

PARLIAMENT OF INDIA

LOK SABHA

**COMMITTEE ON EMPOWERMENT OF WOMEN
(2019-2020)**

(SEVENTEENTH LOK SABHA)

SECOND REPORT

'Working Conditions of Women Teachers in Schools'

[Action Taken by the Government on the recommendations contained in the Fifteenth Report (Sixteenth Lok Sabha) of the Committee on Empowerment of Women (2018-2019) on 'Working Conditions of Women Teachers in Schools']



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

March, 2020/Phalgun 1942 (Saka)

E.W.C. No.-

PRICE: Rs. _____

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Published under

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COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN

(2019-2020)

Dr. Heena Vijaykumar Gavit - Chairperson

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4. Smt. Annpurna Devi
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| 6. Smt. Radha Negi | - | Committee Officer |

INTRODUCTION

I, the Chairperson, Committee on Empowerment of Women, having been authorized by the Committee to submit the Report on their behalf, present this Second Report (Seventeenth Lok Sabha) on the action taken by the Government on the recommendations contained in their Fifteenth Report (Sixteenth Lok Sabha) on 'Working Conditions of Women Teachers in Schools'.

2. The Fifteenth Report of the Committee on Empowerment of Women was presented to Lok Sabha and laid in Rajya Sabha on 13th February, 2019. The Ministry of Human Resource Development (Department of School Education and Literacy), Ministry of Home Affairs (UT Division), Directorate of Education, Government of NCT of Delhi, East Delhi Municipal Corporation, North Delhi Municipal Corporation and South Delhi Municipal Corporation have furnished the action taken replies to all the Observations/Recommendations contained in the Report.

3. The Committee on Empowerment of Women (2019-20) considered and adopted the Draft Action Taken Report at their sitting held on 3rd March, 2020. Minutes of the sitting are given at Annexure-I.

4. An analysis of the action taken by the Government on the recommendations contained in Fifteenth Report (Sixteenth Lok Sabha) of the Committee is given in Appendix II.

5. For facility of reference and convenience, the Observations and Recommendations of the Committee have been printed in bold letters in the body of the Report.

NEW DELHI;
13th March, 2020
13th Phalguna, 1942, (Saka)

DR. HEENA VIJAYKUMAR GAVIT,
Chairperson,
Committee on Empowerment of Women.

REPORT

CHAPTER I

This Report of the Standing Committee on Empowerment of Women deals with the Action Taken by the Government on the Observations/Recommendations contained in the Fifteenth Report (Sixteenth Lok Sabha) of the Committee on the subject 'Working Conditions of Women Teachers in Schools'. The Observation/Recommendations in this Report pertain to the Ministry of Human Resource Development (Department of School Education and Literacy), Ministry of Home Affairs (UT Division), Directorate of Education, Government of NCT of Delhi, East Delhi Municipal Corporation, North Delhi Municipal Corporation and South Delhi Municipal Corporation.

2. The Fifteenth Report of the Committee was presented to Lok Sabha and laid in Rajya Sabha on 13th February, 2019.

3. Action Taken Replies in respect of all the 13 observations/ recommendations contained in the Report have been received from the Government. These have been examined and categorized as follows:-

(i) Observations/Recommendations which have been accepted by the Government:

Recommendation Para Nos.: 2.2, 2.3, 2.5, 2.6, 2.7, 2.8, 2.9, 2.10, 2.11 & 2.12

Total: 10
Chapter-II

(ii) Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government:

Recommendation Para No.: NIL

Total: NIL
Chapter-III

(iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:

Recommendation Para No: 2.4 and 2.13

Total: 02
Chapter-IV

(iv) Observations/Recommendations in respect of which the Government have furnished interim replies:

Recommendation Para Nos.: 2.1

Total: 01
Chapter-V

4. **The Committee trust that utmost importance would be given by the Government to the implementation of their recommendations. In case where it is not possible for the**

Government to implement the recommendations in letter and spirit for any reasons, the matter should be reported to the Committee with reasons for non-implementation. The Committee further desire that the Final Action Taken Notes on the recommendations/observations contained in Chapter-I of this Report may be furnished to the Committee within three months of the presentation of this Report.

5. The Committee will now deal with those actions taken replies of the Government, which need reiteration or merit comments.

A. Ensuring Education to All

Recommendation (Para No. 2.1)

6. The Committee in their Original Report recommended as under:-

“The Committee note that Education is important for the development of society as well as the country and teachers play a crucial role in development of children who join the schools as students. Children gain the basic knowledge and skills and often teachers are also role models and guiding factors. The education they receive in schools prepare them for life in the world. During their schooling life, virtue of discipline and dedication are fostered in students.

