiaries in all the five districts.
- Locations are yet to be identified for setting up Adult Education Centres in Gram Panchayats in all five districts.
- Preraks for Adult Education Centres are yet to be selected.
- SLMA has to classify and allot activities of Saakshar Bharat to itself, district level/block level/Gram Panchayat level implementing agencies to facilitate earmarking of budget to all levels of implementing agencies.

3.18 Tripura

As per 2001 Census, there are 4 districts in the State Tripura. Adult female literacy rate is 50% or below only in 1 district, namely, Dhalai of the State. In the 1st phase (2009-10), the same has been covered under Saakshar Bharat. In this district, 32,959 non-literates will be covered for which an amount of Rs. 82.68 lakh was released as Central Share of the 1st Instalment. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

Pending issues:

- The State Government is yet to release its share amounting to Rs. 9,18,693/- towards 1st instalment of grant in aid sanctioned during December, 2009.
- Key Resource Persons and Master Trainers are yet to be trained at State and district level.
- Adult Education Centres are to be set up by SLMA and other implementing agencies in the districts.
- SLMA has not opened subsidiary accounts for SLMA in the district.
- Implementation Committees of Saakshar Bharat at state/district/block/gram panchayat levels are yet to be constituted.
- Survey teams have to be identified for conducting survey in the district.
• Locations are yet to be identified to set up Adult Education Centres in gram panchayats in the district.
• Preraks for Adult Education Centres are yet to be selected.

3.19 **Uttarakhand**

As per 2001 Census, there are 13 districts in the State of Uttarakhand. Adult female literacy rate is 50% or below in 6 districts of the State. In the 1st phase (2009-10), out of these 6 eligible districts, 5 have been covered under Saakshar Bharat, namely, Tehri Garhwal, Champawat, Haridwar, Udham Singh Nagar and Bageshwar. In these 5 districts, 37,053 non-literate will be covered for which an amount of Rs.7.94 crore was released as Central Share of the 1st instalment. In the 2nd phase (2010-11), the remaining 1 eligible district will be covered under Saakshar Bharat. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in --- 2010.

**Pending issues:**

• Implementation Committees of Saakshar Bharat at state/district/block/gram panchayat levels are yet to constituted.
• Survey teams have to be set up for conducting survey to identify beneficiaries in all the 5 districts.
• Locations are yet to be identified for setting up Adult Education Centres in gram panchayats in all 5 districts.
• Preraks for Adult Education Center are yet to be selected.
• SLMA has to classify and allot activities of Saakshar Bharat to itself, district level/block level/gram panchayat level implementing agencies to facilitate earmarking of budget to all levels of implementing agencies.

3.20 **Uttar Pradesh**

As per 2001 Census, there are 70 districts in the State of Uttar Pradesh. Adult female literacy rate is 50% or below in 66 districts of the State. In the 1st phase (2009-10), out of 66 eligible districts, 26 districts have been covered under Saakshar Bharat, namely, Agra, Aligarh, Ballia, Banda, Barabanki, Bareilly, Basti, Bijnor, Budaun, Deoria, Etawah, Fatehpur, Gautam Budh Nagar, Ghazipur, Hathras, Jhansi, Kannauj, Kushinagar, Maharajganj, Mainpuri, Muzaffarnagar, Pratapgarh, Rai Bareli, Sant Kabir Nagar, Unnao and Varanasi. In these 26 districts, 73,58,290 non-literates will be covered for which an amount of Rs. 64.88 crore was released as Central Share of the 1st instalment. There is no proposal to take up any additional districts in the state during (2010-11). The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in January, 2010.

**Pending issues:**

• Implementation Committees of Saakshar Bharat at state/district/block/gram panchayat levels are yet to constituted.
• Survey teams have to be set up for conducting survey to identify beneficiaries in all the five districts.
• Locations are yet to be identified for setting up Adult Education Centres in Gram Panchayats in all 26 districts.
• Preraks for Adult Education Center are yet to be selected.
• SLMA has to classify and allot activities of Saakshar Bharat to itself, district level/block level/gram panchayat level implementing agencies. Accordingly, the budget for these activities will be provided to respective implementing agencies.

3.21 West Bengal

As per 2001 Census, there are 19 districts in the State of West Bengal. Adult female literacy rate is 50% or below in 9 districts of the State. In the 1st phase (2009-10), all the 9 eligible districts have been covered under Saakshar Bharat, namely, Jalpaiguri, Bankura, Koch Bihar, Dakshin Dinajpur, Birbhum, Uttar Kinajpur, Murshidabad, Purulia and Maldah. In these 9 districts, 37,42,574 non-literate will be covered for which an amount of Rs.14.16 crore was released as Central Share of the 1st instalment. The state literacy functionaries and other stakeholders were oriented towards the implementation of the programme in February, 2010.

Pending issues:

• The State Government is yet to transfer its share towards 1st installment to SLMA account.
• Key Resource Persons/Master Trainers are yet to be trained at State and district level.
• Adult Education Centres are yet to be set up by SLMA in the districts.
• Survey teams have to be identified for conducting survey in the districts.
• Locations are yet to be identified to set up Adult Education Centres in gram panchayats in the districts.
• Preraks for Adult Education Centres are yet to be selected.
• SLMA has to allocate activities of Saakshar Bharat to all levels of implementing agencies to facilitate earmarking of budget to all levels of implementing agencies.

4. INTERVENTIONS REQUIRED AT THE STATE LEVEL

➢ Minister for Human Resource Development had addressed letters to the Chief Ministers of all States in October, 2009 and in April, 2010, (Annexures –II & III) urging them to accord due importance to the Saakshar Bharat Mission in their State and to contribute and participate pro-actively in the environment building & mobilisation campaign of Saakshar Bharat at the national, state and village levels. All States are required to undertake activities towards mobilisation of all Stakeholders for their active involvement in Saakshar Bharat.

➢ Minister of State for Human Resource Development had also addressed a letter in February, 2010 (Annexure-IV) to all Ministers in-charge of Adult Education in the 19 States in which the programme is presently being implemented highlighting the major steps that need to be undertaken for implementation of Saakshar Bharat and
seeking a report on the progress on a monthly basis. All States concerned are required to submit a monthly report to the National Literacy Mission Authority indicating the progress of Saakshar Bharat.

- **Setting up of Adult Education Centres:** States may make available to the Gram Panchayats, Primary or High School buildings or any other building for setting up the Adult Education Centres.

- **Incentivisation of Voluntary Literacy Educators:**
  - States may make a provision for granting one additional increment to a teacher, who functions as a Literacy Educator and makes 50 persons literate.
  - States may motivate students, who act as Voluntary Literacy Educators, by giving 5% weightage for admission to institutes of higher learning.
  - States may give preference to Voluntary Literacy Educators in recruitment as teachers under the RTE.
  - States may also include neo-literates in the School Committees.
  - State-specific pending issues may be addressed on top priority.
**ANNEXURE-I**

List of State-wise districts covered during 2009-10 and to be covered during 2010-11 for implementation of Saakshar Bharat

<table>
<thead>
<tr>
<th>S.No.</th>
<th>State</th>
<th>Districts covered in 2009-10</th>
<th>Districts to be covered in 2010-11</th>
</tr>
</thead>
</table>
| 1.    | Andhra Pradesh     | 1. Anantapur  
2. Chittoor  
3. Cuddapah  
4. Guntur  
5. Karimnagar  
6. Khammam  
7. Kurnool  
8. Mahbubnagar  
9. Medak  
10. Nalgonda  
11. Nellore  
12. Nizamabad  
13. Prakasam,  
14. Rangareddi  
15. Srikakulam  
16. Visakhapatnam,  
17. Vizianagaram  
18. Warangal, | 1. Adilabad |
| 2.    | Arunachal Pradesh  | 1. Changlang  
2. East Kameng,  
3. East siang  
4. Tawang  
5. Upper subansiri | 1. Tirap  
2. Lower Suban  
3. Upper Siang  
4. Lohit  
5. West Kamen  
6. Dibang Valley  
7. West Siang |
| 3.    | Assam              | 1. Darrang  
2. Dhemji,  
3. Sonitpur  
4. Karbi Anglong  
5. Bongaigaon | 1. Dhubri  
2. Kokrajhar  
3. Barpeta  
4. Marigaon  
5. Hailakandi  
6. Goalpara  
7. Tinsukia |
| 4.    | Bihar              | 1. Begusarai  
2. Bhojpur  
3. Khagaria | |
| 5.    | Chittisgarh        | 1. Janjir Champa  
2. Jashpur  
3. Kawardha  
4. Korba,  
5. Koriya  
6. Mahasamund  
7. Raipur  
8. Surguja | 1. Dantewada  
2. Bastar  
3. Bilaspur  
4. Raigarh |
|   | Dadra & N. H. | 1. Amreli  
2. Banas Kantha  
3. Bhavnagar  
4. Dohad  
5. Jamnagar  
6. Jungadh  
7. Kachchh  
8. Narmada,  
9. Panch Mahals  
10. Patan  
11. Sabar Kantha  
12. Surendranagar  
13. Dangs |
|---|---|---|
| 7. | Gujarat | 8. Haryana  
1. Karnal |
| 10. | Jharkhand  
1. Ranchi  
2. Dhanbad  
3. Hazaribagh  
4. Dumka | 11. Karnataka  
1. Bagalkot  
2. Bangalore Rural  
3. Belgaum  
4. Bidar  
5. Bellary,  
6. Chamrajnagar  
7. Tumkur  
8. Mysore  
9. Kolar  
10. Chitradurga  
11. Bijapur,  
12. Haveri,  
13. Gadag,  
14. Raichur  
15.Koppal,  
16.Mandya |
| 11. | Karnataka  
1. Bagalkot  
2. Bangalore Rural  
3. Belgaum  
4. Bidar  
5. Bellary,  
6. Chamrajnagar  
7. Tumkur  
8. Mysore  
9. Kolar  
10. Chitradurga  
11. Bijapur,  
12. Haveri,  
13. Gadag,  
14. Raichur  
15.Koppal,  
| 12. | Maharashtra  
1. Jalna  
2. Gadchiroli  
3. Hingoli  
4. Parbhani  
5. Beed  
6. Nanded,  
7. Osmanabad,  
8. Latur | 1. Nandurbar |
| 13. | Manipur  
1. Chandel,  
2. Senapati,  
3. Tamenglong,  
4. Thoubal, |
| 14. | Meghalaya | 1. West Garo Hills  
2. South Garo Hills |
| 15. | Nagaland | 1. Mon  
2. Tuensang |
| 16. | Orissa  
1. Bolangir  
2. Kalahandi  
3. Sundergarh |
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<td>21.</td>
<td>Uttar Pradesh</td>
<td>Agra</td>
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<td>Ballia</td>
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<td>1. Purulia</td>
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Dear

SAAKSHAR BHARAT, a flagship programme of the Government, that was launched by the Hon'ble Prime Minister Dr. Manmohan Singh on 8th September, 2006, has now been rolled out in 167 districts in 16 States (List of the districts and States is appended). In the context of Government's overall policy aimed at empowerment of women and in recognition of the fact that literacy, especially female literacy, is a pre-requisite to socio-economic development, SAAKSHAR BHARAT as a programme instrument, focuses on literacy of women, though men are not excluded from the ambit.

For the success of the Mission, it is imperative that we create a social environment conducive to literacy by addressing the whole society, both educated and the non-literate, especially women. A key aspect of the demand creation is to make visible to the learners the value, importance and relevance that literacy will have in their day-to-day lives. Towards this end, the National Literacy Mission Authority (NLMA) and the respective State Government along with implementing agencies will launch a major social motivation and mobilization campaign that would create awareness about the benefits of literacy. The central objective of environment building for literacy will be to generate a positive, natural and spontaneous demand for literacy. Besides, the environment building activities will be directed towards changing mindsets and ill-perceived notions about literacy. They will also seek the involvement and support of all sections of civil society in this national endeavour. Our effort will be to create positive perceptions about literacy and spur to action both potential literacy volunteers and learners.

As part of the environment building campaign, events and meetings will be organized at village, panchayat and block levels with all stakeholders such as community and political leaders, PRI functionaries, mahila mandals, self help groups, educational institutions and the intelligentsia. I would request you to direct all the organizations under the administrative control of your Ministry to fully support and participate in these campaigns. In your interactions with the public at large and the stakeholders, I would urge you to highlight the importance of SAAKSHAR BHARAT so that literacy becomes a national discourse. I would deeply appreciate your pro-active participation in the mobilization and environment building campaigns organized for SAAKSHAR BHARAT at the national, state and village levels.

With regards,

Yours sincerely,

Sr.

(KAPIL SIBAL)

To,
The Chief Minister of 18 States as per the list enclosed.
Dear

On International Literacy Day, 8th September, 2009, Hon'ble Prime Minister has launched **SAAKSHAR BHARAT**, an overarching Literacy Mission aimed at rural areas with low literacy levels. The principal focus of this Mission is on women and other excluded groups like SCs, STs, minorities etc. I am pleased to forward a copy of the Mission Documents.

**Saakshar Bharat** is an attempt to learn from the experiences of the National Literacy Mission that had been going on since 1988, and build on them to bring our objectives and implementation strategies in tune with today’s world. You will, therefore, see the following major modified features in **Saakshar Bharat**.

1. Basic literacy, post literacy and continuing education programmes will now form a continuum rather than consequential segments.

2. In addition to the volunteer based mass campaign approach, the Mission provides for alternative approaches to adult education.

3. State Governments, Panchayati Raj institutions and local communities will be major stakeholders in the programme.

4. Lok Shiksha Kendras (Adult Education Centres) will be set up at Gram Panchayat level to coordinate and manage the local elements of the programme.

5. Vigorous monitoring and evaluation systems will be put in place.

Government of India considers literacy to be a key programme instrument for the emancipation and empowerment of women. Investments and efforts of the Government in the areas of school education, health, nutrition, skill development, and women’s
empowerment are impeded by persisting illiteracy, especially among women. Besides its intrinsic value, female literacy can become a force multiplier for all other socio-economic development programmes. Women's literacy is thus a national imperative, and I am happy to say that the Government of India has substantially enhanced its budgetary support for this cause through Saakshar Bharat.

I urge you to accord this Mission an equal level of importance in your State. I am confident that it will receive your personal support and guidance. I look forward to a close collaborative effort between my Ministry and your Government in accomplishing the vision of Saakshar Bharat.

With regards,

Yours sincerely,

[Signature]

(KAPIL SIBAL)

Chief Ministers of States
As you are aware, Saakshar Bharat the new variant of National Literacy Mission, was launched by the Hon'ble Prime Minister on 8th September, 2009 and it had become operational with effect from 1st October, 2009. Interim proposals have since been received from 19 States for implementation of SAAKSHAR BHARAT in 167 districts. I am glad to inform you that all the proposals, as also for your State, have been sanctioned and first instalment of funds will be released as soon as SLMA completes the required administrative formalities.

2. SAAKSHAR BHARAT is a flagship programme of the Government and is being monitored directly by the Prime Minister through the Delivery Monitoring Unit in the Prime Minister's Office. It is in this context that Shri Kapil Sibal, Minister of Human Resource Development vide his d.o.letter No.F.1-27/2007 NLM-I dated 23rd October, 2009 had urged your Chief Minister to accord this programme top priority.

