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## 1 Introduction:

**Table 1.1 Percentage increase in schools, enrolment and teachers, India**

| INDIA                                |         |           |
|--------------------------------------|---------|-----------|
| Percentage increase in # of schools  | 1986-93 | 1993-2003 |
| Primary                              | 7.89    | 14.18     |
| Upper Primary                        | 17.11   | 50.65     |
| Secondary                            | 24.74   | 38.43     |
| Higher Secondary                     | 53.00   | 85.74     |
| Percentage increase in enrolment     | 1986-93 | 1993-2003 |
| Classes 1-5                          | 12.94   | 26.15     |
| Classes 6-8                          | 24.93   | 37.49     |
| Classes 9-10                         | 32.11   | 43.21     |
| Classes 11-12                        | 55.72   | 28.73     |
| Percentage increase in # of teachers | 1986-93 | 1993-2003 |
| Primary                              | 8.75    | 17.83     |
| Upper Primary                        | 12.73   | 40.01     |
| Secondary                            | 14.62   | 20.09     |
| Higher Secondary                     | 44.30   | 68.68     |

Source: 6th All India Educational Survey, 1998 and 7<sup>th</sup> All India Educational Survey, NCERT, 2004

**Table 1.2 Percentage increase in number of schools, enrolment and teachers, Rajasthan**

| Percentage increase in # of schools  | 1986-93    | 1993-2003  |
|--------------------------------------|------------|------------|
|                                      | Percentage | Percentage |
| Primary (regular)                    | 18.67      | -1.19*     |
| Upper Primary                        | 22.10      | 127.80     |
| Secondary                            | 51.16      | 68.65      |
| Higher Secondary                     | 28.36      | 142.11     |
| Percentage increase in enrolment     | 1986-93    | 1993-2003  |
| Classes 1-5                          | 19.69      | 55.09      |
| Classes 6-8                          | 33.12      | 63.59      |
| Classes 9-10                         | 45.02      | 44.40      |
| Classes 11-12                        | 158.39     | 61.47      |
| Percentage increase in # of teachers | 1986-93    | 1993-2003  |
| Primary                              | NA         | 5.15       |
| Upper Primary                        | NA         | 90.32      |
| Secondary                            | NA         | 37.87      |
| Higher Secondary                     | NA         | 58.09      |

Source: 6th All India Educational Survey, 1998 and 7<sup>th</sup> All India Educational Survey, NCERT, 2004

**Table 1.3 Number of schools in 1993 and 2003, Rajasthan**

|                   | Number of regular school<br>in 1993 | Number of regular school<br>in 2003 |
|-------------------|-------------------------------------|-------------------------------------|
| Primary (regular) | 33349                               | 32953                               |
| Upper Primary     | 10176                               | 23181                               |
| Secondary         | 3330                                | 5616                                |
| Higher Secondary  | 1204                                | 2915                                |

Source: 6th All India Educational Survey, NCERT, 1998 and 7<sup>th</sup> All India Educational Survey, NCERT, 2004

**Table 1.4: Primary Schools According to Number of Teachers Rajasthan and Tonk, 2003**

|                  | 0  | 1    | 2     | 3    | 4    | 5    | More Than<br>5 | Total | Schools<br>Having<br>Female<br>Teachers * |
|------------------|----|------|-------|------|------|------|----------------|-------|---|
| Tonk, Rural      | 2  | 21   | 479   | 77   | 60   | 54   | 56             | 749   | 268                                       |
| Tonk, Urban      | 0  | 4    | 16    | 13   | 12   | 11   | 21             | 77    | 63  |
| Tonk, Total      | 2  | 25   | 495   | 90   | 72   | 65   | 77             | 826   | 331                                       |
| Rajasthan, Rural | 73 | 3979 | 15279 | 4335 | 2412 | 1575 | 1785           | 29438 | 10496                                     |
| Rajasthan, Urban | 24 | 198  | 855   | 607  | 508  | 499  | 824            | 3515  | 2700                                      |
| Rajasthan, Total | 97 | 4177 | 16134 | 4942 | 2920 | 2074 | 2609           | 32953 | 13196                                     |

**Note:** \* -Teachers include parateachers also but exclude part-time teachers

Source: 7<sup>th</sup> Educational Survey 2003, NCERT Website 2004

**Table 1.5: Rajiv Gandhi Pathashala, 2003**

| District / State | 2001-02   |         | 2002-03   |         | 2003-04   |         |
|------------------|-----------|---------|-----------|---------|-----------|---------|
|                  | Enrolment | Centres | Enrolment | Centres | Enrolment | Centres |
| Tonk District    | 14,346    | 428     | 20,732    | 332     | 17,616    | 342     |
| Rajasthan        | 7,61,651  | 21,339  | 12,13,574 | 20,559  | 13,34,435 | 21,306  |

Source: Government of Rajasthan, December 2004

**Table 1.6: Information of Schools (Malpura Block of Tonk District), 30 November 2004**

| Type of Schools  | Sr.<br>Secondary<br>Secondary | Upper<br>primary | Primary | Shiksha<br>karmi | Rajiv<br>Gandhi<br>Pathashala | Alternative<br>6 hours<br>School | Alternative<br>4 hours<br>School | Madarsa | Total |       |
|--|-------------------------------|------------------|---------|------------------|-------------------------------|----------------------------------|----------------------------------|---------|-------|-------|
| Number of Schools  | 24                            | 56               | 111     | 23               | 72                            | 23                               | 27                               | 11      | 347   |       |
| Sanction Posts<br>Of teachers  | 72                            | 329              | 344     | 60               | 86                            | 26                               | 29                               | 17      | 963   |       |
| Filled Posts   | 72                            | 320              | 308     | 60               | 84                            | 24                               | 29                               | 17      | 914   |       |
| Vacant Posts   | 0                             | 9                | 36      | 0                | 2                             | 2                                | 0                                | 0       | 49    |       |
| Enrolment  | Boys                          | 2305             | 6836    | 5190             | 850                           | 2044                             | 478                              | 247     | 346   | 18296 |
|  | Girls                         | 1018             | 5603    | 4843             | 721                           | 1746                             | 616                              | 1100    | 349   | 15996 |
|  | Total                         | 3323             | 12439   | 10033            | 1571                          | 3790                             | 1094                             | 1347    | 695   | 34292 |
| Out of School children (According to survey done by teachers for SSA): 720 |                               |                  |         |                  |                               |                                  |                                  |         |       |       |