The onset of globalization in the nineties of last century has set off transformational changes in every profession and education is no exception to it where the dynamics has changed from local to global concerns. Hence reform and innovation is inevitable in the field of education and there is a need for review of structure of teacher education, training programmes, workplace environment, recruitment rules etc in order to meet the ever changing needs of the society.

The Committee note that the Government has brought in various initiatives in last three decades like Sarva Shiksha Abhiyan, Operation Blackboard, Right to Education, National Education Policy, etc., to meet the challenges being faced by the changing needs of the education sector. The Committee further note that education has become an inspirational and motivational tool to all sections of the society who are ready and willing to educate their children for a better tomorrow. The Committee would like to point out that to have knowledge-based society and law abiding approach of its citizens, 'education for all' is *sine qua non* for a matured democratic society like our country. Hence, the Committee recommend that education system should be strengthened further by opening and investing

in primary and secondary school infrastructure so that affordable quality education at nominal cost is available to all those who are in need.”

7. The Ministry of Human Resource Development, in their action taken reply on the aforementioned recommendation stated as under:-

“The Government is in the process of formulating a New Education Policy to meet the changing dynamics of the population's requirement with regard to quality education, innovation and research with a view to make India a knowledge superpower by equipping its students with the necessary skills and knowledge and to eliminate the shortage of manpower in science, technology, academics and industry. For this purpose, consultation for formulating New Education Policy of India had started at www.MyGov.in and suggestions were invited on 33 themes identified for School and Higher Education. Consultations have been carried out at a Village, Block, District, State and National levels. Two themes under New Education Policy are directly related to the educational development of Women/Girls. Theme X of School Education is focused on 'Enabling Inclusive Education - Education of Girls, SCs, STs, Minorities and Children with Special Needs. Similarly, Theme X of Higher Education is titled 'Bridging Gender and Social Gaps’.

For this purpose, the Government of India had constituted a 'Committee for Evaluation of the New Education Policy' under the Chairmanship of Late Shri T.S. Subramanian, Former Cabinet Secretary. The Committee had submitted its report in May, 2016. After perusal of the report of the Committee and recommendations from various consultations as well as other views and comments received, 'Some inputs for the Draft National Education Policy, 2016 was prepared by the Ministry. However, these two documents are treated as inputs for policy formulation. Subsequently, the Government has constituted a Committee to draft National Education Policy under the Chairmanship of eminent scientist Dr. K. Kasturirangan for preparation of the draft National Education Policy. The report of the Committee has been received and comments/suggestions of the different stakeholders and public have been invited on the Draft Policy.

Samagra Shiksha: The Central Government supported State/UT Governments through its centrally sponsored schemes of Sarva Shiksha Abhiyan (SSA) and Rashtriya Madhyamik Shiksha Abhiyan (RMSA) for universalisation of elementary and secondary education respectively. Now, both SSA and RMSA have been subsumed under a new scheme named Samagra Shiksha which covers school education from pre-school to senior secondary education in order to give greater emphasis on quality of school education and ensuring access and equity at all levels.

KVS: KVS strives for providing affordable quality education and has been expanding in size and stature. In the year 2019, 50 new Kendriya Vidyalayas have been sanctioned and they would become operational as soon as the necessary infrastructure and resources are made available”.

8. The Ministry of Home Affairs in their action taken reply on the aforementioned recommendation stated as under:-

“NEW DELHI MUNICIPAL COUNCIL has invested a lot to strengthen the infrastructure of Primary and Secondary Schools by taking various initiatives such as:-

- i) All the class rooms have been converted into smart class rooms.
- ii) Sports infrastructure has been improved.
- iii) Joyful, Libraries and Digital libraries have been set up to improve the habit of reading among students.
- iv) Education Management Information System (EMIS), Bio-Metric Attendance System for teachers introduced to digitalize the entire school systems.
- v) CCTV cameras' have been installed in class rooms, at school gates and secluded places of NEW DELHI MUNICIPAL COUNCIL schools, premises for feeling of security amongst female staff members & girl students.
- vi) Free provision of Text books to all students from Nursery to Class 12.
- vii) Free provision of two sets of Uniforms, Mid-Day Meal to all students, various scholarships.
- viii) Free of cost educational trips, Exchange Programmes for students within country and abroad are also made available to NEW DELHI MUNICIPAL COUNCIL School Students & Teachers including girl students & female teachers.
- ix) The workshop on various topics to create vibrant learning environment in schools are being held for all Heads of the schools and teachers”.