3. Having sanctioned the proposal of your State, we shall be keen that the programme is implemented on fast track mode. One of the very important milestone is to conduct the first assessment of learners on 1st September, 2010 across the country and declare and notify results by 3rd September, 2010 so that national outcome of the programme could be declared on the International Literacy Day on 8th September, 2010. Towards this end, the following major steps need to be taken:

   1. Administrative Issues : Constitution of different level of committees at ZP, Block and GP level, selection and engagement of coordinators at State, district and block levels to provide secretarial services for the Mission; setting up of adult education centers (1 each in all Gram Panchayats of identified districts)
II. Mobilisation and identification of learners and voluntary teachers; commencement of environment building activities at State, district, block and gram panchayat levels to mobilize different stakeholders, identification of non-literate to be covered under basic literacy programme, compilation of names and other details of each individual non-literate learner, identification of beneficiaries of other programme component of the Mission, implementation of life-long learning activities

III. Training and capacity building of volunteer teachers, coordinators (Preraks) and elected representatives of panchayati raj institutions to be involved in management of the mission

IV. Setting up of adult education centre in each Gram Panchayat of identified districts with infrastructure facilities

V. Conduct of teaching learning activities, assessment of the performance of the individual learners and declaration of results

VI. Regular monitoring of the programme

The activity wise road map for implementation of the Mission upto September, 2010 is appended. I would request you to kindly monitor this programme, at your level periodically, preferably on fortnightly basis, and ensure that the implementing agencies at all levels adhere to the time lines. I would also request you that the outcome of these reviews be communicated to the National Literacy Mission Authority demi-officially by the Member Secretary of the SLMA.

Yours sincerely,

(D.Purandeswari)

All Ministers incharge of Adult Education
(19 States)
## ROAD MAP FOR IMPLEMENTATION OF 'SAAKSHAR BHARAT' UP TO SEPTEMBER, 2010

<table>
<thead>
<tr>
<th>TASK</th>
<th>31.01.2010</th>
<th>26.02.2010</th>
<th>31.03.2010</th>
<th>30.09.2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>FUNDING</td>
<td>- Release of Task based on subtasks issued to 19 States for covering 1.5 percent of districts</td>
<td>- Opening of Subsidiary Bank Accounts of District Panchayats, Block Panchayats and Gram Panchayats or the corresponding implementing agencies as notified by the State Govts.</td>
<td>- Release of State Government plans</td>
<td>- Submission of accounts of earlier projects</td>
</tr>
<tr>
<td>ORGANISATIONAL NETWORK</td>
<td>- Identification of Building / space for locating new AES and re-location of existing EECs by respective States.</td>
<td>- Constitution of management committees at ZP, DP and GP levels</td>
<td>- Provision of physical infrastructure for AESs</td>
<td>-</td>
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<tr>
<td>CAPACITY BUILDING</td>
<td>- Orientation of SLMAs and PRTs</td>
<td>- Orientation of SLMAs and PRTs</td>
<td>- Orientation of SLMAs and PRTs</td>
<td>- State/district level workshops - Completion of Orientation training of PRTs (selected representatives and key officials at all levels) - Completion of first phase of training of coordinators</td>
</tr>
<tr>
<td>ENVIRONMENT BUILDING</td>
<td>- Realisation of strategic plan for large scale community mobilisation and environment building</td>
<td>- Launching of 1st phase of Saakshar Bharat in the respective States and Districts</td>
<td>- Orientation of SLMAs and PRTs</td>
<td>-</td>
</tr>
<tr>
<td>TEACHING LEARNING ACTIVITIES</td>
<td>- Realisation of pilot type projects by SLMAs</td>
<td>- Orientation of SLMAs and PRTs</td>
<td>- Orientation of SLMAs and PRTs</td>
<td>-</td>
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<tr>
<td>ASSESSMENT AND CERTIFICATION</td>
<td>- Orientation of SLMAs and PRTs</td>
<td>- Orientation of SLMAs and PRTs</td>
<td>- Orientation of SLMAs and PRTs</td>
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<tr>
<td>MONITORING</td>
<td>- Enabling web-based formulation of interim Action Plan up to GP level</td>
<td>- Monitoring of fund allocation and expenditure learned through web portal to be developed by NILA (with the help of COMAC) - Submission of reports by SLMAs to NILA in current monitoring format of Saakshar Bharat portal - (every fortnight)</td>
<td>- Declaration of results</td>
<td>-</td>
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- 25 -
AGENDA NOTES: ISSUES RELATING TO TEACHERS IN THE CONTEXT OF THE RIGHT OF CHILDREN TO FREE AND COMPULSORY EDUCATION ACT, 2009

I RTE Norms for provision of adequate number of qualified teachers

The RTE Act attaches great significance to the role of teachers in reforming elementary education. Section 23 highlights the need for making available professionally trained teachers for the schooling system. In pursuance of Section 23 (1) of the RTE Act, the Central Government has notified the National Council for Teacher Education as the academic authority to lay down the teacher qualification norms. The norms are expected to be notified shortly. The provision of Section 23(1) would ensure that (a) there exists a national level teacher qualification norm, which would be applicable to all elementary schools in the country; (b) State Governments would be under obligation to recruit only those persons as teachers who possess the prescribed qualification, subject to the relaxation granted by the Central Government under Section 23(2); and (c) All aided and unaided schools would also have to adhere to the provisions of Sections 23(1) and 23(2). It is estimated that currently there are 9.01 lakh untrained teachers at the elementary level in the country.

II Teacher vacancies

It is estimated that presently there are 5.33 lakh teacher posts vacant under State quota and another 2.52 lakh of the SSA sanctioned posts, with large inter-state variations. Uttar Pradesh has a vacancy of 1.64 lakh teachers, followed by Bihar (1.57 lakh), West Bengal (89,290), Orissa (52,498), Rajasthan (50,869) and Andhra Pradesh (43,159).

There are also large intra-state variations, especially between rural and urban schools, in the deployment of teachers. Considering that Section 25 of the RTE Act mandates every school to maintain PTR norms specified in the Schedule within six months of its commencement, every State Government will need to initiate preparatory action to (i) review its existing recruitment and deployment policy and guidelines, to remove imbalances in teacher deployment, (ii) ascertain the exact requirement of posts to be filled in each school.

III Requirement of Additional Teachers

Estimates prepared by NUEPA and MHRD show that implementation of the RTE Act would require the appointment of 5.08 lakh additional teachers across the country. However, this estimate would undergo a change once the States undertake the redeployment process and calculate the exact requirement of additional teachers for each school.

IV Teacher Recruitment

Recruitment policies need to be improved, especially in light of the requirement of maintaining the PTR in all schools within six months of the commencement of the RTE Act. State Governments could consider establishing a fast track Empowered Committee to review the Recruitment Rules to induct the most meritorious ones into the teaching profession and to undertake the process of recruitment of teachers in a transparent manner. Further, taking forward the spirit of decentralized decision-making and important responsibilities assigned to local authorities under the RTE Act (section 9), it is important that local authorities be made the appointing authorities for school teachers. This would also improve accountability of
teachers and closer supervision and monitoring of their performance. However, it does not mean that the selection process has also to be decentralized to village Panchayat.

V Pre-service Teacher Education

The availability of institutional capacity for teacher preparation varies across States and can be categorized according to the availability of such institutions vis-à-vis teacher demand and percentage of untrained teachers.

Category A

States such as Andhra Pradesh, Delhi, Gujarat, Haryana, Himachal, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Punjab, Rajasthan, Tamil Nadu and Uttarakhand with low percentage of untrained teachers and sufficient capacity (to prepare teachers) vis-à-vis the demand for teachers can be grouped as Category A States.

The strategy in respect of these States should be straightforward as they do not have to build additional capacity in the near future, either for preparing more trained teachers or for training the untrained teachers. They need to concentrate on the following issues.

(i) Expediting the process of filling teacher vacancies, ensuring that only trained persons are deployed as teachers and instituting a transparent system of recruitment through appropriate modification/changes in the existing recruitment Rules.

(ii) Expediting the process of creating a separate cadre of teacher educators and filling up of vacant posts of teacher educators in the DIETs;

(iii) Making financial commitments for filling posts of teachers and teacher educators and ensuring that salaries given to the teachers with similar professional qualification, responsibility and experience are treated at par in terms of pay and other service conditions.

(iv) Initiating a process of curriculum renewal through (i) redesigning the course content/curriculum of the teacher education course; (ii) preparing resource material for the student-teachers and teacher educators; (iii) improving the functioning of the DIETs; (iv) undertaking capacity building of teacher educators, through faculty development programmes, exposure visits, developing institutional arrangements with Education Departments of Universities and with RIEs, etc.

(v) Monitoring the quality in self-financed teacher education as has been initiated in Andhra Pradesh and Gujarat. The objective would be to create an environment which compels the existing institutions to improve their quality.

(vi) Re-designing distance education courses for untrained teachers

(vii) Building ICT capacity and its use for in-service as well as pre-service training.
### Category B

Category B would comprise States with high percentage of untrained teachers and low teacher preparation capacity vis-à-vis the teacher demand. Assam, Bihar, Jharkhand, Orissa, Chhattisgarh, Jammu and Kashmir, Uttar Pradesh and West Bengal fall in this category, as evident from the following Table.

<table>
<thead>
<tr>
<th>State</th>
<th>Untrained teachers</th>
<th>Annual D.Ed Capacity</th>
<th>Annual B.Ed capacity</th>
<th>Teacher requirement (Vacancy + RTE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assam</td>
<td>1,50,489 (61.3%)</td>
<td>295</td>
<td>260</td>
<td>15,159*</td>
</tr>
<tr>
<td>Bihar</td>
<td>1,71,825 (50.9%)</td>
<td>1,850</td>
<td>5,610</td>
<td>2,53,634</td>
</tr>
<tr>
<td>Chhattisgarh</td>
<td>45,386 (31.4%)</td>
<td>1,920</td>
<td>8,880</td>
<td>34,060</td>
</tr>
<tr>
<td>J &amp; K</td>
<td>35,728 (45.5%)</td>
<td></td>
<td></td>
<td>14,814</td>
</tr>
<tr>
<td>Jharkhand</td>
<td>50,040 (36.1%)</td>
<td>1,310</td>
<td>4,850</td>
<td>31,751</td>
</tr>
<tr>
<td>Orissa</td>
<td>39,081 (17.8%)</td>
<td>3,240</td>
<td>1,348</td>
<td>52,498</td>
</tr>
<tr>
<td>Uttar Pradesh</td>
<td>1,30,175 (27.6%)</td>
<td>17,400</td>
<td>81,140</td>
<td>3,94,598</td>
</tr>
<tr>
<td>West Bengal</td>
<td>90,502 (34.2%)</td>
<td>2385</td>
<td>9892</td>
<td>94,089</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>7,13,226</strong></td>
<td><strong>28,400</strong></td>
<td><strong>1,11,980</strong></td>
<td><strong>8,91,112</strong></td>
</tr>
</tbody>
</table>

*Does not match with DISE figures

These States need to be dealt with in a focused manner, requiring various types and levels of intervention, large financial outlays, strong support from the Central Government and separate strategies for short, medium and long term.

#### Filling up teacher vacancy in short run

In view of the low existing teacher education capacity and the necessity of filling up posts in a time bound manner, most of these States may have to fill up vacant posts, in the short term, (in the next 6 months to one year) from amongst persons who do not have the prescribed professional qualification. However, while filling up the posts, State Governments need to ensure that (a) information regarding filling up of posts is given wider publicity, so that eligible persons from other States can apply and are considered; (b) preference is given to persons with prescribed professional qualification; (c) recruitment process is transparent; (d) minimum academic qualification of senior secondary (for primary) and Graduate (for subject teachers in upper primary) are laid down, so that they only have to acquire the professional qualification after recruitment. State Governments will need to amend recruitment rules and commit greater financial resources for the appointment of teachers. States may also consider giving extension up to the age of 65 years to trained teachers.

#### Building additional capacity for preparing teachers

In the medium and long term, all these State Governments will have to build capacity, either directly or indirectly, for preparing more teachers. State Governments will need a multi-pronged strategy:

(a) Operationalising DIETs which, though sanctioned, are not functioning, either due to delay in civil works or lack of teacher educators, as in the case of Bihar and Jharkhand;
(b) Identifying DIETs and other state-run Teacher Education Institutions which have the capability to increase annual teacher-trainee intake with additional investment in infrastructure and recruitment of teacher educators;

(c) Examining the scope of establishing more DIETs in the next one year. For instance, the restriction of having only one DIET per district under the Teacher Education Scheme has hindered the expansion of DIETs in Uttar Pradesh where large teacher requirements may necessitate establishment of more than one institution in certain districts;

The Central Government will have to play a supportive role in enabling the State Governments to build and expand the capacity for teacher preparation.

**Training of untrained teachers**

One of the biggest challenges confronting these States is training for the large number of untrained teachers. The problem becomes accentuated because most additional teachers who will be recruited would be from amongst persons who do not possess the prescribed professional qualification. These teachers, because of the sheer numbers, cannot be trained in the traditional face-to-face mode, without loss of teaching time in schools. The only viable alternative is to enable these teachers to acquire the professional qualification through the distance mode.

Several State Governments have initiated training of untrained teachers through IGNOU’s open distance programme. However, the Central Government will have to play a strong supportive role to facilitate State Governments accomplish this task in a time bound manner. Simultaneously, State Governments will need to prepare/redesign their training strategies, by coordinating with the State Open Universities and IGNOU for preparation of high quality modules and resource material for the training programme. The National Institute of Open Schooling (NIOS), with its wide reach, could also be identified for conducting the training programmes. Necessary approvals from NCTE would obviously have to be obtained for conducting the programmes.

**Category C**

The States of the North-Eastern Region (other than Assam) form Category C. In these States, the problem is essentially of large percentage of untrained teachers and inadequate training capacity, both for preparing trained teachers and for training the untrained teachers. These are States with difficult geographical terrain, language complexities and conflict situations, and therefore need to be considered with care and sensitivity.

<table>
<thead>
<tr>
<th>State</th>
<th>Untrained teachers</th>
<th>Annual D.Ed capacity</th>
<th>Annual B.Ed capacity</th>
<th>Annual M.Ed capacity</th>
<th>Teacher requirement (Vacancy +RTE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arunachal</td>
<td>11,660 (75.5%)</td>
<td>295</td>
<td>260</td>
<td>0</td>
<td>291</td>
</tr>
<tr>
<td>Manipur</td>
<td>6,994 (50.6%)</td>
<td>400</td>
<td>780</td>
<td>50</td>
<td>365</td>
</tr>
<tr>
<td>Meghalaya</td>
<td>24,251 (69.7%)</td>
<td>524</td>
<td>400</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Mizoram</td>
<td>3,962 (30.0%)</td>
<td>320</td>
<td>320</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Nagaland</td>
<td>9,475 (72.3%)</td>
<td>210</td>
<td>280</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sikkim</td>
<td>3,546 (53.9%)</td>
<td>90</td>
<td>200</td>
<td>25</td>
<td>225</td>
</tr>
<tr>
<td>Tripura</td>
<td>16,312 (57%)</td>
<td>480</td>
<td>550</td>
<td>20</td>
<td>4,314</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>76,200</strong></td>
<td><strong>2,319</strong></td>
<td><strong>2,790</strong></td>
<td><strong>95</strong></td>
<td><strong>5,198</strong></td>
</tr>
</tbody>
</table>
The strategy in respect of these States would include:

Expansion of capacity to prepare teachers:

A major problem in capacity expansion in these States can be traced to the NCTE Regulations on land area and building size. Given the difficult geographical terrain, the State Governments find it difficult to meet the NCTE infrastructural norms, both for establishing new institutions or for expanding capacity in existing institutions. NCTE could consider relaxing the infrastructural norms for institutions of the NE States. The second major problem is the lack of adequate facilities for preparing teacher educators. The combined capacity for M.Ed intake in these seven States is only 95. Clearly, this constitutes a major stumbling block in capacity expansion for the NE Region. While it may not be prudent to relax the minimum qualifications for teacher educators, some other solutions need to be found such as relaxing the retirement age and hiring retired persons with requisite qualification. In the medium to long run, these States will have to expand the institutional capacity of preparing teacher educators.

