

REVISED SCHEME OF FINANCIAL ASSISTANCE FOR APPOINTMENT OF LANGUAGE TEACHERS AFTER INCORPORATING THE PROPOSED MODIFICATIONS

This Scheme has three parts. It provides for:-

- 1 Hindi Teachers in the non- Hindi speaking States. This programme has been continuing since the second Five Year Plan.
- 2 Urdu Teachers in the schools of those districts that have a significant minority population. This scheme has been in place since 1999, and
- 3 Providing of Modern Indian Language teachers to teach a third language in those schools of the Hindi speaking States/UTs that demand them. The scheme was introduced in 1993-94.

The schemes were brought together in the Xth Plan for increased linkages among the three and for better administrative efficiency. The components of the schemes remain unchanged.

(PART I)

SCHEME OF FINANCIAL ASSISTANCE FOR APPOINTMENT AND TRAINING OF HINDI TEACHERS IN NON-HINDI SPEAKING STATES/UTs.

INTRODUCTION:

In pursuance of the provisions contained in Article 351 of the Constitution of India, the Central Government had introduced, in the 2nd Five Year Plan, the schemes of (i) Appointment of Hindi Teachers; and (ii) Opening/Strengthening of Hindi Teachers' Training College, in non-Hindi speaking States/UTs with a view to assist these States/UTs in implementing, effectively, the Three Language Formula. Under these schemes, financial assistance has been provided to various State Governments/UT Administrations, on approved funding pattern, for appointments to new posts of Hindi teachers in Upper Primary, Middle, High School and Higher Secondary Schools and opening /strengthening of Hindi Teacher's Training Colleges for the training of the untrained Hindi teachers available in the States/UTs. Since, the objectives of both these schemes are the same; these have been clubbed together as single scheme entitled 'Scheme of Financial Assistance for appointment and training of Hindi teachers in non-Hindi speaking States/UTs'.

OBJECTIVES:

The objective of this scheme is to provide support to the State Governments/UT Administrations in non-Hindi speaking areas by way of appointment of additional Hindi teachers and opening/strengthening Hindi Teachers' Training Colleges in the State/UT, for effective implementation of the Three Language Formula.

SCOPE:

The Central assistance, on approved pattern, shall be admissible to the non-Hindi Speaking States/UTs for appointment of new posts of Hindi teachers and establishment/strengthening of Hindi Teachers Training Colleges for untrained Hindi teachers in Upper Primary, Middle, High School and Higher Secondary Schools in these States/UTs for one Plan period. However, in respect of North East States, financial assistance will be given till the terminal year of the next Plan period.

FUNDING PATTERN:

The financial assistance, on 100% basis, shall be admissible to the States/UTs in non-Hindi speaking areas for one Plan period only except for NE States, where financial assistance will be given till the terminal year of the next Plan period. Financial assistance would be admissible based on the prevailing salary structure of Hindi Teachers employed in the Schools of the State Government for the following purposes:

- i Salary of Hindi teachers appointed against new posts created during the Plan period with the prior approval of the Government of India. The expenditure on Hindi teachers appointed against the posts created prior to the commencement of the Plan period shall not qualify for central assistance.
- ii Establishment/Strengthening of Hindi Teachers' Training Colleges in non-Hindi speaking States/UTs. The grant for this purpose shall be mostly of non-recurring nature. The liability of recurring expenditure of the college shall rest upon the concerned State Govt./UT. The proposal of establishment of new Hindi Teachers' Training College shall be entertained in the case of only those States/UTs who do not have adequate facility for training of Hindi teachers.
- iii The assistance would be limited to the salary paid to other language teachers under the pay rolls in vogue in the respective States.

The responsibility of maintenance of Hindi Teachers and Hindi Teachers' Training Colleges after completion of the Plan period shall rest upon the concerned

State Governments/UT Administrations. They will be required to discharge this responsibility out of their own resources in their budget.