9. The Directorate of Education (Government of NCT of Delhi) in their action taken reply on the aforementioned recommendation stated as under:-

“It has been the endeavor of Directorate of Education, GNCTD to increase access to school education within the neighborhood as per RTE norms and thereby attain 100% enrolment of children in the schooling age in the population. The initiatives taken up for implementation in the recent past include increased investment by UT government for strengthening of existing infrastructure, construction of new school buildings and improve the quality of facilities that will work towards improved ambience in the government schools while ensuring optimum Student Classroom Ratio (SCR) for promotion of healthy interaction between teacher and students & quality of academics.

To achieve this objective, a micro level analysis of enrolment and availability of classrooms in the existing schools including the scope for construction of additional classrooms was undertaken. Based on this analysis, Schools having a very adverse average Students Classroom Ratio (beyond 60 students per classroom) were identified and 7137 new additional equivalent classrooms have been constructed in 141 schools. Further, proposal for construction of 12748 more additional classrooms at a cost of Rs. 2897.65 crore has already been sanctioned and work is in progress and is expected to be completed latest by March, 2020.

In this process, it is also ensured that proposals for construction of separate toilets for boys & girls, libraries, labs, staffroom etc. have also been included in these projects, commensurate with the likely increase in number of classrooms. An integrated approach has been adopted in the implementation of these projects so as to ensure that the newly constructed classrooms are furnished with dual desk, green board, soft board, CCTV cameras, safe drinking water, ramps, separate blocks for pre primary classes and other modern facilities *abinitio*.

In addition to the above, 51 existing school buildings have been taken up for giving one time upgradation in the infrastructure by providing state of art facilities in these schools on a pilot basis to improve the overall ambience in the schools. Work in 49 such school buildings has already been completed.

The other important initiatives implemented to increase the access of Education in Directorate of Education are the construction of 25 new school buildings. Proposals for the construction of 30 more new building is under process, and sanction has been issued for 9 buildings.

UEE Mission, Delhi has also sanctioned for the construction of 375 additional classrooms under “Samagra Shiksha (CSS)” of Ministry of HRD, GOI during 2018-19 and 2019-20. In addition, many quality interventions are being implemented by Samagra Shiksha (CSS) to improve the quality of facilities in government school buildings.

Simultaneously, steps are being taken to strengthen sports infrastructure which is an important element of school education for promotion of fitness & encourage talents of students. Directorate of Education has 17 swimming pools, 3 synthetic athletic track and one hockey astro turf in running condition. In the recent past, DoE has in addition taken up construction of 7 new swimming pools, 4 new synthetic Athletics tracks, 2 new Hockey Astro Turf, development of synthetic football ground & synthetic basketball (Indoor) court, archery field, wrestling hall etc in government schools.

In addition, development of a residential sports facility with a capacity to accommodate more than 400 sportspersons and development of new sports complex comprising facilities for cricket, football, tennis, swimming etc, has also been taken up.

The above steps to strengthen infrastructure in DoE is expected to bring the average no. of students per classroom to a reasonable number and will also help to absorb likely increase in enrolment in the near future”.

10. The East Delhi Municipal Corporation in their action taken reply on the aforementioned recommendation stated as under:-

“Department is Committed to perform according to the guidelines of RTE Act, NEP, CCEP, NCTE and the recommendations of this esteemed Committee and in this regard it is endeavoring to adopt

the changes in view of future challenges according to the needs of changing time for the betterment of the children and female teachers. All necessary steps are being taken by the Education Department by organising "School Level Awareness Rallies", to spread awareness about the cleanliness, about the community and the awareness in community about girl education".

11. The North Delhi Municipal Corporation in their action taken reply on the aforementioned recommendation stated as under:-

"Department is committed to perform according to the guidelines of RTE Act, NEP, CCEP, NCTE and the recommendations of this esteemed committee and in this regard it is endeavouring to

adopt the changes in view of future challenges according to the needs of changing time for the betterment of the children and female teachers".

12. The South Delhi Municipal Corporation in their action taken reply on the aforementioned recommendation stated as under:-

"The Education Department of South Delhi Municipal Corporation is making its sincere efforts to provide the primary schooling facility to the children on the walking distance from their residents. At present, 581 primary school along with 10 Private aided schools are being run by the department under the different areas falls under its jurisdiction. In these schools, admission is being given to all children free of cost irrespective of their caste, creed residence or sex. Besides this, various welfare schemes like Mid-day-Meal, Free Text Books, free uniforms, shoes, socks, various scholarships, free medical aids, girl child incentives are being implemented in the schools of SDMC for increasing the enrolment and enhancing the retention power in the schools".