Recruitment policy on teachers:

In several NE States recruitment policy does not take into account the need to recruit qualified persons as teachers. While this is now changing, for instance in Mizoram, all the NE States will require to undertake necessary changes in the Recruitment Rules so as provide recruitment of only qualified persons as school teachers. Arunachal Pradesh has already taken a decision to this effect. The State may also consider conducting a State Eligibility Test for appointment of teachers. This is already happening in some States such as Karnataka, Himachal Pradesh and Madhya Pradesh.

Training of untrained teachers:

In developing strategies for training untrained teachers most NE States have mainly relied on the 6-month CPE course developed by IGNOU. Discussions with the State Governments have highlighted two major problems in the effectiveness and coverage of the course. Firstly, programme design, curriculum and resource material is excessively theoretical with little practical application, and trainees experience difficulties in completing the course. IGNOU should, in consultation with a University of NE Region (such as NEHU) or the SCERTs of that Region revisit curriculum, syllabus and resource material. Secondly, the present NCTE norms regarding location and facilities of the study centres restrict the number of such centres, creating difficulties for trainees from remote and hilly areas in attending these contact sessions. This aspect also needs to be re-visited. In case of Manipur and few other States which send their untrained teachers for the face-to-face Diploma course in the DIETs, the problem is of teacher absenteeism, which makes it difficult to allow a large number of untrained teachers to undertake the face-to-face Diploma course.

In some of the NE States, Class X pass persons have been recruited as school teachers which makes the matter more complicated and time consuming as these teachers need to acquire both the academic qualification and the professional qualifications within five years in order to comply with the provisions of the RTE Act.
VII In-Service Training of teachers

For in-service training, the country has a large network of teacher training institutions (TTIs), which provide annual in-service training to school teachers. The spread of these TTIs is both vertical and horizontal. The NCERT in its Report of August 2009 on Comprehensive Evaluation of the Centrally Sponsored Scheme on Teacher Education has underscored the need to restructure the existing BRCs and CRCs to revamp the present system of in-service training of untrained teachers. BRCs, with a revamped administrative and academic structure and improved infrastructure, will have to focus on three major roles:

- Conducting in-service training for elementary school teachers and supporting CRCs in their school improvement functions will continue to be the major role of the BRCs. However, in this function they would be encouraged to collaborate with education related NGOs functioning in the Block and also utilize the services of qualified resource persons outside the education department.

- Academic monitoring and supervision of at least 10 schools (depending on the numbers of clusters / schools and their geographical spread) by each BRC staff, within one month on a regular basis for hand-holding and professional guidance to school teachers. Based on this interaction, members of the BRC would organize a monthly meeting at the cluster level for planning of training, improving teaching-learning processes and providing guidance to CRC coordinators / staff.

- BRCs would function as repository of resources and services easily accessible to all teachers in the Block. It would also serve as an institutional linkage between the DIET and the school teachers with regard to preparation of modules and material development for in-service training. This would include library services, provision of ICT, Science kit, Math kit, resource material in different curricular areas including preschool and those for dealing with special needs etc. to the teachers. Special equipment, reading materials, special educational aids, remedial teaching, curricular adaptation, adapted teaching strategies and other services like health check-ups / assessment of SEN, physiotherapy, occupational therapy, speech therapy could also be provided.

Cluster Resource Centres (CRCs) should, as far as possible, be located in well equipped school campuses, with each Centre catering to 15-20 elementary schools. Presently all CRCs have one coordinator. Clusters with a larger number of schools or those located in hard to reach areas may be provided additional staff. This is important to ensure that cluster resource persons regularly visit schools and provide academic support to the teachers. The cluster staff due to their location will be in closer contact with schools and teachers.
RASHTRIYA MADHYAMIK SHIKSHA ABHIYAN (RMSA)

1. Introduction

- This scheme is being implemented from 2009-10 to enhance access to secondary education and improve its quality.
- It is envisaged to achieve an enrolment rate of 75% at secondary stage within 5 years i.e. 2014 (upto from 52.26% in 2005-06) by providing a secondary school within a reasonable distance of every habitation.
- Quality of education imparted at secondary level is to be improved through making all secondary schools conform to prescribed norms and to remove gender, socio-economic and disability barriers.

2. Targets

- Broad physical targets include providing facilities for estimated additional enrolment of more than 32 lakh students by 2011-12 through, strengthening of about 44,000 existing secondary schools and opening of around 11,000 new secondary schools, Appointment of 1.79 lakh additional teachers and Construction of more than 80,000 additional classrooms.
- Universal access to secondary level education by 2017, i.e., by the end of 12th Five Year Plan and universal retention by 2020.

3. Components

3.1 Important physical facilities to be provided include,
- Additional class rooms,
- Laboratories,
- Libraries,
- Art and crafts room,
- Toilet blocks,
- Drinking water provisions,
- Electricity/ telephone/ internet connectivity and
- Disabled friendly provisions.

3.2 Improving quality through, (i) Appointment of additional teachers to reduce PTR to 30:1, (ii) Focus on Science, Maths and English education, (iii) In-service training of teachers, (iv) Science laboratories, (v) ICT enabled education, (vi) Curriculum reforms including examination reforms and (vii) Improvement in School Governance.

3.3 Ensuring equity will be addressed through, (i) Special focus on micro planning, (ii) Preference to Ashram schools in upgradation, (iii) Preference to areas with concentration of SC/ST/Minority for opening of schools, (iv) Special enrolment drive for the weaker section, (v) More female teachers in schools and (vi) Separate toilet blocks for girls.
4. **Sharing Pattern**

The Central Government shall bear 75% of the project expenditure during the 11th Plan, with the remaining 25% being borne by State Governments. Sharing pattern will be 50:50 for the 12th Plan. For both Plans, funding pattern will be 90:10 for North Eastern States.

5. **Progress in implementation**

5.1 During 2009-10, under the competent of strengthening of existing schools, the following have been sanctioned:

- Number of schools : 7354
- Additional class rooms: 8325
- Science lab: 3953
- Computer room: 3491
- Lab equipment 2834
- Art/craft/culture room: 3654
- Library 3681
- Separate toilet block & drinking water facilities 4912

5.2 Details of financial sanction of central share in favour of the States/UTs during the year 2009-10 and release is at **Annexure-I**.

5.3 State-wise details of interventions approved under RMSA during 2009-10 is at **Annexure –II**.

5.4 Details of release made during the year 2010-2011 is as under:

<table>
<thead>
<tr>
<th>S.No.</th>
<th>State</th>
<th>Ist instalment of central share of grant , Amount (Rs. Crore)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Uttrakhand</td>
<td>16.97</td>
</tr>
<tr>
<td>2.</td>
<td>Gujarat</td>
<td>9.82</td>
</tr>
</tbody>
</table>
6. Issues for consideration by States

6.1 Proposal for the year 2010-11

The Ministry vide letter dated 15.4.2010 had requested all State Govts. to submit the perspective plan and annual plan 2010-11 by 30.5.2010. However, the Ministry has not yet received the proposal from any State or UT.

All State Govts. are requested to send the annual plan proposal 2010-11 by the end of June, 2010 positively, so that proposals could be appraised so as to release 1st Instalment of grant at the earliest. That will also leave the States with enough time to implement the scheme fully during the financial year.

6.2 Budget provision for State share

All State/UT governments are advised to ensure adequate provision in their budget to meet the applicable State/UT share and indicate the same preferably in the annual plan proposal, to enable release of central share.

6.3 Constitution of School Management Development Committee (SMDC):

This Ministry vide letter dated: 14.05.2010 has requested to Secretaries in charge of secondary education of all States/UTs to furnish the information related to constitutions of SMDCs as these have a direct role in monitoring the annual school grant, major and minor repair, strengthening of existing secondary schools and opening of new secondary schools.

There is also a need to constitute two Sub-Committees of the SMDCs, i.e., School Building Committee and the Academic Committee in all the existing secondary schools at the earliest. ‘Parent Teachers’ association also needs to be constituted in all schools

6.4 Appointment of teachers to fill up the existing vacancies and in service training of the teachers.

Suitable mechanism is required to be developed/implemented for continuous appointment process to fill up the vacancies. This Ministry has also written a letter dated 10.03.2010 to all the State Governments to initiate action for capacity building of the teachers through regular in service education programme.

7. Issues pending with States Government

- **Maharashtra**: Release of 1st instalment of Rs. 3.74 crore as 50% of the approved central share has been approved by the Ministry for recurring components of school annual grant, minor repair for 1161 schools, in-service training to 5000 teachers and non recurring component for construction of toilet blocks and providing drinking water facilities in 120 schools, subject to budget provision made for RMSA in the current year by the State government. Fund will be released upon furnishing of requisite information.

- **Orissa**: Release of 1st instalment of Rs. 66.36 crore as 50% of the approved central share has been approved by the Ministry for opening of 300 new schools, subject to
budget provision made for RMSA in the current year by the state government. Fund will be released upon furnishing of requisite information.

- **Himachal Pradesh**: Release of 1st installment of Rs. 12.25 crore as 50% of the approved central share has been approved by the Ministry for opening of 69 new schools, subject to budget provision made for RMSA in the current year by the state government. Fund will be released upon furnishing of requisite information.

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A compilation of various instructions and advisories issued by this Ministry from time to time, formats and templates made available by the Ministry as well as the Minutes of the PAB meetings etc. are available on the website of MHRD (www.education.nic.in).
### Annexure-I

**Financial sanction of central share in favour of the States/UTs during the year 2009-10**

<table>
<thead>
<tr>
<th>S. No</th>
<th>States/Uts</th>
<th>Fund released for preparatory activities</th>
<th>Total project proposal recommended under Annual Plan 2009-10</th>
<th>Central share</th>
<th>Fund released towards Annual Plan proposal</th>
<th>Total fund released</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td><strong>a</strong></td>
<td><strong>b</strong></td>
<td><strong>c</strong></td>
<td><strong>d</strong></td>
<td><strong>a + d</strong></td>
</tr>
<tr>
<td>1</td>
<td>Andhra Pradesh</td>
<td>2.30</td>
<td>753.41</td>
<td>565.06</td>
<td>12.75</td>
<td>15.05</td>
</tr>
<tr>
<td>2</td>
<td>Arunachal</td>
<td>1.60</td>
<td>1.28</td>
<td>1.15</td>
<td>0.29</td>
<td>1.89</td>
</tr>
<tr>
<td>3</td>
<td>Assam</td>
<td>2.35</td>
<td>28.25</td>
<td>25.43</td>
<td>6.35</td>
<td>8.70</td>
</tr>
<tr>
<td>4</td>
<td>Bihar</td>
<td>2.92</td>
<td>226.36</td>
<td>169.77</td>
<td>16.72</td>
<td>19.64</td>
</tr>
<tr>
<td>5</td>
<td>Chattishgarh</td>
<td>1.80</td>
<td>150.18</td>
<td>112.64</td>
<td>56.32</td>
<td>58.12</td>
</tr>
<tr>
<td>6</td>
<td>Goa</td>
<td>0.20</td>
<td>1.64</td>
<td>1.23</td>
<td>0.31</td>
<td>0.51</td>
</tr>
<tr>
<td>7</td>
<td>Gujarat</td>
<td>2.70</td>
<td>27.46</td>
<td>20.60</td>
<td>0.24</td>
<td>2.94</td>
</tr>
<tr>
<td>8</td>
<td>Haryana</td>
<td>1.48</td>
<td>20.57</td>
<td>15.43</td>
<td>3.85</td>
<td>5.33</td>
</tr>
<tr>
<td>9</td>
<td>Him.al Pradesh</td>
<td>1.20</td>
<td>46.98</td>
<td>35.24</td>
<td>2.54</td>
<td>3.74</td>
</tr>
<tr>
<td>10</td>
<td>J&amp;K</td>
<td>2.20</td>
<td>87.79</td>
<td>65.84</td>
<td>8.82</td>
<td>11.02</td>
</tr>
<tr>
<td>11</td>
<td>Jharkhand</td>
<td>1.69</td>
<td>193.67</td>
<td>145.25</td>
<td>7.72</td>
<td>9.41</td>
</tr>
<tr>
<td>12</td>
<td>Karnataka</td>
<td>3.30</td>
<td>379.38</td>
<td>284.54</td>
<td>71.13</td>
<td>74.43</td>
</tr>
<tr>
<td>13</td>
<td>Kerala</td>
<td>1.40</td>
<td>47.79</td>
<td>35.84</td>
<td>8.93</td>
<td>10.33</td>
</tr>
<tr>
<td>14</td>
<td>Madhya</td>
<td>5.00</td>
<td>493.8</td>
<td>370.35</td>
<td>92.58</td>
<td>97.58</td>
</tr>
<tr>
<td>15</td>
<td>Mahasrastra</td>
<td>3.50</td>
<td>9.99</td>
<td>7.49</td>
<td>3.50</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Manipur</td>
<td>0.90</td>
<td>78.41</td>
<td>70.57</td>
<td>17.64</td>
<td>18.54</td>
</tr>
<tr>
<td>17</td>
<td>Meghalaya</td>
<td>0.80</td>
<td>4.72</td>
<td>4.25</td>
<td>1.06</td>
<td>1.86</td>
</tr>
<tr>
<td>18</td>
<td>Mizoram</td>
<td>0.80</td>
<td>15.15</td>
<td>13.64</td>
<td>16.41</td>
<td>17.21</td>
</tr>
<tr>
<td>19</td>
<td>Nagaland</td>
<td>0.93</td>
<td>49.07</td>
<td>44.16</td>
<td>10.94</td>
<td>11.87</td>
</tr>
<tr>
<td>20</td>
<td>Orissa</td>
<td>3.00</td>
<td>207.19</td>
<td>155.39</td>
<td>5.04</td>
<td>8.04</td>
</tr>
<tr>
<td>21</td>
<td>Punjab</td>
<td>2.00</td>
<td>62.88</td>
<td>47.16</td>
<td>23.25</td>
<td>25.25</td>
</tr>
<tr>
<td>22</td>
<td>Rajasthan</td>
<td>3.20</td>
<td>43.19</td>
<td>32.39</td>
<td>16.18</td>
<td>19.38</td>
</tr>
<tr>
<td>23</td>
<td>Sikkim</td>
<td>0.40</td>
<td>10.23</td>
<td>9.21</td>
<td>2.30</td>
<td>2.70</td>
</tr>
<tr>
<td>24</td>
<td>Tamil Nadu</td>
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<td>Tripura</td>
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<td>116.20</td>
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<td>57.15</td>
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<td>28</td>
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<tr>
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**INDIA**

<table>
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<tr>
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## Annexure II

State-wise details of interventions approved under RMSA during 2009-10

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name of State</th>
<th>No. of New Schools recommended</th>
<th>No. of Existing schools recommended for strengthening</th>
<th>No. of teachers to be imparted in-service training</th>
<th>No. of schools for which school grant is recommended</th>
<th>No. of schools for which major repair grant is recommended</th>
<th>No. of schools for which minor repair grant is recommended</th>
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</thead>
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<td>186</td>
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<td>0</td>
<td>3000</td>
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<td>2015</td>
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<td>11</td>
<td>Jammu &amp; Kashmir</td>
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<td>200</td>
<td>20</td>
<td>0</td>
<td>20</td>
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<td>Mizoram</td>
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<td>154</td>
<td>2438</td>
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<td>118</td>
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<td>24</td>
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<td>10000</td>
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<td>0</td>
<td>3119</td>
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<td>Rajasthan</td>
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<td>0</td>
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<td>0</td>
<td>6315</td>
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<td>936</td>
<td>151</td>
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<td>134</td>
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<td>27</td>
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<td>15000</td>
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<td>28</td>
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<td>592</td>
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<td>31</td>
<td>West Bengal</td>
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<td>1256</td>
<td>96</td>
<td>0</td>
<td>96</td>
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<td><strong>Component wise Total</strong></td>
<td><strong>2478</strong></td>
<td><strong>7354</strong></td>
<td><strong>275084</strong></td>
<td><strong>61043</strong></td>
<td><strong>3608</strong></td>
<td><strong>59242</strong></td>
</tr>
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</table>
1. **Introduction**

   This is a scheme to provide quality education to talented rural children through setting up 6000 model schools as benchmarks of excellence at block level at the rate of one school per block.