PROCEDURE

The State Govts./UT Administrations in non-Hindi speaking areas will be required to review the existing position of Hindi teachers and facilities for training of untrained Hindi teachers available in the States/UTs and formulate suitable proposals based on their future requirements. The proposals thus formulated shall be submitted to the Ministry of Human Resource Development (Department of School Education and Literacy) New Delhi well in advance for the approval of Government of India. While submitting the proposal for establishment/strengthening of Hindi Teachers' Training Colleges, the States/UTs concerned shall send a copy thereof to the Director, Kendriya Hindi Sansthan, Agra also who will furnish his comments/recommendations thereon to Government of India. The Government of India shall examine the proposals received from the State Governments/UT Administrations in consultation with the State Government /UT Administration authorities and the Kendriya Hindi Sansthan and convey its approval to the concerned State Govts. /UT Administrations. The States/UTs shall, on the basis of the proposal approved by the Government of India, initiate action for implementation of the approved programmes. Simultaneously, the Government of India shall provide financial assistance, on approved pattern, to the State Govts./UT Administrations for implementation of the approved programme subject to confirmation from concerned State/UT about proper and full utilisation of earlier grants and the progress of implementation. At the end of the financial year, the State Government shall have the accounts in respect of grants received from the Government of India audited through the concerned Accountant General and submit audited statement of accounts to the Ministry of Human Resource Development (Department of School Education and Literacy) promptly along with the statement of physical achievements made during the year. The grant-in-aid in the subsequent years shall be released on receipt of the audited statement of accounts along with the progress report of the physical achievements.

MONITORING AND EVALUATION:

The Kendriya Hindi Sansthan shall be responsible for the monitoring and evaluation of implementation of the scheme. They will be required to submit quarterly progress reports indicating, inter-alia, the shortfalls, if any. On the basis of the feedback received from the Kendriya Hindi Sansthan, appropriate remedial measures shall be taken for effective implementation of the scheme.

(PART- II)

SCHEME OF FINANCIAL ASSISTANCE FOR APPOINTMENT OF URDU TEACHERS AND GRANT OF HONORARIUM FOR TEACHING URDU IN STATES/UTs.

INTRODUCTION:

Keeping in view the demand for promotion of Urdu, the Government of India appointed a Committee for Promotion of Urdu in the year 1972 under the Chairmanship of Shri I.K.Gujral, the then Minister for Works and Housing called Gujral Committee for Promotion of Urdu. The Committee submitted its report to the Government in the year 1975. In pursuance of the recommendations of the Gujral Committee, the Government of India decided to launch a Centrally sponsored Scheme of appointment of Urdu Teachers and grant of honorarium for teaching Urdu in States/UTs with immediate effect. Under the Scheme the State/UT Governments will be provided 100% financial assistance for salaries of Urdu teachers and Honorarium to the existing Urdu teachers for teaching Urdu in Schools.

OBJECTIVE:

The objective of the scheme is to provide financial support to the State/UT Governments for appointing Urdu teachers/honorarium to existing teachers for teaching Urdu to the students with a view to promote Urdu in States/UTs, wherever necessary.

SCOPE:

The Central assistance, on approved pattern, shall be admissible to the States/UTs for appointment of Urdu teachers on new posts and for giving honorarium to the existing Urdu teachers for teaching Urdu in schools till the terminal year of the next Plan period.

FUNDING PATTERN:

The financial assistance on 100% basis shall be admissible to the States/UTs for the following:

- I) The Government of India would provide financial assistance for appointment of Urdu Teachers to any locality where more than 25% of the population is from Urdu speaking community in pursuance to the Prime Minister's new 15 Point Programme for the welfare of the Minorities. The previous criteria of providing financial assistance for appointment of Urdu Teachers only in blocks/districts with concentration of educationally backward minority has been changed.
- II) The expenditure on salaries of Urdu teachers appointed against the post created prior to the commencement of this scheme shall not qualify for central assistance.
- III) The financial assistance admissible would be based on the prevailing salary structure of Urdu or any other language teachers employed with Schools of the State Government. There will be no ceiling towards salary of Urdu Teachers now.
- IV) Honorarium is also admissible to the part-time teachers for teaching Urdu to the students at the rate of Rs.1000/- per month.
- V) The releases would be based on proposals received from the State Governments as well as our analysis of the compiled data received from the States. Central financial assistance would be provided for recruitment and posting of Urdu language Teachers in schools that serve population in which at least one fourth belong to that language group
- VI) The State/UT Governments will be provided financial assistance in one installment of 100% each of the admissible grant.
- VII) The State Governments/UT Administrations will be required to review the existing posts of Urdu teachers and facilities for teaching Urdu before sending their demand for subsequent years.