Comments of the Committee

13. **The Committee in their original Report while emphasizing upon the importance of education for the development of a matured democratic society recommended that the education system should be strengthened further by investing in school infrastructure for ensuring availability of affordable and quality education in the country. The Committee are glad to find from the action taken reply that the Ministry of Human Resource Development is making commendable efforts to finalize National Education Policy, 2019 and implement 'Samagra Shiksha' scheme and thereby it will bridge the gender and social gaps leading to inclusive education. The Committee also applaud the efforts of the Directorate of Education (Government of NCT of Delhi) in increasing the access to school education by pursuing a comprehensive strategy for infrastructure up gradation like construction of additional**

classrooms, new school buildings, libraries, construction of separate toilets for boys and girls, installation of CCTV cameras, upgrading class rooms, swimming pools, athletic tracks etc. The Committee appreciate NDMC's efforts in setting up Joyful Libraries and Digital Libraries and also of introducing Bio-metric Attendance System for teachers. The Committee, however, note that the action taken replies received from the East and North Delhi Municipal Corporations do not mention about any steps taken or being taken by them to enhance infrastructure in Primary and Secondary Schools or ensuring affordable quality education. Instead, their replies have merely touched upon aspects like awareness drives, increasing enrolments of students and their subsequent retention in the schools etc. The Committee, therefore, would like the Municipal Corporations of East and North Delhi to inform them about the specific efforts being made by them to implement the recommendation of the Committee in the areas of investment in the school infrastructure and affordable quality education.

B. Grievance Redressal Mechanism

Recommendation (Para No. 2.4)

14. The Committee in their Original Report recommended as under:-

“The Committee note that there is a need for proper mechanism in the education sector for grievance redressal and also to handle sexual harassment cases related to women employees and teachers. The Committee observe that KVS had constituted the 'Complaint Redressal Committee' at Headquarters level as well as the regional offices to tackle sexual harassment cases against women employees. This is in consonance with guidelines contained in the judgment dated 13.08.1997 of the Hon'ble Supreme Court in Vishaka and other Vs State of Rajasthan and Others. The Committee found that while Navodaya Vidyalaya have complaints/Gender Harassment Committee for redressal of complaints, only Directorate of Education, National Capital Territory have Internal Complaint Committees for enquiring into complaints of Sexual Harassment at workplace at all Administrative levels in the Directorate.

The Committee are shocked to find that except Government Schools of Delhi, the schools like KVS and Navodaya Vidyalaya are still following Vishaka Guidelines which have now been superseded by Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and how such an important development was missed by the Ministry.

The Committee also feel that Ministry should ensure that the latest law should be implemented across its jurisdiction at the earliest and desire that further steps be taken to create awareness among male and female teachers regarding the provisions of the law and all organisations must make sure that the latest law is followed. The Committee therefore recommend that Ministry of Human Resources Development and Home Affairs in consultation with concerned organisations/schools should take appropriate measures to increase the awareness level among the women teachers and make them more conscious towards their rights and additional incentives and facilities provided to them. Further, to resolve grievance of the teachers and other employees expeditiously, the Committee desire that District Education Officers (DEOs) must organise special grievance redressal sessions for school teachers in their respective offices on regular intervals and the Ministry should obtain periodic reports at regular intervals”.

15. The Ministry of Human Resource Development in their action taken reply on the aforementioned recommendation stated as under:-

“As per the Section 21 (A) of the RTE Rules which was inserted by Gazette Notification dated 28.09.2015, rules regarding grievance redressal mechanism for teachers are as follows:

School Level Grievance Redressal Committee

The School Management Committee shall be the first level of grievance redressal at school level. Any teacher of a school established, owned or controlled by the appropriate Government may submit his or her grievance in writing to the Convener or Member Secretary of the School Management Committee (SMC).

The SMC shall examine the grievance in the first instance and redress within fifteen days from the date of receipt of written representation from the teacher.

In case of non-receipt of response or unsatisfactory response from the Convener or Member Secretary of the SMC, the teacher shall be free to represent his or her case to the Block Level Grievance Redressal Committee.

Complaints related to harassment of women teachers shall be accorded priority and shall be redressed without delay in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

KVS: In order to promote gender sensitivity among the teachers, gender sensitization and awareness, POCSO Act are made an integral component of the in-service training programmes as well as various short-duration workshops on related issues. Emphasis is placed on participatory learning, small group discussions, reflections, role plays, songs, art, and narratives. Training material on topics such as Leave rules, including maternity and

child-care leave, prepared by in-house experts is used within the training space as well as distributed in the form of reading material.