Source: Block Education Officer, Tonk, December 2004

## 2. RECENT TRENDS IN PRIMARY EDUCATION

**Table 2.1 Growth in enrolment from (in millions) from 1950 to 2001**

| Year    | Primary |       |       |         | Upper Primary |       |       |         | Secondary |       |       |         |
|---------|---------|-------|-------|---------|---------------|-------|-------|---------|-----------|-------|-------|---------|
|         | Boys    | Girls | Total | % Girls | Boys          | Girls | Total | % Girls | Boys      | Girls | Total | % Girls |
| 1950-51 | 13.8    | 5.4   | 19.2  | 28.13   | 2.6           | 0.5   | 3.1   | 16.13   | 1.3       | 0.2   | 1.5   | 13.33   |
| 1960-61 | 23.6    | 11.4  | 35    | 32.57   | 5.1           | 1.6   | 6.7   | 23.88   | 2.7       | 0.7   | 3.4   | 20.59   |
| 1990-91 | 57      | 40.4  | 97.4  | 41.48   | 21.5          | 12.5  | 34    | 36.76   | 12.8      | 6.3   | 19.1  | 32.98   |
| 2000-01 | 64      | 49.8  | 113.8 | 43.76   | 25.3          | 17.5  | 42.8  | 40.89   | 16.9      | 10.7  | 27.6  | 38.77   |

Source: Select Education Statistics, Department of Education, MHRD, GOI, 2000-01

**Table 2.2 Gross Enrolment Ratios (GER)**

| (Includes underage and overage children. Therefore percentage may be more than 100)                                    |         |       |       |               |       |       |                              |       |       |
|--|---------|-------|-------|---------------|-------|-------|------------------------------|-------|-------|
|  | PRIMARY |       |       | UPPER PRIMARY |       |       | ELEMENTARY - CLASS 1 TO VIII |       |       |
|  | BOYS    | GIRLS | TOTAL | BOYS          | GIRLS | TOTAL | BOYS                         | GIRLS | TOTAL |
| 1950-51  | 60.6    | 24.8  | 42.6  | 20.6          | 4.6   | 12.7  | 46.4                         | 17.70 | 32.1  |
| 1960-61  | 82.6    | 41.4  | 32.4  | 33.2          | 11.3  | 22.5  | 65.2                         | 30.90 | 48.7  |
| 1990-91  | 114     | 85.5  | 100.1 | 76.6          | 47    | 62.1  | 100                          | 70.80 | 86    |
| 2000-01*   | 104.9   | 85.9  | 95.7  | 66.7          | 49.9  | 58.6  | 90.3                         | 72.40 | 81.6  |
| GROSS ENROLMENT RATIOS (GER) SC<br>(Includes underage and overage children. Therefore percentage may be more than 100) |         |       |       |               |       |       |                              |       |       |
| 1986-87  | 103.8   | 64.8  | 84.8  | 52.7          | 26.6  | 40.4  | 85.1                         | 50.80 | 68.4  |
| 1990-91  | 125.5   | 86.2  | 106.4 | 68.7          | 35.8  | 52.7  | 100.60                       | 63.5  | 82.5  |
| 2000-01*   | 107.3   | 85.8  | 96.8  | 76.2          | 53.3  | 65.3  | 97.3                         | 75.50 | 86.8  |
| GROSS ENROLMENT RATIOS (GER) ST<br>(Includes underage and overage children. Therefore percentage may be more than 100) |         |       |       |               |       |       |                              |       |       |
| 1986-87  | 111     | 68    | 90.1  | 45.6          | 21.9  | 34.1  | 87.1                         | 51.10 | 69.6  |
| 1990-91  | 125.4   | 81.4  | 104   | 53.9          | 26.7  | 40.7  | 99.6                         | 60.20 | 80.4  |
| 2000-01*   | 116.9   | 85.5  | 101.1 | 72.5          | 47.7  | 60.2  | 102.5                        | 73.50 | 88    |

Source: Select Education Statistics, Department of Education, MHRD, GOI, 2000-01

**Table 2.3: Expenditure on Education in India (In Rupees Crores)**

| Years   | Total expenditure on education and training | Total expenditure on all sectors | GDP expenditure at current prices (all factor cost) base year 1993-94 | % of education expenditure to all sectors expenditure | % of education expenditure to GDP |
|---------|---|----------------------------------|---|---|-----------------------------------|
| 1951-51 | 64.46                                       | 814.13                           | 10080   | 7.92  | 0.64                              |
| 1960-61 | 239.56                                      | 1997.93                          | 16220   | 11.99   | 1.48                              |
| 1990-91 | 19615.85                                    | 14677.53                         | 510954  | 13.37   | 3.93                              |
| 2000-01 | 77847 (BE)                                  | 574436.07                        | 1895843   | 13.55   |                                   |

**Table 2.4 Gross Dropout Rates**

| Year     | PRIMARY |       |       | UPPER PR |       |       | CLASS 1 TO X |       |       |
|----------|---------|-------|-------|----------|-------|-------|--------------|-------|-------|
|          | Boys    | Girls | Total | Boys     | Girls | Total | Boys         | Girls | Total |
| 1960-61  | 61.7    | 70.9  | 64.9  | 75       | 85    | 78.3  | NA           | NA    | NA    |
| 1970-71  | 64.5    | 70.9  | 67    | 74.6     | 83.4  | 77.9  | NA           | NA    | NA    |
| 1980-81  | 56.2    | 62.5  | 58.7  | 68       | 79.4  | 72.7  | 79.8         | 86.60 | 82.5  |
| 1990-91  | 40.1    | 46    | 42.6  | 59.1     | 65.1  | 60.9  | 67.5         | 76.90 | 71.3  |
| 2000-01* | 39.7    | 41.9  | 40.7  | 50.3     | 57.7  | 53.7  | 66.4         | 71.50 | 68.58 |