2. **Objectives**

   - To have at least one good quality secondary school in every block.
   - To have a pace setting role
   - To try out innovative curriculum and pedagogy
   - To be a model in infrastructure, curriculum, evaluation and school governance

3. **Modes of implementation**

   - The scheme will have two modes of implementation, one for 3,500 educationally backward blocks (EBB) and another for remaining 2,500 blocks. Modalities for setting up schools in EBBs have been decided, salient features of which are:
     
     - Land for these schools will be identified and provided by the State Governments free of cost.
     - The medium of instructions will be decided by the State Governments. However, special emphasis will be given on teaching of English, Science and Mathematics.
     - The schools will have classes from VI to XII, or IX to XII.
     - These schools will be run by State Government societies similar to Kendriya Vidyalaya Sangathan

4. **Sharing pattern**

4.1 The non-recurring cost for setting up Model School having classes VI to XII with two Sections in each class is Rs.3.02 crore and recurring cost is Rs.0.75 crore per annum. For Schools having classes IX to XII with two sections each, the non-recurring cost for setting up a school is Rs.2.55 crore.

4.2 The sharing pattern would be 75:25 for both recurring and non-recurring cost for schools with two sections of class VI to XII or class IX to XII. The sharing pattern would be 90:10 for special category States.
4.3 Upto 20% higher cost norm is provided for NER states and states with predominantly hilly terrain.

5. Progress in Implementation
327 model schools in 11 States have been sanctioned and central share of Rs. 251.71 crore has been released. The details are as under:

<table>
<thead>
<tr>
<th>S.No.</th>
<th>State</th>
<th>No. Schools sanctioned</th>
<th>Amount released as first instalment of central share (Rs. In crore)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Bihar</td>
<td>105</td>
<td>18.85</td>
</tr>
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<td>2</td>
<td>Chhattisgarh</td>
<td>20</td>
<td>22.65</td>
</tr>
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<td>3</td>
<td>Himachal Pradesh</td>
<td>5</td>
<td>6.78</td>
</tr>
<tr>
<td>4</td>
<td>Jammu &amp; Kashmir</td>
<td>19</td>
<td>25.82</td>
</tr>
<tr>
<td>5</td>
<td>Karnataka</td>
<td>74</td>
<td>83.80</td>
</tr>
<tr>
<td>6</td>
<td>Madhya Pradesh</td>
<td>33</td>
<td>37.37</td>
</tr>
<tr>
<td>7</td>
<td>Mizoram</td>
<td>1</td>
<td>1.36</td>
</tr>
<tr>
<td>8</td>
<td>Nagaland</td>
<td>11</td>
<td>7.47</td>
</tr>
<tr>
<td>9</td>
<td>Punjab</td>
<td>21</td>
<td>23.78</td>
</tr>
<tr>
<td>10</td>
<td>Tamil Nadu</td>
<td>18</td>
<td>20.25</td>
</tr>
<tr>
<td>11</td>
<td>West Bengal</td>
<td>20</td>
<td>3.58</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>327</td>
<td>251.71</td>
</tr>
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</table>

- During current year i.e. 2010-11, the second and final installment of central share of Rs.23.78 crore to Punjab and Rs.19.07 crore as leftover of 1st installment of central share to West Bengal has been released.
- Further, release of central share for 55 schools in Gujarat (43 to Education Department and 12 to Tribal Development Department) and 52 schools in Chhattisgarh is in process.
- Proposal covering all their educationally backward block has been received from Himachal Pradesh, Karnataka, Mizoram, Nagaland, Punjab and Tamil Nadu.
- Proposals covering some of the EBBs in the State have been received from Bihar, Chhattisgarh, Gujarat, Jammu & Kashmir, Jharkhand, Madhya Pradesh, Meghalaya, Rajasthan, Uttar Pradesh and West Bengal.
- The State Governments, where model schools have been sanctioned, have been requested to intimate the implementation of scheme in the prescribed format.
- The State Governments of Andhra Pradesh, Arunachal Pradesh, Assam, Dadra & Nagar Haveli, Kerala, Manipur & Uttarakhand which are yet to send proposals in respect of their educationally backward blocks(EBBs), have been requested to submit such proposals by 30.6.2010.
- Sikkim, Goa, Delhi, Puducherry, Lakshadweep, Chandigarh and Daman & Diu do not have any EBB.
1. **Introduction**

This is a new centrally sponsored scheme launched in 2008-09 and being implemented from 2009-10 to set up Girls’ Hostels with 100 seats in about 3,500 educationally backward blocks.

2. **Objectives**

The main objective of the scheme is to retain the girls at the secondary stage and to ensure they are not denied the opportunity to continue their study due to distance to school, parents’ financial affordability and other socioeconomic factors.

3. **Target Group**

The girl students in the age group 14-18 studying in classes IX to XII will form the target group of the scheme. Students passing out of KGBV will be given preference in admission in hostels. At least 50% of girls admitted will be from SC, ST, OBC and Minority communities.

4. **Sharing Pattern & Implementing Agency**

Central government will bear 90% of the recurring and non-recurring project cost and the remaining 10% is to be borne by the State Governments. The scheme is to be implemented by the State government societies established for implementation of the scheme. The central share is released to the State Governments, who in turn releases it to implementing agency. The applicable State share is released to the implementing agency by the respective State governments.

5. **Progress in Implementation**

5.1 379 hostels in 11 states were sanctioned during 2009-10 and Rs.65.15 crore released as first instalment of central share, as under :-

<table>
<thead>
<tr>
<th>S.No.</th>
<th>State</th>
<th>No. hostels sanctioned</th>
<th>Amount released as first instalment of central share (Rs. In crore)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Arunachal Pradesh</td>
<td>5</td>
<td>0.96</td>
</tr>
<tr>
<td>2.</td>
<td>Bihar</td>
<td>92</td>
<td>11.56</td>
</tr>
<tr>
<td>3.</td>
<td>Chhattisgarh</td>
<td>74</td>
<td>14.14</td>
</tr>
<tr>
<td>4.</td>
<td>Himachal Pradesh</td>
<td>5</td>
<td>0.96</td>
</tr>
<tr>
<td>5.</td>
<td>Jammu &amp; Kashmir</td>
<td>18</td>
<td>3.44</td>
</tr>
<tr>
<td>6.</td>
<td>Karnataka</td>
<td>62</td>
<td>10.56</td>
</tr>
<tr>
<td>7.</td>
<td>Madhya Pradesh</td>
<td>30</td>
<td>5.74</td>
</tr>
<tr>
<td>8.</td>
<td>Mizoram</td>
<td>1</td>
<td>0.19</td>
</tr>
</tbody>
</table>
During 2010-11, the following approvals and releases were made:

<table>
<thead>
<tr>
<th>S.No.</th>
<th>State</th>
<th>No. of hostels sanctioned</th>
<th>Amount released as first instalment of central share (Rs. In crore)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Rajasthan</td>
<td>44</td>
<td>8.99</td>
</tr>
</tbody>
</table>

In addition, approval can be accorded for 232 more hostels in 7 States, as mentioned below subject to satisfactory response from the State Government concerned:

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name of the State</th>
<th>No. of hostels</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Arunachal Pradesh</td>
<td>15</td>
<td>State government needs to clarify whether they would like to redesign these hostels to provide for accommodation of 100 girls instead of lesser number proposed now.</td>
</tr>
<tr>
<td>2</td>
<td>Bihar</td>
<td>50</td>
<td>For 38 hostels, the requirement of land as stipulated by GIAC to be fulfilled by the State Govt. 12 of the hostels are to be relocated so as to be within a distance of 3 Km from a recognized secondary/senior secondary girls’/co-ed school.</td>
</tr>
<tr>
<td>3</td>
<td>Gujarat</td>
<td>78</td>
<td>Building plan and provision for State share in the budget are awaited</td>
</tr>
<tr>
<td>4</td>
<td>Jammu &amp; Kashmir</td>
<td>1</td>
<td>For Poonch Block, availability of land to be confirmed by the State.</td>
</tr>
<tr>
<td>5</td>
<td>Nagaland</td>
<td>11</td>
<td>The State Government has expressed its inability in designing the hostel within the scheme cost norm. The State need to confirm bearing the expenditure over and above the scheme norm.</td>
</tr>
<tr>
<td>6</td>
<td>Orissa</td>
<td>15</td>
<td>State Government has been advised to redesign the building layout so as to ensure a comfortable living atmosphere for the boarders.</td>
</tr>
<tr>
<td>7</td>
<td>West Bengal</td>
<td>62</td>
<td>These hostels were approved subject to State government entering into a legally binding MoU with the Managing Committees of the aided</td>
</tr>
</tbody>
</table>

Total 379 65.15

5.2

5.3
A draft MOU has been submitted by the State government. The State has been advised to get the land on which hostels would be built, along with appurtenant land, transferred to the State Government or otherwise to confirm that the agreement suggested by the State Government is adequate to ensure implementation of the scheme without any legal problem.

6. **Annual Plan proposal for 2010-11**

- MHRD through their letter D.O.No.3-3/2008-Sch.1 dated 15th April, 2010 has requested all States/UTs having educationally backward blocks to submit their Annual Plan Proposals.
- In case of Punjab, Mizoram, Himachal Pradesh, Tamil Nadu and Chhattisgarh approval has been accorded to set up girls hostels in all their EBBs. The first instalment has been released. These States need to utilize the amount and submit their request for second instalment.
- States of Karnataka, Madhya Pradesh, Rajasthan, Arunachal Pradesh and Bihar have received approval for only a few of their EBBs. They are requested to submit proposal to cover all the remaining EBBs. The request for proposal has been issued by the Ministry on 15.04.2010. These States are also requested to submit proposal for second instalment in case of those blocks where first instalment is already released.
- States of Tripura, Uttarakhand have not sent the detailed proposals. They may submit the proposals in the prescribed format along with hostel building plan.
- Proposals of Jharkhand and Meghalaya which were received only in March, 2010 are under examination.
- States of Andhra Pradesh, Assam, Dadra and Nagar Haveli, Haryana, Kerala, Maharashtra, Manipur and Pudducherry have so far not sent any proposal for any EBB. These may submit the proposal by 30-06-2010.

7. **General Issues:**

7.1 **Building design:** All State Governments are advised to pay adequate attention to the design of the hostel. Instead of going for large dormitories, smaller rooms or partitions in the dormitories may be planned to ensure good study atmosphere for the inmates. The scheme stipulates minimum 40 sq. ft. of living space per inmate which is a very conservative norm. The scheme has a very favourable sharing pattern of 90:10 for the State Governments. The States may also consider having a "design" contest to evolve a suitable design for the hostels.

7.2 **Constitution of Society:** As per the Girls’ Hostel scheme, the programme is to be implemented by societies set up by the State government. Some of the State governments have suggested implementation of Model School and Girls’ Hostel schemes through the RMSA society. Where as this is acceptable in case of States having small number EBBs, it would be desirable for the States having a large number of EBBs to constitute separate societies for this purpose.

*****
The education sector in India is at the stage of rapid change with expansion, equity and quality being the watchwords of this change. The Eleventh Plan sets out ambitious targets in the achievement of these objectives. The development of education has been largely public funded with the 11th Plan projecting an increase in outlay to the extent of nine times over the 10th Plan. Private funding in higher education has been mainly in professional and technical fields. The mushrooming growth of deemed universities has raised concerns about the limitations of this approach in realizing the concept of a university as also raised issues on the vision of higher education.

Public funding has its own limitations and constraints in a diverse and vast nation leading to resources being spread thinly if the objective of massive expansion in enrolment with equity is to be fulfilled. The future of financing education cannot be merely an extension of the present but has to be shaped by new realities, such as the expected massive growth in enrolment to promote the demographic dividend, new mechanisms in cost-sharing that reduces burden on the student and at the same time does not solely rely on the Government as provider, provides access to quality higher education irrespective of paying capacity, emergence and growth of different types of private and public education providers, innovations in modes of delivery of education etc. Consistent with these realities, new and flexible ways of tackling financing issues in education will have to be found requiring alternative policies and mechanisms for viable and feasible answers to this conundrum.

It has been stressed in National Policy as well as in several judicial pronouncements that education is a not-for-profit activity and commercialization of education is to be avoided. Financing of higher education by the government is, however, justified on the ground that education is substantially a public good that has several positive externalities for society wherein the society at large benefits in addition to individual benefits. It is widely accepted that education promotes social mobility enabling persons from disadvantaged sections, whether on account of poverty, class, caste, ethnicity, region or religion, to overcome their handicaps. Consequently education in itself is an instrument that engenders equity.