NVS: Navodaya Vidyalaya Samiti has reconstituted the internal complaint committee to deal with complaint of sexual harassment of women at workplace as envisaged in sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act vide Office Order dated 10.05.2019. The Samiti Hqrs also issued instruction to its 08 Regional Offices to constitute internal complaint committee as per act and the same has been implemented by the Regional Offices”.

16. The Ministry of Home Affairs in their action taken reply on the aforementioned recommendation stated as under:-

“Education Department NEW DELHI MUNICIPAL COUNCIL has already setup a proper mechanism to look after the grievances of women teachers and Girl children. Sexual Harassment committee comprising HOS& Senior Women teachers is established in all the NEW DELHI MUNICIPAL COUNCIL Schools to handle such cases if arise at their own level first. One female teacher nominated as POCSO In-charge who, along with a team of 4 to 6 nominated senior teachers look after the sexual harassment cases. The POCSO In-charge attends special workshops organized time to time by SSA, Legal Literacy Clubs and NEW DELHI MUNICIPAL COUNCIL itself, to handle sexual harassment cases.

Special complaint/suggestion boxes are installed at prominent places in all NEW DELHI MUNICIPAL COUNCIL school premises where any student can drop their complaint/suggestion without disclosing their name. HOS/authorized teacher monitor the complaint on regular basis.

Delhi police also installed such boxes in school premises to help the children, especially girl students in case of any mishap. A register is also provided by Delhi Police in Schools to register any complaint which is checked quarterly by female police officers. Phone Numbers of authorized persons who dealt such cases are also displayed in school.

Unresolved case may be referred to Headquarters NEW DELHI MUNICIPAL COUNCIL if there is any. The case is dealt with the best possible/suitable action at Headquarters level”.

17. The Directorate of Education (Government of NCT of Delhi) in their action taken reply on the aforementioned recommendation stated as under:-

“The Directorate of Education has constituted Grievance Redressal Committees at District/Zonal/School Level for redressal of the employee’s grievance which is monitored and controlled at DoE HQ Level. There are two kinds of Mechanism to deal with grievances

i.e. online and offline. Further they are forwarded to the concerned districts/branches for resolution.

Internal Complaints Committee (ICC) has been constituted at various levels in Directorate of Education regarding Sexual Harassment at workplace. An online module has been developed which will help the complainant to lodge complaint and view the status of complaint. It will also help the Directorate of Education to monitor the progress made in the disposal of the complaints by ICC and functioning of the ICC.

Training of HoS/Presiding Officers of ICC is being conducted through Directorate of Training (UTCS). Training of four batches of 100 HoS/Presiding Officers have been completed”.

18. The East Delhi Municipal Corporation in their action taken reply on the aforementioned recommendation stated as under:-

“It is imperative to have a talk and seminar or discussions on this issue. Rallies are being organised to make the community aware of Child Abuse. An Internal Complaint Committee (ICC) consisting of a Chairperson and five members to deal with the subject cases has already been constituted by the EDMC.

To make the children aware about the good touch and bad touch, services of Educational and Vocational Guidance Counselors have been engaged by the East DMC. A full headed School Health Scheme department is dedicated to cater day to day health related problems irrespective of gender”.

19. The North Delhi Municipal Corporation in their action taken reply on the aforementioned recommendation stated as under:-

“Sexual Harassment Committee has been formed under North DMC at Zonal as well as HQ level to deal sexual harassment cases within the department to redress the grievance of teachers”.

20. The South Delhi Municipal Corporation in their action taken reply on the aforementioned recommendation stated as under:-

“The proper grievance redressal system has been implemented in the SDMC. A Sexual Harassment Committee has been constituted in SDMC to handle sexual harassment cases related to women employees and teachers. The grievance redressal sessions through monthly school meetings and during the visit of officers like DDEs/School Inspectors in schools are being taken. In such sessions, appropriate action in the complaints of teachers (male/female) especially complaint of sexually harassment incidences has been taken.

The directions laid down in the Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act has been followed in SDMC Schools”.

Comments of the Committee

21. On the issue of sexual harassment at work places, the Committee in their original Report recommended that the authorities concerned should implement the latest provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 requiring constitution of Internal Complaints Committees and putting into place robust Grievance Redressal Mechanism. Further, in order to increase awareness and consciousness amongst women teachers, the Committee desired that the District Education Officers (DEOs) must organise special grievance redressal sessions for school teachers in their respective offices on regular intervals. From the action taken reply, of the Ministry of Home Affairs, the Committee find that Education Department, New Delhi Municipal Council has already set up a mechanism to look after the grievance of women teachers and girl children in all the NDMC schools beside installing complaint/suggestion boxes also where students can drop their complaints without disclosing their names.