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TRAINING :

- Training of Urdu teachers will be conducted by three Central Universities i.e. Jamia Milia Islamia, Aligarh Muslim University and Maulana Azad National Urdu University with funding from UGC.

PROCEDURE:

The State Governments/UT Administrations will be required to utilise the funds released in first instalment within the year of release by creating posts suitably. The Urdu language teachers will be recruited and appointed by the State Govts against new posts. Recruitment rules and other terms and conditions for the language Teachers would be same as other Trained Graduate Teachers (TGTs). The State/UTs shall send their proposals indicating the number of schools and places for approval to MHRD. The

Government of India shall examine the proposal received from the State Governments/UTs and convey its approval.

At the Primary and Upper Primary stage, SSA could provide assistance to existing Urdu medium schools where there is deficiency of teachers or to new Urdu medium schools in accordance with SSA norms. However, SSA cannot provide assistance to existing non Urdu medium schools with teacher deficiency, even if such schools are in an area where 25 % or more of the population are Urdu speaking. Such schools could be assisted by this scheme.

The Government of India shall provide further financial assistance on approved pattern to the States/UTs for implementation of the approved programme subject to proper and full utilisation of earlier grants and the progress of implementation. At the end of the financial year, the State Government will send the audited accounts through the concerned Accountant General promptly along with the Statement of physical achievement made during the year. The Grant-in-aid, in the subsequent years, shall be made on receipt of the audited Statement of Accounts along with the progress report of the physical achievement.

They would also be required to review the existing posts of Urdu teachers and facilities for teaching of Urdu available in the State/UT and formulate suitable proposals subsequently.

(PART-III)

CENTRALLY SPONSORED SCHEME OF FINANCIAL ASSISTANCE FOR APPOINTMENT OF MODERN INDIAN LANGUAGE TEACHERS (OTHER THAN HINDI) IN HINDI SPEAKING STATES/ UNION TERRITORIES

INTRODUCTION

In pursuance of the National Policy on Education, 1968 which was reiterated in subsequent policies in 1986 and 1992 with regard to the teaching of languages in schools in the country, the Government of India has been implementing the Three Language Formula at the post Primary and Secondary stages of school education. As per the formula, the Third Language in Hindi Speaking States and Union Territories should be a Modern Indian Language, preferably a South Indian Language (SIL: Kanada, Malyalam, Tamil and Telugu). In order to ensure effective implementation of this aspect of the formula in letter and spirit, the Government of India has decided to initiate a Centrally sponsored scheme from 1993-94 during the 8th Plan period, under which 100% financial assistance would be provided for the appointment of MIL teachers (other than Hindi), preferably MIL teachers, to the Hindi speaking States and Union Territories, on the analogy of the Centrally sponsored scheme of Appointment of Hindi Teachers in the non-Hindi speaking region.

OBJECTIVES

The objective of this Scheme is to supplement the earlier schemes for the implementation of Three Language Formula and to assist the Hindi Speaking States and Union Territories to develop man-power for the teaching of MIL, preferably an SIL, as a third language in Schools. This will also help the development of composite Hindi by drawing on from the regional languages as envisaged in the Constitution, which is feasible when more and more Hindi speakers through the schools become bilingual in another Indian Language.