The banking sector treats loans and advances to the education sector in the same manner as that for the trade, industry or commerce sectors. This means that an institution can source funds from banks on the same terms and conditions as available to “for-profit” organizations and concerns, whereas education is essentially “not-for-profit”. This constricts space for a large number of philanthropic organizations from sourcing funds from the banking sector to establish, run or operate educational institutions. More importantly, the repayment period for loans obtained by educational institutions is the same as for “for-profit” concerns whereas the gestation period in which the institution can establish its credentials in society is a long process. This has led to the phenomenon of capitation fees which has resulted in large numbers of poor youth from pursuing higher education and has been a scourge of the education sector. Investment in higher education can be facilitated only if fees are fixed at levels permitting the promoters to meet the operational expenses besides generating returns for further capital investment and infrastructure improvements. The clamour for fee regulation arises from the lack of a mechanism where students can easily
source loans at affordable interest rates for pursuit of their studies. The risk perception on educational loans makes banks wary of lending for pursuit of education leaving students and parents with little recourse. There is, therefore, a need to devise an institutional mechanism that can nurture the philanthropic tradition of the past in the education sector and provide institutions a means to access comparatively low-cost funds which could develop into a self-sustaining spiral of improving access and quality and enhancing the expansion needs of the sector without solely relying on the grant mechanism or direct public provisioning. The National Education Finance Corporation (NEFC) is one such institutional mechanism which would attempt to occupy the space for ensuring easy and affordable educational loans for students and access to finance for educational institutions.

**FUNDING REQUIREMENTS**

India’s Gross Enrolment Ratio (GER) in higher education is approximately 12.4% of the cohort population in the age group of 18-24 years which is very low compared to the world average of 26%. The Ministry of HRD is working towards achieving a target GER of 26% by 2017 and 30% by 2020. Enrollment of students is expected to increase from 19 million at present to 36 million and 42 million by the end of 2017 and 2020 respectively. It is envisaged that 15 million students will enroll by 2020 in technical and professional education while another 27 million will get enrolled in other higher education. This would require a substantial increase in the number of institutions including universities, colleges, technical, professional and vocational institutions - as well as enhancing the intake capacity of existing institutions. Besides, institutions need to be supported to improve infrastructure to achieve quality standards for achieving 100% GER in secondary education by 2020. The estimated additional requirement of college-level institution by 2020 is 31,830, of universities is 803 and of secondary schools is 70,234. Funds aggregating Rs. 9,04,580 crores will be required in higher education for institutional expansion by 2020 and the requirement in respect of setting up of new secondary schools in the private sector or thru’ public-private partnerships to achieve the envisaged GER in secondary education is assessed to be Rs. 45,262 crores. Also Rs 1,59,530 is required for Student Education Loans. Hence funds aggregating Rs.11,09,372 crores would be required to achieve the envisaged GER of 100% and 30% for the Secondary Education level (Private unaided school only) and Higher education respectively.

Expansion of institutions may not by itself be sufficient as people may not have the economic strength to avail of educational facilities due to its cost. The percentage of students seeking education loans for higher studies was reportedly only 3%. **This percentage appears to have improved (9% approx.) in last year as Education loans aggregating Rs.32,000 crores are outstanding and the average size of the Education loan is less than Rs.2,00,000 as per the data published by Indian Banks Association.** The basic reasons for such low percentage of students utilizing banking facilities are the following:

- The students particularly belonging to low income families and the educational institutions having scarcity of resources and infrastructure respectively are facing difficulties in accessing bank credit because of their inability to provide adequate collateral security for loans.
- Commercial banks have a conservative approach on account of risk perceptions and uncertainty of recovery in the education loan segment.
• Students availing of education loans of less than Rs. 4 lakhs do not have to provide any security or guarantee as per extant instructions to the banks. Hence, banks are granting education loans below Rs. 4 lakhs and the average size of the education loan is below Rs.2 lakhs.

This is expected to increase with availability of easy and affordable loans gradually from 10% to 18% and 35% to 40% for general higher education and technical/professional education respectively during the period 2010-2020. Education loans aggregating Rs. 122,838 crores in 2017 and Rs. 1,66,541 crores in 2020 may have to be made available for the purpose. NEFC may however, provide funds through refinancing/direct financing to the extent of 26%.

OBJECTIVES OF NEFC

The NEFC would facilitate increase in overall enrolment in higher education and secondary education and provide a window for students to access easy and affordable loans from the banking sector. Its objectives would be:-

• Reduce the risk perception and cost of student educational loans thru’
  - Refinancing student education loans at concessional rates.
  - Providing limited credit guarantees on student educational loans.
• Encourage philanthropic investment in higher education and investment to remove imbalances and inequities in access opportunities thru’.
  - Refinancing institutional loans at concessional rates with longer repayment.
• Facilitate expansion of higher education sector thru’.
  - Refinancing of institutional loans for expansion and new investment and providing limited credit guarantee on such loans.
• Facilitate expansion of university sector thru’.
  - Direct financing to large universities for new investment.
  - Refinance loans for capacity expansion of universities.
• Provide venture capital to institutions for incubating applications emerging from research.
• Manage the endowment and corpus fund for institutions.

PRODUCT SPECIFICATIONS

In respect of student loans, the end-product available to the student would carry the following features:

- Student educational loans @ 4% p.a for those with parental income less than Rs.4.5 lakhs per annum (1st bracket).
- Student educational loans @ 7% p.a where parental income is greater than Rs.4.5 lakhs and total loan is less than Rs.12 lakhs (2nd bracket).
Repayment over 6 to 12 years with option of back-loading interest with lower rates in initial years and higher rates in later years.

All student educational loans refinanced by the NEFC would also be provided limited credit guarantees on the lines of the Credit Guarantee Fund Trust for Micro and Small Enterprises and the Export Credit Guarantee Corporation. It is proposed that for loans in the 1st bracket, default to the extent of 75% of the principal would be guaranteed and in the 2nd bracket and for student educational loans above Rs.12 lakhs (where no refinance facility is to be provided) the guarantee would be to the extent of 50% of the principal amount. A guarantee fee of 0.50% shall be obtained to build the corpus for the fund. The key to ensure that the product specifications is to ensure that overhead costs and the spread between the refinance rate and the actual rate of interest payable by the student is kept to a reasonable minimum. This would be attempted by co-opting institutions in the funding process (processing loan applications etc.) whereby the spread to be reduced to 1% in such cases. In addition, the particulars of any student obtaining a loan would be linked to his/her Unique Identification (UID) & PAN for facilitating recovery and thru’ notifying particulars of loan on the degree certificate while awarding his/her degree to be discharged on full recovery.

The NEFC would attempt to nurture the philanthropic tradition by directly supporting at concessional rates of interest, the establishment of any educational institution that has at least 25% of its project cost raised through donations or contributions from a large number of citizens or agencies. The product specification in this respect would aim to provide concessional funding for philanthropic institutions and institutions established to remove imbalances (regional, gender and marginal sections etc) @ 2% p.a below PLR rates. Institutional loans would be made available to colleges and other institutions in higher education for capacity expansion and establishment and universities @ PLR of banks. The repayment would be spread over 15-20 years with a 5 year moratorium on principal repayment considering the normal gestation period for creation of infrastructure and for an institution to establish its reputation and credibility. Since the refinancing mechanism is proposed to be adopted, the interest rate of refinance on such loans from the NEFC is proposed @1.5% below PLR for non-concessional funding and @3.5% below PLR in case of concessional funding.

In respect of secondary education, concessional funding would be made available for philanthropic institutions for establishment of schools and for schools established to remove regional imbalances @ 2% below PLR thru’ refinance. Access to funds thru’ refinance would be made available to private unaided schools in secondary education @ 1% below PLR. The repayment would be over 15-20 years with a 5 year moratorium on principal repayment.

In case of universities where the initial capital investment is in excess of Rs 150 crore, the direct financing route shall also be adopted. Such loans may be provided @ 2% below PLR with repayment spread over 15-20 years with a 7 year moratorium on principal repayment.
CAPITAL STRUCTURE OF NEFC

NEFC would have an initial equity of Rs 5,500 crores which would be obtained from the non-lapsable pool in created out of the cess of 1% levied on all taxes. Annual increase of equity would be to the extent of Rs 3,000 crores from the proceeds of the cess till FY 2020-21, such that the equity base of NEFC would be of the order of Rs 35,500 crores by FY 2020-21. While the major contribution is expected from the Central Government, a window for State participation in the equity base has also been provided. The NEFC is projected to have a Gross Average debt equity ratio of 7:1 during the period 2010-2020. Therefore the total working funds comprising of equity, loans and deposits, donations, repayments of loans would increase from Rs.44,756 crores in the initial year to Rs.3,09,944 crores by FY 2020-21. The table below provides the capital structure averaged over the period 2010-11 to 2020-21.

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<th>Description</th>
<th>Average</th>
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<tr>
<td>Equity, Reserves &amp; Surplus</td>
<td>14%</td>
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<tr>
<td>Bonds &amp; Debentures</td>
<td>42%</td>
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<tr>
<td>Deposits</td>
<td>20%</td>
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<tr>
<td>Domestic Borrowings</td>
<td>21.50%</td>
</tr>
<tr>
<td>Gifts, Grants &amp; Donations</td>
<td>2.5%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
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The average weighted cost of the funds may be 6.49% and the gross average rate of interest and other income earned may be 6.96%. NEFC would be self-sustaining and the surpluses would be reinvested in the NEFC adhering to its “not-for profit’ status.

SOURCES OF FUNDS

i) **Bonds:** Following types of the Bonds may be preferred to augment funds:

a) **Tax Free Priority Sector Bonds & Taxable Priority Sector Bonds:** Such financial instruments may be issued for the periods varying from 5 years to 10 years (with partial redemption facility after 5 years. National Housing Bank (NHB) raised Rs.100 crores as Tax Free Bonds with coupon rate of 7.5% payable annually with a maturity period of 10 years.

b) **Zero Coupon Education Development Bonds:** These Bonds are issued at a discount to their face value i.e. these are fixed income instruments. The tenure of the Bonds is normally 10 years or more than 10 years. Cost of borrowings will be higher but will provide liquidity to the corporation and provide zero interest out flow in the initial years. NABARD had issued Bhavishaya Nirman Zero Coupon Bonds in 2006.

c) **National Education Bonds (NEB):** To sweeten the Capital gain issue, NEFC can be used as a vehicle of investment exempt from Income Tax under Section 54EC. Bonds were issued by SIDBI, NHB, NHAII and REC at low interest yield of around 5% which saves the taxation on capital gains.
d) **Pension Bonds:** "In the corporate bond market, around 99 per cent of the primary bond issuances are at least with a face value of Rs 10 lakh each. This rules out as possible investment tools as Pension Fund Managers are not getting sufficient funds. In view of the above NEFC may issue Pension Bonds for a period of 3-5 years which will give a better yield to Pension Fund managers as compared to that of short-term money market instruments.

e) **Floating Rate Bonds:** In some bonds, fixed coupon rate to be provided to the holders is not specified. Instead, the coupon rate keeps fluctuating from time to time, with reference to a benchmark rate. IDBI had issued Floating rate bonds in 1997.

f) **Convertible Bonds:** The holder of a convertible bond has the option to convert the bond into equity. NEFC needs long term funds in view of the long moratorium period and repayment period of the Student Education Loans and Institutional Loans. Hence they may issue Convertible Bonds. These Bonds may be issued in foreign currency.

g) **Structured Bonds:** Based on the Assets Backed Securitization concept, NEFC may issue two types of Structured Bonds namely NEFC Mortgage Based Securities and NEFC Receivable Backed Securities by securitization of the properties of the Educational Institutions mortgaged to NEFC/Banks and periodic repayments (Receivables) to be received from the banks who are highly rated clients.

ii) **Deposits**

Interest on deposits may be made eligible for deduction under Section 80C of Income Tax. NEFC may launch Taxable Term Deposit Scheme and Tax Saving Scheme. The scheme may allow both cumulative and non-cumulative interest options. NHB have augmented funds through Sunidhi term deposit scheme. It is also suggested that the commercial banks may launch a new product called First Education Savings Scheme (FESS) that affords parents the privilege of providing their children with quality education to any level in their quest for personal development and achievements. These deposits may be transferred to NEFC on monthly basis and Banks maybe paid commission for the administrative costs involved in collection and remittances of taxes, PPF etc.

iii) **Domestic borrowings (Low Cost Funds):** These include domestic borrowings (including RBI line of credit, commercial bank deposits and deposit from public, trust, CSR funds of PSUs etc) as well as tapping new sources through creation of new financial instruments and schemes.

iv) **Gifts and Donations (Zero Cost Funds):**
These would include gifts and donations from philanthropic organizations and individuals.

The matter is accordingly placed before CABE for discussions. State Governments may like to participate by contributing to the equity of the NEFC.
POLICY INTERVENTIONS REQUIRED

Several policy interventions are required to facilitate the operation of the NEFC without recourse to subsidy from the Government. These are as under:

Reserve Bank of India

In the absence of the target for student education loans (SEL), banks achieve priority sector targets through lending in other sectors where primary/collateral securities are available. Hence targets for loans to education loans may be fixed. No cap may be placed on amount of SEL under priority sector.

- Educational institution loans in respect of institutions located in backward areas may be brought under priority sector. Infrastructure development loans under education sector are not covered under priority sector.
- Banks may finance education loans at a spread of 1% to 1.5% under their commitment for CSR

Subvention

- Provide access to NEFC to corpus generated from shortfall in priority sector lending by banks as being available to NABARD and SIDBI

Tax Exemption

- 200% allowance for donations to NEFC under section 35(1) under the said Act, similarly as donations to outside organizations for carrying out scientific and research activities are allowed expenditure equal to 200% of donation.
- Investment in NEFC may be mentioned in Section 11(5) amount deposited by charitable and religious organizations in NEFC will be allowed as expenditure subject to utilization of funds by organizations within 5 years.
- Repayment of principal amount of student education loans may be eligible for section 80C deduction as in the case of housing loans.
- Donations to NEFC will be allowed as 100% deduction under section 80G (1)(i).
- NEFC Bonds may be eligible for exemption under section 54EC the beneficiaries of capital gain may deposit the capital gains in NEFC bonds for at least three years so that they may save Tax.

CONCLUSION

The education sector is poised for growth in the coming years. This would require a facilitative mechanism in the changed regulatory regime that provides the requisite financing for ensuring the momentum of this growth. The need for the NEFC has also to be seen in the context of the significant changes in the regulatory regime in the higher education sector that permits private “not-for-profit” investment without the trammels of overbearing regulation and at the same time ensuring responsible action by institutions free from demands of capitation fees and other undisclosed extraction of value.
AGENDA NOTE: REVISION OF PAY SCALES OF TEACHERS IN UNIVERSITIES AND COLLEGES

This Ministry had issued orders regarding revision of pay scale of teachers and equivalent positions in universities and colleges based on the recommendations of the Pay Review Committee constituted by the University Grants Commission as a sequel to the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission vide this Ministry’s letter No. 1-32/2006-U.II/U.I (i) dated 31.12.2008 (Annexure-I).

2. Re-imbursement of 80% of the additional requirement of the State Governments consequent on revision of pay scales of the teachers in universities and colleges under the State Government, in pursuance of this Ministry’s letter dated 31.12.2008, would be applicable only when State Governments implement this Ministry’s Scheme of revision of pay of teachers and equivalent cadres in universities and colleges as contained in this Ministry’s letter dated 31.12.2008 as a composite package, including the increase age of superannuation to 65 years for teachers engaged in ‘in-class’ teaching, together with all the conditions specified or to be specified by University Grants Commission (UGC) by regulations and other guidelines. This implies that State Governments cannot make modifications lowering the pay package prescribed by this Ministry, though they are free to provide for higher pay package if they so deem fit.