The Committee therefore, while appreciating the various measures taken so far in prevention of sexual harassment and setting up of Grievance Redressal Mechanism for women teachers and students in the education sector reiterate that the Ministries/Organisations concerned with the schools which have not yet constituted the separate Grievance Redressal Committee and the 'Internal Complaint Committee' must ensure constitution of the same without any further delay and the Committee may be apprised about the status of their constitution in the Final Action Taken Statement.

Recommendation (Para No.2.5)

C.Safety and Security

22. The Committee in their Original Report recommended as under:-

One of the salient factors for enhancing the representation of women teachers in the teaching profession is ensuring their safety and security. In this context, the Committee enquired regarding the steps taken for safety and security of students and women teachers in Kendriya Vidyalaya, Navodaya Vidyalaya and Sarvodaya Vidyalaya and various schools of Municipal Corporation of Delhi. The Committee were glad to hear the reply of Ministry of Human Resources Development that as per the direction of CBSE/National Disaster Management Authority, New Delhi, the standard operating procedures has been circulated to all affiliated schools across the country to ensure safety and security of the students and women teachers. Further, the Committee were surprised to find the reply of North Delhi Municipal Corporation that there is no provision of Security Guards in Government School premises and there is feeling of insecurity and all teachers especially female teachers have to work with a feeling of insecurity. Similarly, concern was expressed about the security of female teachers by NDMC by stating that female teachers are engaged by Election Commission as booth level officers and they are required to visit each and every household after school hours without any security. It was further informed that it is not only a grave security concern but also cumbersome for the female teachers since they have to take care of families and children at home. In this context, the Committee are of the view that in the absence of Security Guard, it is natural to have a feeling of insecurity among teachers/ especially women teachers and girl students. The Committee believe that neither students nor teachers can perform at their best if they do not feel safe. Further, schools where teachers do not feel safe are likely to experience difficulty in attracting and retaining teachers. The Committee, therefore, recommend that the Ministry of Human Resource Development and Home Affairs should take steps expeditiously to ensure that the direction regarding security norms to be followed in educational institutions are upheld without fail. The Committee also recommend that dedicated self defence programmes should be conducted at regular intervals for instilling a sense of security amongst the women teachers and girl students of the school for their emotional well being apart from their physical fitness. In view of the fact that female teachers are engaged for census and other electoral works as booth level officers, the Committee recommend that threat perception for female teachers should be objectively identified by concerned security agencies and suitable directions be given to allay the fear in the minds of the female teachers for being a part of any bona-fide electoral or other non-educational work being given to the women teachers. The Committee also recommend that action taken in the matter be communicated to the committee at the earliest.

23. The Ministry of Human Resource Development in its action taken reply on the aforementioned recommendation has stated as under:-

SamagraShiksha: Education comes under the concurrent list of the Constitution and the State Governments and Union Territory Administrations have the direct responsibility to address the issue of safety and security of women teachers and girls in work places and schools under their territorial control.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 aims to provide safe and secure work environment to women. The Act covers all women, irrespective of their age or employment status and provides protection against sexual harassment at all workplace and covers all educational institutions. As per Section 4(1) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 “every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the “Internal Complaint Committee”:

The Ministry of Human Resource Development has taken steps to prevent and deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

The Right of Children to Free and Compulsory Education (RTE) Act, 2009 which came to effect in April 2010 mandates that, the School Management Committee constituted under Rule 21 shall be the first level of grievance redressal of teachers of schools specified therein. The State Government shall constitute School Tribunals at the State, District and Block levels which would act as the grievance redressal mechanism. Complaints related to harassment of women teachers shall be accorded priority and shall be redressed without delay in compliance with the guidelines issued by the Supreme Court on prevention of sexual harassment at the work place. Further, the Ministry of Human Resource Development has issued guidelines on 9th October, 2014 to State Governments for ensuring safety and security of school children, including provision on eve teasing and sexual abuse.

National Commission for Protection of Child Rights (NCPCR) has also suggested authorities at different levels such as SMC, School Principal, School Management, Education Department and Boards, to conduct safety audits in schools. NCPCR has developed a Manual on safety and security of children in school setting.

