

**GOVERNMENT OF INDIA  
HUMAN RESOURCE DEVELOPMENT  
LOK SABHA**

UNSTARRED QUESTION NO:308  
ANSWERED ON:22.07.2015  
Performance Bonus to Teachers  
Shirole Shri Anil

**Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:**

- (a) whether the Government has taken cognizance of the World Bank report which found that 25% of government primary school teachers in India are absent from work;
- (b) if so, the details thereof;
- (c) whether the Government has considered incentivising government schools by providing performance bonus to teachers and principals;
- (d) if so, the details thereof and if not, the reasons therefor; and
- (e) the steps taken by the Government to improve teacher attendance and also promote e-learning to remedy the shortage of good teachers?

**Answer**

MINISTER OF HUMAN RESOURCE DEVELOPMENT  
(SMT. SMRITI ZUBIN IRANI)

(a) & (b) : The World Bank took up a research project on teacher absenteeism in 6 countries, including India in 2004 by conducting a survey in 3700 schools in 20 States. The report, inter alia, included that twenty-five per cent of teachers in government primary schools remained absent from work on any given day, and only 50% of teachers present in schools, were actually engaged in teaching.

(c) to (e) : There is no such scheme to give performance bonus to teachers and principals. However, there is a scheme for National Award to teachers to recognize good performance of teachers across the country.

Section 24 of the Right of Children to Free and Compulsory Education (RTE) Act, 2009 mandates that a teacher appointed under sub-section (1) of the Section 23 shall perform the following duties, namely (a) maintain regularity and punctuality in attending school and (b) complete entire curriculum within specified time. The steps taken by the Central government to improve teachers' attendance include, inter alia, monitoring teachers' attendance through School Management Committees/School Management Development Committees/Block Resource Centres/Clusters Resource Centres and by installing Bio-metric attendance system etc.

Under Computer Aided Learning (CAL) component of Sarva Shiksha Abhiyan (SSA), States/UTs have been supported financially to promote e-learning of Science and Mathematics at Upper Primary level.

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