3. A proforma has been devised for eliciting relevant details from the State Governments for scrutiny of their proposal and State Governments have been requested to furnish detailed calculations in support of its claim for reimbursement of central assistance, in the prescribed proforma circulated vide this Ministry’s letter No. 1-7/2010-U.II dated 11.5.2010 (Annexure-II). State Governments are requested to provide the necessary information in the prescribed proforma for seeking reimbursement.

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For Annexures “ANNEX-Teacher-payscale.pdf and ANNEX-Reimbursement” in the attachment
AGENDA NOTE: SCHEME OF SETTING UP OF MODEL DEGREE COLLEGES IN 374 IDENTIFIED HIGHER EDUCATIONALLY BACKWARD DISTRICTS

The Central Government has approved a scheme to assist State Governments to set up Model degree colleges in each of the 374 identified higher educationally backward districts (Annexure-III) where the Gross Enrolment Ratio (GER) for higher education is less than the national GER.

2. The Scheme will cater to the needs of students in educationally backward districts and is designed for improving access, equity and inclusiveness. The University Grants Commission (UGC) has already written to the State Governments requesting them to direct the concerned State Universities to send appropriate proposals to the UGC, as per the UGC guidelines (Annexure-IV) in the prescribed proforma, which is also available on UGC website www.ugc.ac.in. State Universities desirous of setting up a constituent college may obtain an undertaking from the State Government that two-thirds of the non-recurring expenditure and the entire recurring expenditure shall be borne by it and that it shall make provision for future appreciation in capital expenditure and send their proposals as per the UGC guidelines in the prescribed format along with a detailed project report (DPR), directly to the UGC, to be evaluated by an Expert Committee to be constituted by the UGC.

3. Alternatively, State Governments which may like to set up the college either as an affiliated or a constituent college of State Universities may also send their proposals, along with an undertaking that two-thirds of the non-recurring expenditure and the entire recurring expenditure shall be borne by it and that it shall make provision for future appreciation in capital expenditure, to the UGC for evaluation. Based on the recommendation of the UGC, the Ministry shall release funds directly to the State Government for setting up such colleges. A clear Memorandum of Understanding (MOU) will be signed with each State Government before any release of funds is made by the Ministry. A separate detailed communication in this regard is being sent to the State Governments.

4. Colleges which have been established by State Universities or State Governments on or after 1st January, 2008 in identified districts shall also be eligible to be covered under this Scheme and proportionate Central assistance shall be provided.

5. State Governments are requested to identify suitable location(s) for setting up of a model degree college(s) in their respective identified higher educationally backward district(s) and send their proposals to UGC.
List of 374 identified Higher Educationally Backward Districts

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UNIVERSITY GRANTS COMMISSION
NEW DELHI 110002

Guidelines for implementing the

Scheme for providing financial assistance to New Model

Colleges in Educationally Backward Districts (EBDs)

1. Introduction:

While the growth of higher education in India over the past six decades has been visible and substantial, it has not percolated to all the regions uniformly. Based on Census 2001, 374 districts have been identified in the country, having Gross Enrolment Ratio (GER) lower than the national average of 12.4 per cent. A list of these 374 Educationally Backward Districts (EBDs) arranged state-wise may be seen at Annexure-I. The scenario hardly augurs well for an all-round and balanced social development in the states and in the country as a whole.

The Eleventh Five Year Plan emphasises on the need to increase the 'access' to higher education, especially in the EBDs. The UGC appointed a Committee of eminent educationists, which has since submitted a detailed report (also available on the UGC website: www.ugc.ac.in) envisaging the establishment of a Model College (post senior secondary) in each of the 374 EBDs. Rural areas, reasonably well connected by transport facilities, may be accorded priority while setting up Model Colleges. A location which does not have a college within a radius of 10 kilometers is also to be given preference.

Subsequently, with the concurrence of the Ministry of Human Resource Development, Government of India, the UGC has evolved an innovative scheme to be implemented in all the 374 EBDs of the country by supporting the Model Colleges set up in these districts through appropriate financial assistance. The scheme shall be called the Scheme for providing financial assistance to New Model Colleges in Educationally Backward Districts EBDs.
2. Objective:

The main objective of the Scheme is to enhance the access to degree courses in EBDs of the country, so as to achieve expansion in higher education with inclusion, equity and quality.

The Scheme is essentially a motivational mechanism for State Governments to uplift under-served districts educationally by providing appropriate financial assistance.

3. Eligibility conditions:

3.1 The College has to be established under the new initiative of the Planning Commission and the Government of India pertaining to new degree colleges to be set up during the XI Plan period, on or after 1st January, 2008, that is after the National Development Council approved the new initiative and located in EBDs, where the GER is less than the national average. Basic information to determine the eligibility of the College must be furnished according to Section 1 of Annexure-II.

3.2 The State Government concerned shall acquire and allot adequate land to set up the Model College. Hilly or border areas and locations having a concentration of officially identified minority or tribal population may be accorded priority while setting up Model Colleges. A location which does not have a college within a radius of 10 kilometers is to be given preference.

3.3 The college shall preferably be a constituent unit of a University which is covered under Section 12B of the UGC Act or it shall have to be permanently or temporarily affiliated to a University, covered under Section 12 B of the UGC Act.

3.4 The college shall be receiving Plan and/or Non-Plan grant from the State Government and/or Central Government or State/ Central Government funded Bodies on continuous basis.

3.5 The State Government shall furnish an undertaking (Annexure III) that two-thirds of the non-recurring expenditure and the entire recurring expenditure shall be borne by it, and that it shall make provision for future appreciation in capital expenditure.

3.6 The affiliating University shall undertake that the funds provided to the college shall be utilized properly for the development of infrastructure.
4. Preparation of Proposal:

4.1 The State Government concerned shall decide the EBD where the Model College is to be located with due consideration to the priorities indicated under Sections 1 and 3.2 for setting up the Model Colleges.

4.2 The State Government shall identify the affiliating State University having jurisdiction over the EBD of the Model College.

4.3 The affiliating University shall prepare a detailed project report (DPR) and submit the same to the UGC together with the proforma at Annexure II, complete in all respects including justification for each item for which financial assistance is sought, along with its Undertaking and the Undertaking from the State Government.

5. Nature of Assistance:

5.1 It is estimated that setting up of one such Model College will initially require a non-recurring expenditure of at least Rs. 8 crore and recurring expenditure of Rs. 1.5 crore per annum (Rs. 1.0 crore per annum towards salaries and Rs. 0.5 crore per annum towards maintenance). The assistance from the Central Government through the UGC shall be limited to 1/3rd of the capital cost with a ceiling of Rs. 2.67 crore per college, and the balance has to be met by the State Government concerned, which will also provide the necessary land and the entire recurring expenditure. The State Government will also take care of the future appreciation in capital expenditure.

5.1 A. For Special Category States ratio of financial assistance will be 50 (UGC) : 50 (State Govt.) in respect of capital expenditure.

5.2 The Model College may use the UGC assistance to construct/extend various types of building such as library, laboratory, classrooms, workshop shed, animal house, men's hostel, women's hostel, staff quarters, teachers' hostel (transit/ temporary), seminar hall, committee room, counseling cell,
5.3 The financial assistance under the Scheme shall be available only up to the end of the XI Plan period.

6. Procedure for Release of Grant:

6.1 An Expert Committee constituted by the UGC shall evaluate the DPR and look into the justification for seeking financial assistance from the Commission in respect of each item proposed by the college and accordingly shall submit its recommendations to the Commission regarding approval of the project and the quantum of grant. The decision of the Commission in this regard shall be final and binding.

6.2 If the project is approved, the UGC shall release 50% of the allocation approved by the Commission as the first instalment.

6.3 The second instalment of 40% of the allocation shall be released by the Commission only after the State Government concerned releases 50% of its committed share towards non-recurring expenditure and the recurring grant for at least one year, besides submission of the Utilization Certificate by the college in respect of the first instalment of grant released by the UGC.

6.4 The final instalment, limited to 10% of the allocation, shall be released on reimbursement basis after the completion documents of the building project(s) are submitted to the Commission.

7. Provision for collaboration:

While setting up these colleges in the EBDs is essentially a joint initiative of the UGC and State Governments, the States will be free to collaborate with a non-profit foundation, trust or non-government organisation (NGO), or to enter into partnership arrangements with an organisation in 'public-private partnership' (PPP) mode. However, it shall be ensured that the PPP does not in any way adversely affect the access of disadvantaged sections of the population to higher education.
8. Advisory Committee:

8.1 Each Model College will have an Advisory Committee to oversee the academic and administrative functioning. The Advisory Committee may be headed by the Vice-Chancellor of the concerned University. The Committee may comprise:

a) The Vice-Chancellor
b) One UGC nominee
c) One State Government nominee
d) Two persons covering the categories 'Educationalist' and 'Industrialist/ Professional', to be nominated by the Vice-Chancellor
e) Principal of the College

Chairperson
Member
Member
Members
Member Secretary

8.2 The term of the Advisory Committee will be for three years or till the college starts academic programmes, whichever is later.

9. Monitoring:

The UGC shall monitor the implementation of this Scheme as a centrally sponsored programme through the affiliating University concerned. For this purpose, the College shall submit Annual Progress Reports to the Commission through the affiliating University.
AGENDA NOTE ON CONNECTIVITY, E-CONTENT AND RELATED ISSUES UNDER THE NATIONAL MISSION ON EDUCATION THROUGH ICT

Government of India on 2.1.2009 approved a Centrally Sponsored Plan Scheme, National Mission on Education through Information and Communication Technology (NMEICT). The objective is to make best use of ICT with the purpose of identification and nurturing of talent and life long learning as well as extend the education facility to a larger section of people. The scheme would provide for development of knowledge modules to address to the personalized needs of learners, having right content to take care of their aspirations. These modules would be delivered through ICT. This Scheme has been envisaged to leverage the potential of ICT, in teaching and learning process for the benefit of all the learners in Higher Educational Institutions in any time anywhere mode. This scheme has two major components i.e. content generation and providing connectivity to universities/colleges/institutions of higher learning throughout the country.

State Governments are required to play important role in ensuring the success of the Mission. Issues have been summarized as follows:

Connectivity

1. Under the Mission, every university gets from BSNL an optical fiber connectivity of 1Gbps to National Knowledge Network [NKN] at one time cost of Rs.2.00 crore, out of which 25%, i.e. Rs.50.00 lakh (10% i.e. Rs.20 lakhs in the case of North-Eastern Region) will have to be provided upfront for each university to BSNL as the remaining 75% (90% in the case of North-Eastern Region) would be provided centrally to BSNL by the Central Government. This would take care of connectivity charges for a period of 10 years.

2. Under the Mission, each college gets a Virtual Private Network [VPN] of 10 mbps [20 Nodes of 512 kbps each or lesser Nodes of proportionately higher kbps] from BSNL at an annual cost of Rs. 5000/- per Node [i.e. Rs. 1.00 lakh for 20 Nodes] out of which 25% payment, i.e. Rs.25000/- per year (10% i.e. Rs.10,000/- in the case of North-Eastern Region) for a college will have to be made to BSNL directly, as the other 75% (90% in the case of North-Eastern Region) is being centrally provided by the Central Government.

3. State Governments/UTs are to pay their portion, i.e., 25% or 10% of the expenses as the case may be for colleges and universities fully funded by the State Governments/UTs.

4. State Governments/UTs may take initiative for ensuring that private colleges, aided colleges and private universities also pay their share so that connectivity is provided to all.

5. Local Area Network [LAN] - The universities get at least 400 Nodes Local Area Network [LAN] in order to utilize the bandwidth being made available to it under this Mission. For this purpose, a normative cost of Rs.40.00 lakh per university payable to
BSNL has been worked out and each university [or State Government on its behalf] will have to bear 25% of the cost, i.e. Rs.10.00 lakhs (10% i.e. Rs.4 lakhs in the case of North-Eastern Region) to be payable directly to BSNL and the Central Government would bear the remaining 75% (90% in the case of North-Eastern Region) under the Mission. This would be in addition to the payment for connectivity prescribed above.

6. To prepare the list of private institutions / universities in the States/UTs and ascertaining from them whether they would be deriving the benefits from the Mission payment.

7. To monitor utilization of bandwidth by colleges and universities.

8. To identify gaps in ICT infrastructure of colleges / universities and making arrangement for bridging the same with a view to making full utilization of connectivity and e-content being provided under the Mission.

9. To send a consolidated list of universities and colleges fully funded by the State Governments/UTs. The list should include those partly funded private institutions & colleges and private institutions & universities who have agreed to pay their share in respect of connectivity.

10. The State Governments/UTs shall provide a right of way permission to BSNL/MTNL for optical fibre cable work on the same footing as is provided in the case of their own infrastructure projects.

**e-content**

**State Governments may take following steps in this regard:**

1. Give wide publicity to the Mission in order to enthuse experts / academicians to come together for content creation activities.

2. Identify a group to make recommendations to align the curriculum with the UGC / AICTE model curricula and to indicate gaps, if any.

3. Identify groups of regional language knowing experts who could be utilized for translation of e-content into regional languages.

4. Make available States repository of audio, audio-visual, archives and e-content generated so far so as to get them integrated into the national effort of e-content generation.

5. Consider including some teaching-learning through e-contents in the curricula for various courses being offered by State Government institutions / universities.

6. Identify Nodal Centres and Resource Centres for virtual labs and other activities which could be synergized together.

7. Identify ERP centres for implementation, monitoring and testing.
8. Create spearheading groups for getting the ERP modules [getting generated under the Mission] implemented in colleges / universities.

9. Make available resource persons for Talk To A Teacher Programme for the learners.

10. Synergize State level institutions to create development of vocational educational modules and to enable e-delivery.

11. Organize polytechnic teachers to submit projects to the Mission for e-content development for polytechnics and vocational programmes.

Chief Secretaries of the States Governments/UT Administrations have been requested to set up Implementation Sub-Committees in their States/UTs. Director, NITs/Director, IITs have been made Convener. These NITs and IITs will give administrative support to these Sub-Committees which will help in implementing and monitoring the objectives of the Mission.

Coordination at the State level is must for ensuring success.
AGENDA NOTE OPERATIONALISING NEW NITS - ISSUES OF ARRANGEMENT OF TEMPORARY CAMPUS AND LAND FOR PERMANENT SITE

INTRODUCTION:

Government of India decided to set up ten new National Institutes of Technology (NITs) during the 11th Five Year Plan. The new NITs would be set up in Goa (also catering to the needs of Daman & Diu, Dadra & Nagar Haveli and Lakshadweep), Puducherry (also catering to the needs of A&N Islands), Delhi (also catering to the needs of Chandigarh), Uttarakhand, Mizoram, Meghalaya, Manipur, Nagaland, Arunachal Pradesh and Sikkim. In order to closely monitor as well as facilitate the work of establishment of these ten new NITs, it was decided that the existing NITs will mentor the new NITs for the first 2-3 years or till such time the new NITs are properly set up. The first academic session in respect of the ten new NITs is scheduled to start from July, 2010.