Source: Select Education Statistics, Department of Education, MHRD, GOI, 2000-01

**Table 2.5 Enrolment in different categories of schools Rajasthan and Tonk, 2003**

| District         | Primary Schools |         |         | Upper Primary Schools |         |         | Secondary Schools |        |         |
|------------------|-----------------|---------|---------|-----------------------|---------|---------|-------------------|--------|---------|
|                  | Boys            | Girls   | Total   | Boys                  | Girls   | Total   | Boys              | Girls  | Total   |
| Tonk, Rural      | 40472           | 34511   | 74983   | 49628                 | 30918   | 80546   | 12629             | 4292   | 16921   |
| Tonk, Urban      | 6779            | 7261    | 14040   | 13593                 | 9246    | 22839   | 7071              | 3974   | 11045   |
| Tonk, Total      | 47251           | 41772   | 89023   | 63221                 | 40164   | 103385  | 19700             | 8266   | 27966   |
| Rajasthan, Rural | 1760483         | 1514184 | 3274667 | 2248033               | 1549534 | 3797567 | 655843            | 312523 | 968366  |
| Rajasthan, Urban | 246673          | 238936  | 485609  | 654572                | 477942  | 1132514 | 362144            | 223257 | 585401  |
| Rajasthan, Total | 2007156         | 1753120 | 3760276 | 2902605               | 2027476 | 4930081 | 1017987           | 535780 | 1553767 |

Source: 7<sup>th</sup> Educational Survey 2003, NCERT Website 2004

### 3 TEACHER PROFILE & ASSOCIATED CHARACTERISTICS

**Table 3.1 Teachers (government) by type of school 1950-2001 (select years)**  
In 000'

| Year    | Primary<br>(Classes 1 to 5) |        |       | Upper primary<br>(Classes 6 to 8) |        |       | High and higher secondary<br>(Classes 9 to 12) |        |       |
|---------|-----------------------------|--------|-------|-----------------------------------|--------|-------|--|--------|-------|
|         | Male                        | Female | Total | Male                              | Female | Total | Male   | Female | Total |
| 1950-51 | 456                         | 82     | 538   | 73                                | 13     | 86    | 107  | 20     | 127   |
| 1960-61 | 615                         | 127    | 742   | 262                               | 83     | 345   | 234  | 62     | 296   |
| 1990-91 | 1143                        | 473    | 1616  | 717                               | 356    | 1073  | 917  | 417    | 1334  |
| 1995-96 | 1176                        | 558    | 1734  | 758                               | 424    | 1182  | 1030   | 519    | 1549  |
| 2000-01 | 1221                        | 675    | 1896  | 820                               | 506    | 1326  | 1184   | 577    | 1761  |

Source: Selected Education Statistics, Government of India, 2001

**Table 3.2 Teacher pupil ratios and & women teachers**  
(Primary and Junior Basic Schools (upper primary))

| States            | Total teachers | T P R | Women | % Women |
|-------------------|----------------|-------|-------|---------|
| Andhra Pradesh    | 136879         | 47    | 48090 | 35.13   |
| Arunachal Pradesh | 3229           | 35    | 991   | 30.69   |
| Assam             | 87009          | 38    | 25976 | 29.85   |
| Bihar             | 115486         | 63    | 22158 | 19.19   |
| Goa               | 2764           | 20    | 1020  | 36.90   |
| Gujarat           | 35040          | 51    | 17450 | 49.80   |
| Haryana           | 48199          | 43    | 23915 | 49.62   |
| Himachal Pradesh  | 27532          | 24    | 9660  | 35.09   |
| J & K             | 22113          | 30    | 8225  | 37.20   |
| Karnataka         | 60540          | 32    | 26408 | 43.62   |
| Kerala            | 45599          | 45    | 32669 | 71.64   |
| Madhya Pradesh    | 239414         | 44    | 68774 | 28.73   |
| Maharashtra       | 165875         | 35    | 82355 | 49.65   |
| Manipur           | 9412           | 21    | 3379  | 35.90   |
| Meghalaya         | 10978          | 41    | 5158  | 46.98   |
| Mizoram           | 4882           | 26    | 2360  | 48.34   |
| Nagaland          | 6847           | 26    | 2794  | 40.81   |
| Orissa            | 111040         | 37    | 27508 | 24.77   |
| Punjab            | 45907          | 41    | 29002 | 63.18   |
| Rajasthan         | 94812          | 54    | 26538 | 27.99   |
| Sikkim            | 3482           | 18    | 1583  | 45.46   |
| Tamil Nadu        | 120484         | 36    | 69565 | 57.74   |
| Tripura           | 13831          | 29    | 5428  | 39.25   |
| Uttar Pradesh     | 318992         | 42    | 82261 | 25.79   |
| West Bengal       | 150546         | 54    | 35147 | 23.35   |

Source: Selected Education Statistics, Government of India, 2001  
(Number of teachers does not include parateachers)