The CBSE (Central Board of Secondary Education) has issued a circular on 12.09.2017 directing the schools affiliated to the Board to take measures such as psychometric evaluation of teaching and non-teaching staff, safety audit of premises, CCTV monitoring, character antecedents verification, visitor management, training of staff and setting up Internal Complaints Committee on sexual harassment and Committees under Protection of Children from Sexual Offence (POCSO) Act, 2012 etc. to ensure safety of children. For corporal punishment, the Board has incorporated a provision in the Affiliation bye-laws of the Board for preventing cruelty towards children. Under Rule 44.1 (d) of Affiliation bye-laws of the Board, the school Managing Committee has been empowered to place an employee under suspension if “he/she is charged with cruelty with any student or any employee of the school”. Rule 8.5 of Affiliation bye-laws provides that the school should scrupulously observe prescription from the Municipal Authority/ District Collector/ Transport Department regarding drinking water, fire safety and transport precautions in the school. The Board has also issued comprehensive guidelines for safe and effective use of internet and digital technologies including CCTV cameras in schools and school buses.

Kendriya Vidyalaya Sangathan (KVS) has constituted an 'Internal Complaints Committee' at KVS Headquarters level and Regional Offices level *vide* order dated 03.11.2015 to deal with the complaints regarding sexual harassment of women at workplace.

Internal Complaint Committee in Headquarters and Regional Offices of the Navodaya Vidyalaya Samiti (NVS) are functional which deal with complaints of Sexual Harassment of women employees at work place in NVS. NVS is following all guidelines of Ministry, POSCO Act and NCPCR instruction. The detailed guidelines for ensuring safety and security of students in JNVs have been issued from time to time. School level complaint committees and cluster level complaint committees are functional. At headquarter level moral turpitude cases are dealt by summary trial committees. Action against the staff if found guilty, is taken and in serious cases upto termination of services of staff is also taken as per the NVS notification dated 20.12.1993.

The Central Tibetan Schools Administration (CTSA) Schools are affiliated to CBSE and according to CBSE guidelines the following programmes are introduced for safety and security of girl students and female teachers in schools:

- (i) CCTV cameras are installed at all vulnerable areas within the school.
- (ii) The security guards are engaged to limit the entry of outsiders within its premises.
- (iii) A separate grievances committee has been constituted in all Schools for redressal of grievances of the staff, parent and students.
- (iv) A separate sexual harassment committee is also working in all the schools of CTSA.
- (v) Counseling of students is a regular feature in CTSA schools.

CTSA has reported that no case of sexual harassment of girl students and female teachers has been reported in any CTSA school.

The NCERT has developed Training Material for Teacher Educators on Gender Equality and Empowerment – Vol. I, II and III wherein the Vol. I has a module on “Gender and Violence” and Vol. III has a module on “Protecting the Right of Girls and Women: The Legal Framework” which addresses the issue of child sexual abuse in school. These volumes are widely disseminated by the NCERT in all its programmes and its softcopies are available on NCERT’s website. NCERT has also prepared Training and Resource Materials under Adolescence Education Programme content related to understanding and challenging stereotypes and discrimination, reporting abuses and violence have been included. It is a part of NPEP which is implemented in States/UTs. At the institutional level NCERT has constituted a committee and policy on “Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace”. The committee on regular basis addresses issues related to sexual harassment of women at workplace.

Self Defence training for girls is an activity under Samagra Shiksha. Keeping in view, the rising number of crimes against girls and women in the country and to ensure safety and

security of girls, self defence training is imparted to girls of class VI to XII belonging to Government Schools. Fund for this purpose is provided for three months @ Rs. 3000/- per school per month for inculcating self-defence skills including life skill for self-protection and self-development among the girls. Self defence training is also being given in Kasturba Gandhi Balika Vidyalayas (KGBVs) which are residential schools meant for girls of Class VI to XII and belonging to disadvantaged groups.

NCERT: The Department of Gender Studies (DGS), NCERT views that Self-defense training has to be a regular feature of school curriculum, designed according to the stage of education. Self-defense training should include physical and mental empowerment of girls, once trained they should be given opportunity for regular practice and skill refinement.

The Department of Gender Studies (DGS), NCERT in its Gender sensitization programmes for various stakeholders has sessions on self-defense techniques for girls. The Department is preparing transformatory material for bringing about attitudinal changes among all for building a gender just society. Such materials can be used for programmes to focus on behavioral changes among all children against gender stereotyping, bullying, gender based harassment and violence, etc. Boys have to be confronted to issues of patriarchy and masculinity.

KVS: Security measures in the school premises such as provision of security at the gates and in the premises, secured boundary walls, CCTV coverage, provision of separate toilets for women teachers, etc. are strictly being implemented in Kendriya Vidyalayas. Every school has constituted Internal Complaints Committee for safeguarding the interests of women teachers and girl students.