TEMPORARY CAMPUS:

Committees consisting of the mentor Directors and the Secretaries / Commissioners of the concerned State Government were constituted for suggesting temporary campus of the new NITs. Reports in respect of the following nine such committees have been received:

(i) NIT- Sikkim  (vi) NIT-Meghalaya
(ii) NIT-Arunachal Pradesh  (vii) NIT – Mizoram
(iii) NIT-Manipur  (viii) NIT – Puducherry
(iv) NIT- Uttarakhand  (ix) NIT – Nagaland
(v) NIT- Goa

Recommendations of these Committees in regard to the temporary campus of the following 7 NITs have been accepted by the Ministry:

(i) NIT- Sikkim  (vi) NIT-Meghalaya
(ii) NIT-Arunachal Pradesh  (vii) NIT – Mizoram
(iii) NIT-Manipur
(iv) NIT- Uttarakhand
(v) NIT- Goa
The present position in respect of the remaining three NITs is as follows:

(a) The Government of NCT of Delhi has not yet finalized the temporary campus of NIT-Delhi. In absence of any decision in this regard from the Government of NCT of Delhi by 20th June, 2010, the first academic session of NIT-Delhi will have to be started at NIT-Warangal.

(b) In case of NIT-Nagaland, the mentor Director raised the issue of availability of necessary facilities of laboratories and workshops around the temporary campus proposed by the Government of Nagaland. The State Government has since proposed to provide the facilities from the Nagaland University.

(c) In respect of NIT-Puducherry, report of the Site-inspection Committee is expected soon.

State Governments may give possession of the temporary campus to the Mentor Directors so that the academic session may start from July, 2010. State Government may help in providing the essential facilities viz. (a) water supply (b) electric supply (c) sewerage facility (d) adequate road connectivity (e) security arrangements etc.

PERMANENT SITE:

Joint Committees consisting of the concerned Mentor Directors and State Governments officials were constituted in respect of nine new NITs. No such committee could be set up in respect of new NIT to be set up in Delhi. Eight of nine committees have given reports. The report in respect of NIT at Puducherry is yet to be received. In almost all the sites suggested, part or whole of the land is still to be acquired. State Governments have to take initiative in this regard.

CONCLUSION:

Latest status report of the above issues would be placed on the table on the day of the meeting i.e on 18-06-2010.
Technical Education in the country is being imparted at Diploma, Degree and Post Graduate level. Diploma level programmes are being conducted at polytechnics and in some cases in universities also. During the last decade, our country has seen a tremendous increase in the number of Engineering Colleges at Degree level throughout the country. However, the growth of technical institutions has not been uniform as far as the number of polytechnics and degree engineering colleges is concerned. The ratio of degree to diploma holders is around 2:1, whereas ideally it should be 1:3. This is because of more private participation in the degree level compared to the diploma level. There is also a societal perception that degrees command a premium in the job market rather than diplomas.

Central Government has approved a Scheme of “Submission on Polytechnics under Coordinated Action for Skill Development”. This Sub-Mission has the following components: -

- Establishment of New Polytechnics
- Strengthening of Existing Polytechnics
- Expansion of Community Polytechnic Scheme
- Construction of Women’s Hostel in Polytechnics.

**Setting Up New Polytechnics**

It is proposed to establish 1000 polytechnics in the country. With the following break up:-

- 300 polytechnics in Government Sector covering educationally backward districts and in unserved and underserved districts.
- 300 polytechnics through Public Private Partnership.
- 400 Private Polytechnics.

Central Government is providing one time financial assistance for Non-recurring purposes subject to a maximum of Rs 12.30 crore per polytechnic for 300 districts for Government sector polytechnics. This assistance is provided for establishment of polytechnics in order of preference in the districts (i) which do not have any Government /Aided polytechnic as of now, (ii) in which the availability of diploma seats per lakh population is less than 10 seats per lakh of population where the national average is 42.81 seats per lakh of population for the year 2008-09 (iii) where there are no polytechnics at the district head quarters. So far this ministry has provided partial financial assistance to 228 districts. The details of no. of districts and financial assistance provided to various States and UTs is placed at Annexure I.
Setting Up New Polytechnics in PPP mode

The polytechnics under PPP mode would be autonomous to be registered as a Society thereby incorporating industry representatives as has been done in the case of ITIs. Each institution will constitute an Institution Management Committee (IMC). An MOU between the State Government and Industry Partner will be signed for establishment of polytechnic in PPP mode.

Central Government will provide one time financial assistance for Non-recurring purposes subject to a maximum of Rs. 3.00 crore per polytechnic. The state governments and private partners will meet the balance non-recurring expenditure cost of land along with development charges and recurring expenditure. The state governments will prepare a scheme for deciding the share of state government and private partners and related issues. The scheme will be widely published in the state. Based on the provisions of the scheme, a Memorandum of Understanding (MOU) will be signed between two parties i.e., State Government and Private Partner. The State/UT Governments have been requested to send draft proposals for setting up of new polytechnics under PPP Mode. A copy of the letter is placed at Annexure II.

Strengthening of Existing Polytechnics

Under this component of the scheme, it is proposed to upgrade infrastructure facilities of existing diploma level Government and Government aided polytechnics. Under the Scheme the laboratories, workshops will be modernized by procurement of modern equipment and renewal of obsolete equipments, providing modern facilities for application of IT in teaching learning and testing process, strengthen learning resource utilization skills through provision of learning resources and creating infrastructure facilities and introduction of new diploma courses. Financial Assistance will be provided to the Government, Government aided Polytechnics. It is proposed to consider 500 polytechnics for the purpose with a maximum cap of Rs 2.00 crore each during 11th Plan period. Out of 500 polytechnics, 235 existing Government polytechnics have already been approved and provided with financial assistance of Rs. 10. 00 lakhs each as first instalment.

Construction of Women’s Hostel in Polytechnics

In order to attract women in polytechnic education, it is proposed to provide one time financial assistance for the construction of women’s hostel in polytechnics. It has been proposed to provide financial assistance for construction of Women’s Hostels in 500 Polytechnics. Opportunities for technical education for women at diploma level will be considerably increased. Women’s access to technical education will be improved quantitatively and qualitatively. The assistance will be provided in the existing AICTE approved Govt./Govt. aided polytechnics. It is proposed to provide one time financial assistance in a phased manner subject to a maximum of Rs. 1.00 crore per polytechnic worked out on the basis of Rs. 2.00 lakhs per boarder. Out of 500 polytechnics, 343 existing
Government polytechnics have already been approved and provided with financial assistance of Rs. 20.00 lakhs each as first instalment.

**Community Polytechnics**

Till July 2007, there were 669 functional Community Polytechnics. The activities of the scheme were wounded for review of the scheme by an Appraisal Committee. The Appraisal Committee has recommended expanding the scheme to cover 1000 polytechnics. It is proposed that by the end of 11th Five year Plan, the scheme will be implemented through 1000 polytechnics. The norms for the contractual staff and honorarium have been revised. Out of 1000 polytechnics, 703 existing Government polytechnics have already been approved for implementation of the scheme of which 479 have been provided with financial assistance of Rs. 10.25 lakhs each during 2009-10. The remaining have been issued administrative sanctions.
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<tr>
<th>S.No.</th>
<th>State</th>
<th>Issues/Status</th>
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<tbody>
<tr>
<td>1.</td>
<td>Jammu &amp; Kashmir</td>
<td>There were 18 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 18 districts. The progress report from the State Government of J &amp; K is awaited. After receiving the progress report IIInd instalment to all the 18 districts will be released subject to the satisfactory progress.</td>
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<td>2.</td>
<td>Himachal Pradesh</td>
<td>There were 5 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 5 districts. The progress report from the State Government of Himachal Pradesh is awaited. After receiving the progress report IIInd instalment to all the 5 districts will be released subject to the satisfactory progress.</td>
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<td>3.</td>
<td>Delhi</td>
<td>There were 5 districts under consideration for providing financial assistance of Rs.12.3 crore each. The State Government has not sent the commitment to provide the land and 100 recurring expenditure till now. No grant has been released to any districts.</td>
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<td>4.</td>
<td>Uttar Pradesh</td>
<td>There were 41 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 41 districts. Second instalment of Rs.5.00 crores each has been released to six districts sanctioned during the year 2008-09. Second instalment for the remaining 35 districts sanctioned during 2009-10 will be issued only after receiving the progress report for the same.</td>
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<td>5.</td>
<td>Bihar</td>
<td>There were 34 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to 16 districts. The commitment for the rest of the districts is still awaited.</td>
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<td>6.</td>
<td>Sikkim</td>
<td>There were 2 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 2 districts. The progress report from the State Government of Sikkim is awaited. After receiving the progress report IIInd instalment to both the districts will be released subject to the satisfactory progress.</td>
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<td>7.</td>
<td>Arunachal Pradesh</td>
<td>There were 14 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to 7 districts. The commitment for the rest of the 7 districts is</td>
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8. **Nagaland**  
The committee has considered 8 districts for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to 5 districts. The commitment for the rest of the 3 districts is still awaited.

9. **Mizoram**  
The committee has considered 6 districts for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to 4 districts. The commitment for the rest of the 2 districts is still awaited.

10. **Manipur**  
The committee has considered 8 districts for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to 2 districts. The commitment for the rest of the 6 districts is still awaited.

11. **Tripura**  
The committee has considered 3 districts for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 3 districts. The progress report from the State Government of Tripura is awaited. After receiving the progress report, the second instalment to all the 3 districts will be released subject to the satisfactory progress.

12. **Meghalaya**  
The committee has considered 4 districts for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 4 districts. The progress report from the State Government of Meghalaya is awaited. After receiving the progress report, the second instalment to all the 4 districts will be released subject to the satisfactory progress.

13. **Assam**  
The committee has considered 21 districts for providing financial assistance of Rs.12.3 crore each. Govt. of Assam has desired Central Govt. to meet 100% non-recurring expenditure in establishment of the polytechnic. Further, to allow them to keep the option of meeting recurring expenditure through PPP mode, which are not as per provisions of the scheme.

14. **West Bengal**  
The committee has considered 11 districts for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 11 districts. The progress report from the State Government of West Bengal is awaited. After receiving the progress report, the second instalment to all the 11 districts will be released subject to the satisfactory progress.

15. **Jharkhand**  
The committee has considered 17 districts for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the
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<td>17 districts. The progress report from the State Government is awaited. After receiving the progress report IInd instalment to all the 17 districts will be released subject to the satisfactory progress.</td>
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<td>16</td>
<td>Orissa</td>
<td>There were 22 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 22 districts. Second instalment of Rs.5.00 crores each has been released to 4 districts sanctioned during the year 2008-09. Second instalment for the remaining 18 districts sanctioned during 2009-10 will be issued only after receiving the progress report.</td>
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<td>17</td>
<td>Chhattisgarh</td>
<td>There were 11 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 11 districts. The progress report from the State Government of Chhatisgath is awaited. After receiving the progress report IInd instalment to all the 11 districts will be released subject to the satisfactory progress.</td>
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<td>18</td>
<td>Madhya Pradesh</td>
<td>There were 21 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to 14 districts. Second instalment of Rs. 5.00 crores each has been released to 5 districts sanctioned during the year 2008-09. Second instalment for the remaining 9 districts will be issued only after receiving the progress report for the same. The commitment for the rest of the 7 districts is still awaited.</td>
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<td>19</td>
<td>Gujarat</td>
<td>There were 5 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 5 districts. Second instalment of Rs.5.00 crores has been released to Narmada district sanctioned during the year 2008-09. The progress report from the State Government of Gujarat for the rest of 4 districts has been received and is being examined.</td>
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<td>20</td>
<td>Daman &amp; Diu</td>
<td>There was one district under consideration for providing financial assistance. The Government has not sent the commitment to provide the land and 100 recurring expenditure till now. No grant has been released so far.</td>
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<td>21</td>
<td>Haryana</td>
<td>There were 7 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 7 districts. Second instalment of Rs.5.00 crores each has been released to 2 districts sanctioned during the year 2008-09. Second instalment for the remaining 5 districts sanctioned during 2009-10 will be issued only after</td>
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receiving the progress report.

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<th>District</th>
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<td>Punjab</td>
<td>There were 7 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 7 districts. The progress report from the State Government of Punjab is awaited.</td>
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<td>Rajasthan</td>
<td>There were 15 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs.2.00 crore each has been provided to all the 15 districts. Second instalment of Rs. 5.00 crores has been released to Pratapgarh districts sanctioned during the year 2008-09. The progress report from the State Government for rest of 14 has been received and being examined. Second instalment for the remaining 14 districts will be issued only after examining the progress report.</td>
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<td>Tamil Nadu</td>
<td>There were 7 districts under consideration for providing financial assistance of Rs.12.3 crore each. The first instalment of Rs. 2.00 crore each has been provided to all the 7 districts. The progress report from the State Government of Tamil Nadu is awaited.</td>
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<td>Andhra Pradesh</td>
<td>There was 1 district under consideration for providing financial assistance of Rs. 12.3 crore each. The first instalment of Rs. 2.00 crore each has been provided to all the 1 districts. The progress report from the State Government of Andhra Pradesh is awaited.</td>
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<td>Lakshadweep</td>
<td>There was 1 district under consideration for providing financial assistance of Rs. 12.3 crore each. The first instalment of Rs. 2.00 crore has been provided to district. The progress report from the Government is awaited.</td>
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<td>A &amp; N Island</td>
<td>There were 2 districts under consideration for providing financial assistance of Rs.12.3 crore each. The Government has not sent the commitment to provide the land and 100 recurring expenditure till now. No grant has been released to any districts.</td>
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<td>Uttarakhand</td>
<td>There was one district under consideration for providing financial assistance of Rs. 12.3 crore each. The first instalment of Rs. 2.00 crore has been provided to that one district. The progress report from the State Government of Uttarakhand is awaited.</td>
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<td>Maharashtra</td>
<td>There were 2 districts under consideration for providing financial assistance of Rs. 12.3 crore each. The first instalment of Rs. 2.00 crore each has been provided to all the 2 districts. The progress report from the State Government of Maharashtra is awaited.</td>
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<td>Lakshadweep</td>
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To
The secretaries dealing with Technical Education

Subject:- Sub-Mission on Polytechnics under Coordinated Action for Skill Development - regarding

Sir,

I am directed to invite reference to this Ministry’s letter no 21-274/2007-TS-II dated 20.09.2007 on the capacity building of polytechnics in the country under “Submission on Polytechnics under Coordinated Action for Skill Development. This ministry’s initiatives under the Government sector to support the State Governments/UTs for setting up of polytechnics in the underserved and unserved districts of the country by extending one time capital grant of Rs. 12.3 crores is already in progress in many of the districts and the States/UTs have already been sanctioned the initial grants. It is expected that these polytechnics would have already started operations.

In supplementing the efforts of the State Governments/UTs further this ministry has also earmarked a scheme for setting up of new polytechnics under PPP mode, wherein the Central Government would provide a onetime grant of up to Rs. 3.00 crores per polytechnic to meet the capital cost and the other partners such as State Governments as well as the private partners will contribute to the remaining non-recurring and entire recurring expenditure in setting up and running of these polytechnics through PPP. The scheme is basically to get the advantage and the expertise of the private partners, industrial & professional bodies in establishing and running these institutions based on the user industries’ requirements while the State Governments and Central Government would facilitate the process of establishing these polytechnics. While there are several models that the PPP can be based on for resource generation and sharing as well as governance and administration of these polytechnics, the collaborative efforts of all the three basic partners such as the Central Government, State Govt. and the private partners are the salient features of the proposed PPP model in Polytechnics. While these polytechnics under PPP would also contribute to the capacity creation, basically these institutions will also be looked as the model institutions pursuing contemporary and new technical courses of high employment potential.