**Table 3.3 Teacher pupil ratio and % of women teachers**  
(Middle and senior basic schools)

| States            | Total teachers | TPR | Women teachers | % Women |
|-------------------|----------------|-----|----------------|---------|
| Andhra Pradesh    | 69117          | 47  | 29870          | 43.22   |
| Arunachal Pradesh | 2630           | 35  | 717            | 27.26   |
| Assam             | 57059          | 38  | 11621          | 20.37   |
| Bihar             | 99181          | 63  | 22625          | 22.81   |
| Goa               | 678            | 20  | 429            | 63.27   |
| Gujarat           | 142200         | 51  | 69618          | 48.96   |
| Haryana           | 8119           | 43  | 2723           | 33.54   |
| Himachal Pradesh  | 6666           | 24  | 1660           | 24.90   |
| J & K             | 23362          | 30  | 8824           | 37.77   |
| Karnataka         | 142580         | 32  | 65823          | 46.17   |
| Kerala            | 48500          | 45  | 32428          | 66.86   |
| Madhya Pradesh    | 110843         | 44  | 33311          | 30.05   |
| Maharashtra       | 181340         | 35  | 73163          | 40.35   |
| Manipur           | 6730           | 21  | 2573           | 38.23   |
| Meghalaya         | 4743           | 41  | 1894           | 39.93   |
| Mizoram           | 4962           | 26  | 1210           | 24.39   |
| Nagaland          | 4919           | 26  | 2017           | 41.00   |
| Orissa            | 38914          | 37  | 5724           | 14.71   |
| Punjab            | 15584          | 41  | 8023           | 51.48   |
| Rajasthan         | 118650         | 54  | 30238          | 25.49   |
| Sikkim            | 1701           | 18  | 621            | 36.51   |
| Tamil Nadu        | 58395          | 36  | 24662          | 42.23   |
| Tripura           | 8811           | 29  | 1962           | 22.27   |
| Uttar Pradesh     | 106688         | 42  | 23890          | 22.39   |
| West Bengal       | 23346          | 54  | 5751           | 24.63   |

Source: Selected Education Statistics, Government of India, 2001  
(Number of teachers does not include parateachers)

**Table 3.4: Percentage of women teachers by management and area, 1993**

| Area/management | Primary | Upper primary | Secondary | Higher secondary | Total |
|-----------------|---------|---------------|-----------|------------------|-------|
| Rural           | 23.50   | 25.40         | 23.09     | 17.84            | 23.46 |
| Urban           | 61.29   | 60.60         | 55.45     | 43.52            | 55.00 |
| Total           | 31.61   | 35.97         | 34.68     | 33.18            | 33.62 |
| Government      | 28.39   | 25.88         | 29.74     | 33.66            | 28.70 |
| Local Body      | 26.79   | 36.64         | 24.30     | 31.41            | 29.64 |
| Private aided   | 57.45   | 52.99         | 35.84     | 26.90            | 39.69 |
| Private Unaided | 51.97   | 51.15         | 52.24     | 57.65            | 52.63 |

Source: Sixth All India Educational Survey, NCERT, 1999

**Table 3.5: Percentage of regular teachers according to academic qualification and trained at Primary Stage, 1993**

| Area  |        | Trained | Academic qualifications |                  |                    |                      |
|-------|--------|---------|-------------------------|------------------|--------------------|----------------------|
|       |        |         | Up to secondary         | Higher secondary | Graduate and above | Other qualifications |
| Rural | Total  | 86.68   | 53.31                   | 24.72            | 22.45              | 0.52                 |
|       | Female | 88.59   | 56.39                   | 22.41            | 20.55              | 0.65                 |
|       | SC     | 86.80   | 51.00                   | 27.73            | 20.77              | 0.50                 |
|       | ST     | 62.91   | 60.98                   | 25.79            | 12.75              | 0.48                 |
| Urban | Total  | 80.58   | 39.14                   | 21.67            | 38.44              | 0.77                 |
|       | Female | 81.77   | 40.76                   | 20.33            | 38.14              | 0.77                 |
|       | SC     | 85.77   | 49.74                   | 22.42            | 27.00              | 0.84                 |
|       | ST     | 73.48   | 57.20                   | 22.98            | 19.14              | 0.68                 |
| Total | Total  | 85.13   | 48.96                   | 23.75            | 26.51              | 0.58                 |
|       | Female | 85.43   | 49.13                   | 21.46            | 28.71              | 0.71                 |
|       | SC     | 86.63   | 50.80                   | 26.88            | 21.77              | 0.55                 |
|       | ST     | 63.69   | 60.63                   | 25.53            | 13.34              | 0.50                 |

**Table 3.6: Percentage of regular teachers according to academic qualification and trained at Upper Primary Stage, 1993**

| Area  |        | Trained | Academic qualifications |                  |                    |                      |
|-------|--------|---------|-------------------------|------------------|--------------------|----------------------|
|       |        |         | Up to secondary         | Higher secondary | Graduate and above | Other qualifications |
| Rural | Total  | 86.38   | 33.46                   | 19.91            | 45.77              | 0.86                 |
|       | Female | 88.97   | 42.67                   | 17.23            | 38.99              | 1.11                 |
|       | SC     | 88.68   | 37.52                   | 22.78            | 39.04              | 0.66                 |
|       | ST     | 66.88   | 46.25                   | 25.29            | 27.84              | 0.62                 |
| Urban | Total  | 88.03   | 28.45                   | 15.30            | 55.27              | 0.98                 |
|       | Female | 89.39   | 32.04                   | 13.87            | 53.05              | 1.04                 |
|       | SC     | 92.20   | 41.65                   | 18.39            | 38.48              | 1.48                 |
|       | ST     | 78.95   | 42.65                   | 23.31            | 33.15              | 0.89                 |
| Total | Total  | 86.90   | 31.86                   | 18.44            | 48.80              | 0.90                 |
|       | Female | 89.19   | 36.97                   | 15.42            | 46.54              | 1.07                 |
|       | SC     | 89.52   | 38.50                   | 21.73            | 38.91              | 0.86                 |
|       | ST     | 68.91   | 45.64                   | 24.97            | 28.73              | 0.66                 |

**Table 3.7: Percentage of regular teachers according to academic qualification and trained at Secondary Stage, 1993**

| Area  |        | Trained | Academic qualifications |                  |                    |                      |
|-------|--------|---------|-------------------------|------------------|--------------------|----------------------|
|       |        |         | Up to secondary         | Higher secondary | Graduate and above | Other qualifications |
| Rural | Total  | 89.41   | 0.00                    | 69.32            | 29.45              | 1.23                 |
|       | Female | 90.55   | 0.00                    | 73.12            | 25.54              | 1.34                 |
|       | SC     | 89.21   | 0.00                    | 71.63            | 27.34              | 1.03                 |
|       | ST     | 69.05   | 0.00                    | 81.11            | 18.03              | 0.86                 |
| Urban | Total  | 93.39   | 0.00                    | 61.06            | 38.00              | 0.94                 |
|       | Female | 94.06   | 0.00                    | 60.64            | 38.55              | 0.81                 |
|       | SC     | 94.37   | 0.00                    | 66.10            | 32.95              | 0.95                 |
|       | ST     | 81.31   | 0.00                    | 75.19            | 23.92              | 0.89                 |
| Total | Total  | 91.03   | 0.00                    | 65.97            | 32.91              | 1.12                 |
|       | Female | 92.74   | 0.00                    | 65.34            | 33.62              | 1.01                 |
|       | SC     | 90.99   | 0.00                    | 69.72            | 29.28              | 1.00                 |
|       | ST     | 72.81   | 0.00                    | 79.30            | 18.83              | 0.87                 |