SCOPE

The Central assistance will be available for the trained graduate teachers (TGT) to be appointed at the post primary and secondary stages where a third language is taught. The Central assistance under the Scheme would be available to Hindi Speaking State Governments/UT Administrations only for the duration of the initial 5-year plan period after which they would have to take over the liability under their own Plan/Non-Plan. In keeping with the Three Language Formula, which sanctioning Central Assistance under this Scheme, preference will be given to the appointment of South Indian Language teachers. Assistance may also be given for the appointment of teachers in other Modern Indian Languages subject to availability of funds.

PATTERN OF FUNDING AND PROCEDURE FOR SELECTION/SANCTION

Procedure for sanctioning Central Assistance on 100% basis for paying the salaries and allowances of the TGT teachers appointed by the States/UTs for the teaching of MIL, preferably SIL will be as follows:

The MIL teachers will be recruited and appointed by State Governments/UTs against new posts created every year with the prior approval of the Government of India. The selection will be made on the basis of an all India advertisement by the State Governments/UTs. The essential qualifications required for the purpose of teaching MIL as a third language shall be prescribed by the State Government/UT Administration in consultation with the Central Institute of Indian Languages (CIIL) Mysore.

However, the recruitment rules and other terms and conditions for the MIL teachers will be the same as other TGTs of the concerned State Governments/UT Administration. While making selection, preference may be given to the teachers who possess working knowledge of Hindi. Preference may also be given to the teachers who have skills translation etc. which may be used for furtherance of MIL, preferably SIL, in the Hindi Speaking States and Union Territories.

The States/UTs shall send their proposals indicating the number of posts to be created with details of schools and place every year to the Ministry of Human Resource Development (Department of School Education and Literacy) for approval by the month of January of the preceding financial year. The Ministry of HRD will consider these and give the approval in suitable cases by April. The States will then advertise posts, process, select and finalise the list of teachers to be appointed by August.

The State/UT shall also send a list of selected teachers by the end of September with full address to CIIL, Mysore, for training in language teaching. A reserve list of 10% additional teachers may be kept as the waiting list. By the end of October of that year, the CIIL will issue formal admission order for training to the teachers so selected.

The selected teachers will be issued appointment orders by the State Government/UT. They will be the employees of their State Government and the terms and conditions of State Government/UT teachers will apply to them also. They will be directed by the States to join CIIL in Mysore, for training in language teaching methods and translation methods.

TRAINING

During each financial year two Teachers' training programmes of three months' duration each will be conducted by CIIL. The detailed schedule of the training programmes will be worked out by the CIIL in consultation with the concerned State Government/UT Administration. The State Government will obtain an undertaking from each candidate selected for training at CIIL, Mysore that they would serve the Education Department of the concerned State/UT for a minimum period of five year after completion of the training programme, failing which, they will refund to the Government the amount spent on their training at CIIL. They will be paid salary from the date of their joining for this training.

GUIDELINES FOR SELECTION OF LANGUAGES/SCHOOLS

In order to facilitate smooth implementation, each State Government/UT Administration would be expected to select any two of the four South Indian Languages and demarcate the districts under each of the two languages.

The Schools in the district Headquarters may be selected in the first phase followed by Sub-Divisional/Block Headquarters and in Panchayat Samities and in Villages in that order. First preference may be given to areas where they exists some facility for further study at post secondary level in MIL in general and SIL in particular, Preference may also be given to places where there are voluntary organisations for the

propagation of MILs in general and SIL in particular creating a climate for these languages.

The infrastructural facilities like classroom furniture and other material for the teachers etc. shall be provided by the States/UTs from their funds. The academic assistance of CIIL, Mysore shall be availed in developing the curriculum for their language and preparation of learning materials.

MONITORING AND EVALUATION

The State Governments/UTs shall be responsible for conducting the examinations in the third language as per their system. They shall also be responsible through their inspectorate for monitoring the teaching of Third Language as well as for implementing the Scheme. They can seek academic help of CIIL, Mysore, for this purpose.

The Central Institute of Indian Languages, Mysore being the nodal agency for implementation of the MIL Teachers Scheme, will also undertake the evaluation of programmes and monitoring of the Scheme and shall submit its report annually to the Ministry of HRD.