Presently, this Ministry is proposing for setting up of around 300 such polytechnics under PPP. Since the State governments are active partners in the PPP exercise, it is requested that the broad proposals from the State Governments/UTs are invited before this Ministry finalizes and approves the scheme for implementation. It would be greatly appreciated if the State Governments/UTs can send the draft proposals indicating the number of polytechnics that they intend to set up the private partners, areas of location, the resource sharing for meeting the capital expenditure and recurring expenditure, and
administrative structure in running the polytechnics, the courses to be started in these polytechnics the linkages of the industries etc.

The above proposals may be sent to this Ministry by 30\textsuperscript{th} June, 2010.

Yours faithfully,

Sd/-

(N. Mohan Das)

Deputy Educational Adviser (T)
AGENDA NOTE: CENTRAL SECTOR SCHEME OF SCHOLARSHIP FOR COLLEGE & UNIVERSITY STUDENTS

The Department of Higher Education, Ministry of Human Resource Development is operating a scheme “Central Sector Scheme of Scholarship for College and University Students”. Under the scheme, 82,000 fresh scholarships will be awarded every year, for meritorious students from poor families pursuing higher studies/professional courses. 50% of the Scholarship is earmarked for girls. Rs.10,000/- p.a. will be paid for the First 3 years and Rs.20,000/- p.a. for the subsequent 2 years. Each State has been allocated a quota of scholarships, as per the ratio of the population in the age-group 18-25 years. The eligibility lists are prepared by the State Education Boards and forwarded to MHRD for sanction.

From the academic year 2010-11, the eligibility criteria has been revised from 80% to 80th percentile in the relevant stream for a particular Board of Examination, in class XII of 10+2 or equivalent. The State Education Boards have been informed about this revision. It may be impressed upon the State Boards to furnish the eligibility list for 2010-11 by mid-August, 2010, soon after the admission process for colleges etc. is over. The State Boards may also be asked to give wide publicity to this scheme so that the students become aware of this scheme and more applications are received.

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To

The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi - 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission.

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the University Grants Commission (UGC) based on the decisions taken at the meeting of the Commission held on 7-8 October 2008, to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter, and Regulations to be framed by the UGC in this behalf in accordance with the Scheme given below. The revised pay scales and other provisions of the Scheme are as under:-

1. General

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as ‘Professor’.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate “Academic Grade Pay” (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC.
(v) Up to 10\% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.

(vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters’ programmes in disciplines for which there is no NET.

2. **Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:**

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

(a) **Assistant Professor/Associate Professors/Professors in Colleges & Universities**

(i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years’ service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of
Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-19300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs. 37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

(xiii) Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.

(xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xv) Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/refereed research journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the university.

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(b) Professors in Under Graduate and Post Graduate Colleges:

(xviii) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that
One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/deputation is not an integer, the same shall be rounded off to the next higher integer.

(xix) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection/appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

3. **Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:**

(i) **Pro-Vice-Chancellor**

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

(ii) **Vice Chancellor**

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special Allowance of Rs. 5000 per month.

4. **Pay Scales of Principals in Colleges:**

(i) **Principal of Under Graduate Colleges**

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(ii) **Principal of Post Graduate Colleges**

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university.
from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

5. **Pay Scales and Career Advancement Scheme for Librarians etc:**

(a) **Assistant Librarian/ College Librarian:**

(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) **Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)**

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.

(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

(c) **Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)**

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.
(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade).

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

(d) Librarian (University)

(i) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6th CPC in the Pay Band of Rs. 3740-67000 with AGP of Rs. 10000.
6. Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) **Assistant Director of Physical Education (Assistant DPE)/ College Director of Physical Education (College DPE)**

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised payscale of Rs. 8000-13500 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000.

(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the 'fixation formula' of the 6th CPC.

(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(b) **Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale)**

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the 6th CPC.

(c) **Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)**

(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.
(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/Assistant DPE (Selection Grade)/College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/Assistant DPE (Selection Grade)/College DPE (Selection Grade).

(iii) All Incumbents to the post of Deputy DPE/Assistant DPE (Selection Grade)/College DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All incumbents to the post of Deputy DPE/Assistant DPE (Selection Grade)/College DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ADPE (Selection Grade)/College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-57000 with AGP of Rs. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000 as per ‘fixation formula’ of the Government of India for 6th CPC.

7. Incentives for Ph.D./M.Phil and other higher qualification:

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, coursework and external evaluation as prescribed by the UGC.

(ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

(iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc., recognised by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, coursework and evaluation etc.
(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(viii) Teachers who acquire M.Phil. degree or a post graduate degree in a professional course recognised by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

(ix) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

(x) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
(xlv) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

(xxi) Not withstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.
(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

B. Other terms and conditions:

(a) Increments:

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

(ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(iv) All issues relating to grant of advance increments to teachers engaged in engineering/technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

(b) Pay 'fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for teachers and equivalent positions in the Library and Physical Education Cadres.

(c) Allowances:

(i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 5th Central Pay Commission and shall be applicable from 01.09.2008.

(ii) For teachers and equivalent positions in Library and Physical Education cadres in UGC maintained universities/colleges and institutions deemed to be universities, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted.

(iii) Teachers and equivalent positions in Library and Physical Education cadres, in UGC maintained universities/colleges and institutions deemed to be universities, with visual, orthopaedic hearing or other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 5th CPC for Central Government Employees with disabilities.
(d) **Study Leave:**

(i) University Grants Commission shall revise its guidelines in respect of granting study leave with pay for acquiring M. Phil etc. and Ph.D. in the relevant discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or M.Phil. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

(e) **Research Promotion Grant:**

(i) University Grants Commission shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'start up grants' to teachers and other cadres taking up research in all disciplines including basic science research as recommended by 'Prof. M.M. Sharma Committee on Strengthening of Basic Science Research' and suitably adopted for research in social sciences/humanities and other disciplines by the UGC.

(f) **Age of Superannuation:**

(i) In order to meet the situation arising out of shortage of teachers in universities and other teaching institutions and the consequent vacant positions therein, the age of superannuation for teachers in Central Educational Institutions has already been enhanced to sixty five years, vide the Department of Higher Education letter No.F.No.1-19/2006-U.II dated 23.3.2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Consequent on upward revision of the age of superannuation of teachers, the Central Government has already authorized the Central Universities, vide Department of Higher Education D.O. letter No.F.1-24/2006-Desk(U) dated 30.3.2007 to enhance the age of superannuation of Vice- Cancellors of Central Universities from 65 years to 70 years, subject to amendments in the respective statutes, with the approval of the competent authority (Visitor in the case of Central Universities).

(ii) Subject to availability of vacant positions and fitness, teachers shall also be re-employed on contract appointment beyond the age of sixty five years up to the age of seventy years. Re-employment beyond the age of superannuation shall, however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of 2 years purely on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting selection or promotion prospects of eligible teachers.

(ii) Whereas the enhancement of the age of superannuation for teachers engaged in class room teaching is intended to attract eligible persons to a career in teaching and to meet the shortage of teachers by retaining teachers in service for a longer period, and whereas there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education.

(g) **Pension:**

(i) For teachers and other cadres in UGC maintained institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable. Recommendations of Sixth Central Pay Commission in respect of pension for Central Government employees, including eligibility for full pension i.e. 50% of average pay or last pay drawn whichever is higher after 20 years of qualifying service, shall be adopted for only those teachers and other cadres
who are already on pension in Central Universities/ colleges and other institutions deemed to be universities coming under the purview of the UGC.

(ii) In view of the new pension scheme effective from 1.1.2004, no new cases of conversion to pension scheme shall be allowed.

(h) **Family Pension:**

(i) Family Pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers and other cadres in Central Universities and other UGC maintained institutions who are eligible for such Pension at present.

(ii) **Additional Quantum of Pension to senior pensioners:**

(i) The facility of additional quantum of pension accepted by the Central Government on the recommendation of 6th CPC for senior pensioners of the Central Government shall be extended to persons who are or were in teaching and other cadres on attaining the age of eighty years if they are already in pension scheme in Central Universities and other UGC maintained institutions.

(j) **Gratuity and Encashment of Leave:** Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th CPC for Central Government employees shall be extended to teachers and other cadres in Central Universities and other UGC maintained institutions.

(k) **Ex-Gratia Compensation:** Families of teachers and other cadres who die in performance of their bona fide duties shall be compensated in the same manner as similarly placed families of Central Government Employees.

(l) **Provident Fund:**

(i) In view of the present policy in regard to Contributory Provident Fund, the status quo shall continue.

(m) **Consultancy Assignments:**

(i) University Grants Commission shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

(n) **Anomalies of the last PRC:**

(i) Anomalies and unimplemented recommendations of the last Pay Review Committee, if any, shall be examined by the University Grants Commission in consultation with the Ministry of Human Resource Development.

(o) **Other recommendations of PRC and UGC:**

(i) Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, service and working conditions, training/ refresher courses etc. shall be considered appropriately by University Grants Commission with the approval of the Central Government, wherever required, or under the Commission’s Regulations in accordance with the provisions of the University Grants Commission Act.
Applicability of the Scheme:

(i) This Scheme shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges, thereunder and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall be advised by the UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.

(ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative to their existing Pay in each university/institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 6th Central Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/scientific organizations of the Central Government.

(v) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.

(c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010.

(d) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 1.04.2010.

(e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.01.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/scales of pay from a date on or after 1.01.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s).
(g) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.

9. Date of implementation of revised pay and allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry’s O.M. No. F.23-7/2008-IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M. No.F.1-1/2008-IC dated 30.8.2008.

10. The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

11. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008.

12. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision of the Central Government.

Yours faithfully,

(R. Chakravarty)
Deputy Secretary to the Government of India

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.

8. Member Secretary, All India Council for Technical Education, New Delhi

9. Chief Secretaries of all State Governments.

10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

(R.Chakravarty)

Deputy Secretary to the Government of India
To,

The Education Secretaries of all State Governments.

Subject:- Reimbursement of financial burden due to implementation of Revised Pay Scales on the basis of 6th Pay Commission recommendations for Teachers and equivalent Cadres in Universities and Colleges from 1.1.2006.

Sir,

I am directed to say that it has been decided by the competent authority that re-imbursement of 80% of the additional requirement of the State Governments consequent on revision of pay scales of the teachers in universities and colleges under the State Government, in pursuance of this Ministry’s letter No.1-32/2006-U.II/U.I(i) dated 31.12.2008, would be applicable only when State Governments implement this Ministry’s Scheme of revision of pay of teachers and equivalent cadres in universities and colleges as contained in this Ministry’s letter dated 31.12.2008 as a composite package, the applicability of which has been indicated in para 8 (p) (v) of this Ministry’s letter dated 31.12.2008, which, inter alia, provides that the Scheme may be extended to universities, colleges and other higher educational institutions coming under the purview of the State Governments receiving substantial financial assistance for its maintenance and operations from the State Governments, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

(a) Financial assistance from the Central Government to those State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision of pay scales.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure involved in revision of pay scales from its own sources.

(c) Financial assistance referred to at (a) above shall be provided for the period from 1.1.2006 to 31.3.2010.

(d) The entire liability accruing with effect from 1.4.2010 on account of revision of pay scales etc. of university and college teachers shall be met by the State Government opting for revision of pay scales.
(e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and filled up as on 1.1.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, or may give effect to the revised bands/scales of pay from a date on or after 1.1.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Scheme of pay scales as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s). Further the Central assistance shall be from the actual date of giving effect of revised pay scales.

(g) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.

3. Fixation of pay of each category of posts may be done in accordance with the guidelines given in the revised pay rules notified by this Ministry for teachers in Universities and Colleges vide communication No. 1-32/2006-U.II/U.I(i) dated 31.12.2008 and the fixation formula circulated by this Ministry vide communication No. F. 3-1/2009-U.I dated 4th June, 2009.

4. Thus as per the terms and conditions of the Ministry's letter dated 31.12.2008, the State Governments are required to implement the scheme as a composite one, including the age of superannuation (mentioned in para 8 (f) of this Ministry's letter dated 31.12.2008), together with all the conditions specified or to be specified by University Grants Commission (UGC) by regulations and other guidelines.

5. Therefore, the State Governments shall have to adopt the scheme including the regulations as may be specified by UGC, for being eligible for appropriate Central assistance. However, it is mentioned that the various allowances other than pay scales, applicable to teachers and equivalent cadres in State Governments shall be governed the respective State Government rules. The reimbursement will be restricted to payment of 80% arrears of the revised pay in the pay band applicable plus Academic Grade Pay (AGP) for the period 1-1-2006 to 31-3-2010. No allowances or pension would be admissible for reimbursement for the above period.

6. This arrear component would be the difference between the pay + DA/additional DA + interim relief, if any, existed prior to 1-1-2006 and the revised pay admissible in the pay band plus AGP in terms of revised pay rules.
notified by this Ministry for teachers in Universities and Colleges, based on the CCS (Revised) Pay Rules, 2008.

7. It is provided in Para 8 (p) (v) (f) of this Ministry's letter dated 31.12.2008, that the State Governments taking into consideration other local conditions may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme. This implies that State Governments cannot make modifications lowering the pay package prescribed by this Ministry. Also after adoption of the Central Scheme as a composite package, the State Government shall be required to furnish detailed calculations in support of its claim for central assistance, in the enclosed proforma.

8. Release of the Central assistance shall be considered by this Ministry in accordance with the provisions of the Scheme only after the State Government have adopted and implemented the scheme as a composite scheme, including adoption of the age of superannuation for those engaged in 'inclass' teaching; and have disbursed the salary based on revised pay scales, and after scrutiny of the detailed proposal as may be received from the State Government.

9. It shall be necessary for the Universities and Managements of colleges to make appropriate changes in their statutes, ordinances, rules, regulations, etc to incorporate the provisions of this Scheme and a copy each of the same may also be furnished to UGC.

10. The detailed proposal for implementation of the Scheme on the lines indicated above, may kindly be formulated immediately and sent to this Department for examination so that Central assistance to the extent indicated above can be sanctioned for the implementation of revised scales of pay.

11. The Scheme applies to teachers in all Universities (including Agricultural Universities) and colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities.

Yours faithfully,

[Umeshankar]
(V.Umeshankar)
Director
Tel: 23074159

Enc: as above.
Copy to:-

1. Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi.

2. Web Master (CMIS), Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

(Rajender Kalwani)
Under Secretary to the Government of India
# CALCULATION SHEET

## NAME OF THE STATE:

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A*, B*, C*, D* E* ----- please refer to the attached statements
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<th>Additional implication during 1.1.2006 to 30.6.2006</th>
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<td>1750</td>
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<td>33500</td>
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### Additional Financial Implication during 1.7.2009 to 31.03.2010

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<th>Pre-revised scale</th>
<th>Total Pay as on 31.12.2005</th>
<th>Revised pay</th>
<th>Increment</th>
<th>Total Pay</th>
<th>Difference (E)</th>
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<td>40740</td>
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<td>(with more than 3 years of service)</td>
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