Source: 6<sup>th</sup> All India Educational Survey 1993, NCERT, 1999



**Table 3.8: Teacher qualification by rural and urban (n=45)**

| Teacher Qualification | RURAL  |      | URBAN  |      |
|-----------------------|--------|------|--------|------|
|                       | Female | Male | Female | Male |
| Degree                | 3      | 6    | 4      | 7    |
| Diploma               | 3      | 7    | 3      | 9    |
| Certificate           | 0      | 1    | 0      | 2    |
| None                  | 0      | 0    | 0      | 0    |

Source: Survey data

**Table 3.9: Pay scales of teachers – regular and parateachers, Rajasthan**

|                                      | 1990  |                    |                    | 1995   |                    |                    | 2000  |                    |                    | 2004   |                    |                    |
|--------------------------------------|---|--------------------|--------------------|--|--------------------|--------------------|---|--------------------|--------------------|--|--------------------|--------------------|
| <b>Regular teachers</b>              |   |                    |                    |  |                    |                    |   |                    |                    |  |                    |                    |
| <b>Grade ►</b>                       | I   | II                 | III                | I  | II                 | III                | I   | II                 | III                | I  | II                 | III                |
| <b>Pay scale</b>                     | 2000<br>to<br>3500  | 1400<br>to<br>2600 | 1200<br>to<br>2050 | 2000<br>to<br>3050   | 1400<br>to<br>2600 | 1200<br>to<br>2050 | 6500<br>to<br>10500   | 5500<br>to<br>9000 | 4500<br>to<br>7000 | 6500<br>to<br>10500  | 5500<br>to<br>9000 | 4500<br>to<br>7000 |
| <b>Indicative total package ▼</b>    |   |                    |                    |  |                    |                    |   |                    |                    |  |                    |                    |
| <b>Basic pay</b>                     | 2000  | 1400               | 1200               | 2000   | 1400               | 1200               | 6500  | 5500               | 4500               | 6500   | 5500               | 4500               |
| <b>Dearness Allowance</b>            | @ 38% of basic pay  |                    |                    | @ 125% of basic pay  |                    |                    | @ 38% of basic pay  |                    |                    | @ 61% of basic pay   |                    |                    |
|                                      | 760   | 532                | 456                | 2550   | 1750               | 1500               | 2470  | 2090               | 1710               | 3965   | 3355               | 2745               |
| <b>House rent allowance</b>          | Varied from place to place from Rs 30 a month up to Rs 250 per month. |                    |                    |  |                    |                    | @ 5% to 15% of basic pay  |                    |                    | @ 5% to 15% of basic pay + 50% DA  |                    |                    |
| <b>Other Allowance</b>               |   |                    |                    | CCA: Rs 25 to 240 depending on basic pay<br>Since May 1995: Group personal accident insurance scheme covering from Rs 2000 to 2,00,000 on untimely death / accident. Premium of Rs 150/year. |                    |                    |   |                    |                    |  |                    |                    |
| <b>Retirement benefits</b>           |   |                    |                    | Pension: 50% of last pay drawn + DA declared from time to time.<br>Medical reimbursement up to maximum of Rs 25,000/- per annum  |                    |                    |   |                    |                    |  |                    |                    |
| <b>Parateachers</b>                  |   |                    |                    |  |                    |                    |   |                    |                    |  |                    |                    |
| <b>Shiksha Karmi (SKP)*</b>          | 1987: Rs 600/- consolidated<br>1993: Rs 900/- consolidated            |                    |                    | Rs 1,300 consolidated  |                    |                    | Rs 1800 consolidated  |                    |                    | Rs 2000/- and a general increment of Rs 200 per year as per the norms of RGP |                    |                    |
| <b>Rajiv Gandhi Pathashala (RGP)</b> | Not applicable  |                    |                    |  |                    |                    | 2000 consolidated honorarium + increment of 200 after 2 years of satisfactory service |                    |                    |  |                    |                    |
| <b>Guest teacher</b>                 | Not applicable  |                    |                    |  |                    |                    |   |                    |                    | Rs. 100/day up to a maximum of Rs 2500/- per month                           |                    |                    |

\*: SKP teachers with matric (10 years of general education) qualifications and have completed 8 years are them promoted as regular teachers in grade III. In case of non-matric SKP teachers can be promoted as regular teachers in grade III after 10 years. The promotion is conditional to participation in all in-service training programmes, successful result in the examinations conducted and demonstrating consistently good performance in the school (60% students passing the examination in the classes taught). As a result 665 SKP teachers were promoted to a regular teacher.

**Table 3.10: Mean starting salaries of qualified teachers at survey schools**

| Year | Salary (Nominal) | Constant prices |
|------|------------------|-----------------|
| 1968 | 150              | 14              |
| 1973 | 208              | 19              |
| 1975 | 250              | 23              |
| 1976 | 300              | 27              |
| 1977 | 300              | 27              |
| 1978 | 340              | 31              |
| 1981 | 355              | 32              |
| 1983 | 400              | 36              |
| 1984 | 400              | 36              |
| 1985 | 600              | 55              |
| 1986 | 774              | 70              |
| 1987 | 880              | 80              |
| 1989 | 1050             | 95              |
| 1990 | 1100             | 100             |
| 1991 | 1700             | 155             |
| 1994 | 2380             | 216             |
| 1995 | 3000             | 273             |
| 1997 | 3000             | 273             |
| 1998 | 3000             | 273             |
| 1999 | 4500             | 409             |
| 2001 | 4500             | 409             |
| 2003 | 4500             | 409             |

**Table 3.11 Entry-level salaries of teachers and other government employees with comparable education, July 1994 and 2004**

| Basic pay only                    | Primary teacher | Constable | Lower division clerk | Head constable | Upper division clerk | Junior Accountant | Revenue inspector | Junior Engineer | Trained Nurse |
|-----------------------------------|-----------------|-----------|----------------------|----------------|----------------------|-------------------|-------------------|-----------------|---------------|
| 1994 (Source: World Bank, 1997)   |                 |           |                      |                |                      |                   |                   |                 |               |
| Central Government                | 1200            | 825       | 950                  | 975            | 1200                 | 1400              | 1400              | 1400            | 1400          |
| Rajasthan                         | 1200            | 825       | 950                  | 950            | 1200                 | 1400              | 1400              | 1400            | 1400          |
| 2004 (Source, Govt. of Rajasthan) |                 |           |                      |                |                      |                   |                   |                 |               |
| Central Government                | 4500            | 3050      | 3050                 | 3200           | 4500                 | 5000              | 5000              | 5000            | 4000          |
| Rajasthan                         | 4500            | 3050      | 3050                 | 3200           | 4500                 | 5000              | 5000              | 5000            | 4000          |

Note: 1994, Dearness Allowance (linked to cost of living index) at the rate of 116% of basic pay

**Table 3.12 Percentage distribution of school with facilities**

| Percentage Schools with | Rajasthan    |                            |                    | India (462)  |                            |                    |
|-------------------------|--------------|----------------------------|--------------------|--------------|----------------------------|--------------------|
|                         | Primary only | Primary with upper primary | Upper primary only | Primary only | Primary with upper primary | Upper primary only |
| Boundary wall           | 54.53        | 19.71                      | 18.68              | 65.79        | 40.39                      | 62.23              |
| Pucca Building          | 79.01        | 89.06                      | 89.75              | 70.19        | 70.77                      | 61.76              |
| No building             | 14.84        | 1.54                       | 2.98               | 6.34         | 2.65                       | 13.27              |
| Single classroom        | 4.24         | 0.67                       | 1.98               | 15.74        | 2.11                       | 4.61               |
| Two                     | 42.70        | 3.55                       | 4.13               | 35.65        | 8.28                       | 10.33              |

|                               |       |       |       |       |       |       |
|-------------------------------|-------|-------|-------|-------|-------|-------|
| classrooms                    |       |       |       |       |       |       |
| Three and more classrooms     | 34.63 | 92.14 | 86.78 | 36.89 | 84.42 | 65.42 |
| Single teacher                | 38.58 | 1.13  | 4.79  | 19.10 | 1.95  | 6.97  |
| 2 Teachers                    | 37.02 | 4.73  | 8.10  | 43.67 | 6.02  | 17.94 |
| More than 3 teachers          | 22.78 | 92.35 | 85.62 | 35.85 | 90.65 | 73.61 |
| No blackboard                 | 16.35 | 5.86  | 8.60  | 9.38  | 5.31  | 8.92  |
| With access to drinking water | 64.0  | 85.0  | 81.7  | 71.9  | 79.5  | 75.3  |
| Common toilet                 | 28.63 | 59.91 | 58.35 | 29.06 | 48.28 | 39.18 |
| Girls toilet                  | 13.43 | 42.65 | 44.13 | 15.64 | 33.89 | 28.14 |
| With electricity              | 7.15  | 40.44 | 52.56 | 12.35 | 46.04 | 19.17 |
| Playground                    | 28.00 | 55.51 | 57.65 | 42.22 | 57.50 | 54.33 |

Source: Dr Arun Mehta: Elementary Education in India, where do we stand? NIEPA, 2003

**Table 3.13: Norms for primary and upper-primary school buildings, Rajasthan**

| S No | Classes                     | Number of rooms              | Measurement              |
|------|-----------------------------|------------------------------|--------------------------|
| 1    | Classes 1 to 5 and 1 to 8   | One for each class / section | 24x20 feet per classroom |
| 2    | Head teacher or head master | One room                     | 12x12 feet               |
| 3    | For drinking water          | One room / covered space     | 12x9 feet                |
| 4    | Store room                  | One room - secure            | 12x9 feet                |

Note: In rural areas the rooms for primary schools could be 12x10 feet. Where the enrolment is high the size of the room could be bigger.

Source: Compilation of rules and regulation pertaining to education by Lalit Kishore, Unique traders, Jaipur 2004

### 3.14: Teachers in Primary Schools Rajasthan and Tonk, 2003

| District         | Full-time Teachers |        |       | Para-teachers |        |       | Part-time Teachers |        |       |
|------------------|--------------------|--------|-------|---------------|--------|-------|--------------------|--------|-------|
|                  | Male               | Female | Total | Male          | Female | Total | Male               | Female | Total |
| Tonk, Rural      | 1625               | 419    | 2044  | 1             | 68     | 69    | 34                 | 21     | 55    |
| Tonk, Urban      | 143                | 212    | 355   | 0             | 1      | 1     | 0                  | 1      | 1     |
| Tonk, Total      | 1768               | 631    | 2399  | 1             | 69     | 70    | 34                 | 22     | 56    |
| Rajasthan, Rural | 57509              | 18511  | 76020 | 162           | 1821   | 1983  | 702                | 442    | 1144  |
| Rajasthan, Urban | 6234               | 8457   | 14691 | 7             | 13     | 20    | 172                | 259    | 431   |
| Rajasthan, Total | 63743              | 26968  | 90711 | 169           | 1834   | 2003  | 874                | 701    | 1575  |

Source: 7<sup>th</sup> Educational Survey 2003, NCERT Website 2004

**Table 3.15: Attrition of School Teachers by type of school and reasons, 1986 & 1993**

| Type of schools  | Year | Percentage teachers against number of teachers in the beginning of the academic session |          |            |             |      |       |
|------------------|------|---|----------|------------|-------------|------|-------|
|                  |      | Retired   | Resigned | Terminated | Transferred | Died | Total |
| Primary          | 1986 | 0.71  | 0.25     | 0.16       | 0.30        | 0.18 | 1.60  |
|                  | 1993 | 1.88  | 0.43     | 0.21       | 0.39        | 0.35 | 3.27  |
| Upper Primary    | 1986 | 0.64  | 0.36     | 0.16       | 0.30        | 0.16 | 1.62  |
|                  | 1993 | 1.68  | 0.64     | 0.22       | 0.32        | 0.28 | 3.13  |
| Secondary        | 1986 | 0.66  | 0.48     | 0.18       | 0.27        | 0.21 | 1.79  |
|                  | 1993 | 1.56  | 0.79     | 0.30       | 0.24        | 0.24 | 3.13  |
| Higher Secondary | 1986 | 0.54  | 0.36     | 0.18       | 0.13        | 0.12 | 1.33  |
|                  | 1993 | 1.89  | 0.64     | 0.19       | 0.20        | 0.25 | 3.17  |

Source: Sixth All India Educational Survey, main report, NCERT, 1999

**3.16. Percentage of regular and parateachers / contract teachers by educational qualifications at primary and upper primary stages, 2004**

| Educational level                  |        | Below Secondary education | Secondary education | Higher secondary | Secondary + Higher Secondary | Graduate and above | Higher Secondary and above |
|------------------------------------|--------|---------------------------|---------------------|------------------|------------------------------|--------------------|----------------------------|
|                                    |        |                           |                     |                  |                              |                    |                            |
| Regular Teachers                   | Male   | 3.28                      | 22.85               | 23.28            | 46.13                        | 45.14              | 68.42                      |
|                                    | Female | 3.67                      | 26.67               | 23.05            | 49.72                        | 42.30              | 65.35                      |
| Parateachers and contract teachers | Male   | 1.99                      | 9.78                | 32.43            | 42.24                        | 49.80              | 82.26                      |
|                                    | Female | 2.39                      | 12.12               | 34.17            | 46.29                        | 45.45              | 79.62                      |

(Source: Dr. Arun Mehta. Presentation of 2004 DISE data, NIEPA January 2005)

**3.17. Parateachers and contract teachers (all types of schools), 2004**

| State            | Number of parateachers / Contract teachers | Percentage |
|------------------|--|------------|
| Andhra Pradesh   | 19,844                                     | 8          |
| Bihar            | 17,833                                     | 7          |
| Chhattisgarh     | 28,703                                     | 11         |
| Madhya Pradesh   | 79,634                                     | 31         |
| Rajasthan        | 30,650                                     | 12         |
| Uttar Pradesh    | 35,495                                     | 14         |
| Other states     | 46,940                                     | 17         |
| <b>All India</b> | <b>2,59,099</b>                            | <b>100</b> |

(Source: Dr. Arun Mehta. Presentation of 2004 DISE data, NIEPA January 2005)

**3.18 Teacher vacancy (Grade II and III)**

| Year             | Post Sanctioned | No. of Teachers Appointed | Positions Vacant |
|------------------|-----------------|---------------------------|------------------|
| <b>1997-1998</b> |                 |                           |                  |
| Grade II         | 40,327          |                           |                  |
| Grade III        | 1,11,159        | 9,800,00                  | 13,159           |
| <b>1999-2000</b> |                 |                           |                  |
| Grade II         | 41,904          |                           |                  |
| Grade III        | 1,74,528        | 1,08,480                  | 66,048           |
| <b>2000-2001</b> |                 |                           |                  |
| Grade II         | 42,741          |                           |                  |
| Grade III        | 1,10,777        | 110,510                   | 267              |
| <b>2004-2005</b> |                 |                           |                  |
| Grade II         | 36,708          | -                         | 36,708           |
| Grade III        | 49,710          | 33,264*                   | 16,446           |

\*: Recruitment notified, applications screened. Final appointment may be done by the end of March 2005 **Source:** Estimate of Income and Expenditure, Government of Rajasthan, India

**4. TEACHER ABSENCE**

**Table 4.1: Teacher absence and Teaching activity in Government Schools by State, 2004**

| State       | Teacher Absence % | Non teaching activity % |
|-------------|-------------------|-------------------------|
| Maharashtra | 14.6              | 40.7                    |
| Gujarat     | 17.0              | 43.1                    |

|                  |      |      |
|------------------|------|------|
| Madhya Pradesh   | 17.6 | 48.9 |
| Kerala           | 21.2 | 58.9 |
| Himachal Pradesh | 21.2 | 56.9 |
| Tamil Nadu       | 21.3 | 50.4 |
| Haryana          | 21.7 | 56.4 |
| Karnataka        | 21.7 | 44.0 |
| Orissa           | 23.4 | 56.2 |
| Rajasthan        | 23.7 | 63.4 |
| West Bengal      | 24.7 | 53.9 |
| Andhra Pradesh   | 25.3 | 57.0 |
| Uttar Pradesh    | 26.3 | 55.3 |
| Chhattisgarh     | 30.6 | 80.7 |
| Uttaranchal      | 32.8 | 59.4 |
| Assam            | 33.8 | 64.5 |
| Punjab           | 34.4 | 67.8 |
| Bihar            | 37.8 | 73.6 |
| Jharkhand        | 41.0 | 75.3 |
| Delhi            | -    | -    |
| Weighted average | 24.8 | 55.3 |

Source: Kremer et al, Teacher Absence in India, 2004

**Table 4.2: Teacher absence by type of school**

|                                 | Government Schools | Private Aided Schools | Private (Unaided) Schools |
|---------------------------------|--------------------|-----------------------|---------------------------|
| Weighted teacher absence        | 24.8%              | 20.7%                 | 22.8%                     |
| Percentage of teaching activity | 44.8%              | 58.8%                 | 48.5%                     |
| Number of observations (Absent) | 34918              | 3371                  | 9098                      |

Source: Kremer et al, Teacher Absence in India, 2004

**Table 4.3: Absence rate by various individual and school level characteristics (Government Schools only)**

| Category                                      | Proportion of Sample | Absence Rate |
|---|----------------------|--------------|
| Rich State (96-97 per capita income > \$ 275) | 56.3                 | 21.7         |
| Poor State (96-97 per capita income < \$ 275) | 43.7                 | 28.0         |
| Female teachers                               | 51.4                 | 21.9         |
| Male teachers                                 | 48.6                 | 27.2         |
| Married                                       | 86.7                 | 22.5         |
| Unmarried                                     | 13.3                 | 23.8         |
| Have children of school going age (5-14)      | 37.2                 | 21.3         |
| Don't have children of school going age       | 62.8                 | 23.5         |
| 40 years or below                             | 46.5                 | 21.4         |
| Older than 40 years                           | 53.3                 | 27.1         |
| Head Teacher                                  | 20.4                 | 30.2         |
| Deputy Head Teacher                           | 5.7                  | 22.2         |
| Permanent / regular Teacher                   | 66.8                 | 23.1         |
| Contract Teacher                              | 4.7                  | 24.1         |
| Informal Teacher                              | 1.1                  | 23.5         |
| Probationary / Temporary Teacher              | 1.3                  | 24.3         |
| Completed 5 <sup>th</sup> grade               | 0.2                  | 21.8         |
| Completed 8 <sup>th</sup> Grade               | 1.2                  | 20.6         |
| Completed 10 <sup>th</sup> Grade              | 33.5                 | 22.1         |
| Completed 12 <sup>th</sup> Grade              | 22.7                 | 21.3         |

|   |      |      |
|---|------|------|
| Completed Bachelors Degree  | 23.9 | 24.2 |
| Completed Masters degree or more  | 13.6 | 24.1 |
| School has a toilet for teachers  | 46.9 | 21.6 |
| School does not have a toilet for teachers  | 53.1 | 27.1 |
| School has electricity connection   | 40.0 | 19.2 |
| School does not have electricity connection   | 60.0 | 28.2 |
| Commutes < 30 minutes   | 63.7 | 21.4 |
| Commutes = or > 30 minutes  | 36.3 | 25.2 |
| Rural School  | 71.5 | 25.2 |
| Urban School  | 28.5 | 22.9 |
| Head-teacher is absent (but school is open)   | 71.5 | 22.2 |
| Head-teacher is present (and school is open)  | 28.5 | 18.5 |
| School inspected in the past 3 months   | 40.4 | 21.0 |
| Not inspected in the past 3 months  | 59.6 | 27.0 |
| Belongs to this town/village  | 32.2 | 21.6 |
| Does not belong to this town/village  | 67.8 | 23.3 |
| PTA has met in the past 3 months  | 35.6 | 21.0 |
| PTA has not met in the past 3 months  | 64.4 | 26.5 |
| Note: The weighted average across these categories will often be lower than the total absence rate, because of missing individuals level correlates on teachers who are repeatedly absent |      |      |

Source: Kremer et al, Teacher Absence in India, 2004

**Table 4.4: Teacher absence: unannounced visit on 24<sup>th</sup> January and 7<sup>th</sup> February (n=55, includes HM)**

|                             | Rural | Urban |
|-----------------------------|-------|-------|
| Teachers present            | 26    | 25    |
| Teachers on leave           | 0     | 3     |
| Absent without leave letter | 0     | 0     |
| On government duty          | 0     | 1     |

Note: As Panchayat elections were underway and several senior politicians were touring the state for election campaigns, teacher attendance rates were unusually good. This may not reflect the situation in normal times.

## 5. JOB SATISFACTION AND MOTIVATION

**Table 5.1: Teachers wanting transfer**

|                                  | RURAL  |      | URBAN  |      |
|----------------------------------|--------|------|--------|------|
|                                  | Female | Male | Female | Male |
| Wanting transfer                 | 2      | 4    | 2      | 2    |
| Wanting transfer out of district | 0      | 0    | 0      | 0    |

Source: Survey data

**Table 5.2: The behaviour of pupils in class is not a problem in this school**

|                   | All | RURAL |        | URBAN |        |
|-------------------|-----|-------|--------|-------|--------|
|                   |     | Male  | Female | Male  | Female |
| Strongly disagree | 2   | 0     | 0      | 2     | 0      |
| Disagree          | 10  | 2     | 1      | 7     | 0      |
| Not sure          | 1   | 0     | 0      | 1     | 0      |
| Agree             | 32  | 12    | 5      | 8     | 7      |
| Strongly Agree    | 0   | 0     | 0      | 0     | 0      |

Source: Survey data (personal statements)

**Table 5.3: Teacher transfers are managed well and fairly**

|                   | All | RURAL |        | URBAN |        |
|-------------------|-----|-------|--------|-------|--------|
|                   |     | Male  | Female | Male  | Female |
| Strongly disagree | 18  | 6     | 2      | 7     | 3      |
| Disagree          | 16  | 5     | 2      | 6     | 3      |
| Not sure          | 3   | 2     | 0      | 1     | 0      |
| Agree             | 7   | 0     | 2      | 4     | 1      |
| Strongly Agree    | 1   | 1     | 0      | 0     | 0      |

Source: Survey data (personal statements)

**Table 5.4: Teachers are respected in the community**

|                   | All | RURAL |        | URBAN |        |
|-------------------|-----|-------|--------|-------|--------|
|                   |     | Male  | Female | Male  | Female |
| Strongly disagree | 3   | 0     | 0      | 3     | 0      |
| Disagree          | 9   | 2     | 0      | 4     | 3      |
| Not sure          | 6   | 2     | 1      | 3     | 0      |
| Agree             | 27  | 10    | 5      | 8     | 4      |
| Strongly Agree    | 0   | 0     | 0      | 0     | 0      |

Source: Survey data (personal statements)

**Table 5.5: Membership to trade union and mean number of meetings attended in the last year (n=45)**

|                                    | RURAL  |      | URBAN  |      |
|------------------------------------|--------|------|--------|------|
|                                    | Female | Male | Female | Male |
| Union members (number of teachers) | 6      | 14   | 6      | 18   |
| Not a member of any union          |        |      | 1      |      |
| Mean number meetings               | 2      | 9    | 3      | 7    |

Source: Survey data