The Ministry of Home Affairs in its action taken reply on the aforementioned recommendation has stated as under:-

Standard Operating Plan (SOP) is followed strictly in all NEW DELHI MUNICIPAL COUNCIL Schools regarding safety & security of women teachers and students and other staff members which is reviewed on monthly basis by the NEW DELHI MUNICIPAL COUNCIL. The NEW DELHI MUNICIPAL COUNCIL follows zero tolerance policy in this regard. Every school has minimum two security guards, (one male & one female) during school hours.

Self-defence training (martial art) is provided to the willing girl students at school level through NGOs' and other agencies. Renowned resource persons of their field invited to train the Girls Students and Teachers of NEW DELHI MUNICIPAL COUNCIL Schools.

For the safety and security of students and women teachers in NEW DELHI MUNICIPAL COUNCIL, two security guards are deployed in each and every schools during the school time which are provided by security department of NEW DELHI MUNICIPAL COUNCIL after proper character verification of the security guards.

24. The Directorate of Education (Govt. of NCT of Delhi) in its action taken reply on the aforementioned recommendation has stated as under:-

All the schools of DoE are day boarding schools and all girls schools are functioning in the morning shift only with working Hours (timings) ranging from 7 am to 2.00 pm. No women teachers are required to work beyond duty hours and stay at late hours is ruled out.

- Keeping in view of safety and security of girl students and female staff, the girls & co-educational schools have female security guards also along with male guards. Police verification of Guards done by Delhi Police.
- CCTV cameras are installed at different prominent places in the school compound and made operational.
- Emergency response teams have been formed in all schools, for immediate remedial response in all kinds of emergencies.
- Schools gates are kept closed, manned by guards.
- Visitors register is maintained.
- Separate washroom/toilets are available for girl students & female teachers.
- HoS of both the shifts are responsible to take up the issue of any eve-teasing with the SMC and local police.
- Self Defence Training for girl students of Govt. Schools under Directorate of Education is being organized by Physical Education Branch. Further, same program for women teachers is also being conducted.
- As far as Election and Census duties are concerned, they are mandatory national duties to be performed by public servants.

25. The East Delhi Municipal Corporation in its action taken reply on the aforementioned recommendation has stated as under:-

Special attention is being given to Safety and Security of students as well as government property. A Committee comprising of Principal and parents of children has been constituted for inspecting the safety and security arrangements in the concerned school. As the strength of female teachers in the department is almost 65%-70% it can be inferred that safety and security is not a concern for employment as teachers in East DMC schools. Even though no security guards have been engaged for the security of teachers/students the security environment within the school premise is safer. However self defence programmes at regular intervals are conducted for the training of female teachers and students. Proposal is under process to provide security guard in each and every school for 24 hours.

Regarding the safety of female teachers during census, election and disaster management duties department has no mechanism; the same shall be taken up with the concerned authorities which deploy them for mentioned activities.

26. The North Delhi Municipal Corporation in its action taken reply on the aforementioned recommendation has stated as under:-

As the strength of female teachers in the department is almost 70% it can be inferred that safety and security is not a concern for employment as teachers in North DMC schools. Even though no security guards have been engaged for the security of teachers/students the security environment within the school premise is safer. However self defence programmes at regular intervals are conducted for the training of female teachers and students.

Regarding the safety of female teachers during census, election and disaster management duties department has no mechanism; the same shall be taken up with the concerned authorities which deploy them for mentioned activities.

27. The South Delhi Municipal Corporation in its action taken reply on the aforementioned recommendation has stated as under:-

The department is adopting the security measures for the girl child and female teachers in its school premises. The Chowkidars were engaged in each school at night hours. However, the department is going to provide security guards in all of its schools in phased manner. The department has initiated proposal to hire the services of Security Guards in Municipal Schools which is still in process. Besides this, to ensure the safety & security of the lady staff & children, in more than 150 Municipal Schools, the CCTV Camaras were also installed. Department is planned to install CCTV camaras in all schools of SDMC. There is no school lying in SDMC without proper boundary wall or main gate. The department has also organises Self Defence Training Programmes for female teachers & girl students with the help of Delhi Police and NGOs working in the field time to time.

Comments of the Committee

28. **The Committee while emphasizing on the need of proper safety and security of women teachers and students in the schools observed that neither students nor teachers can perform at their best if they do not feel safe. Accordingly, the Committee in their original report *inter-alia* recommended that the Ministry of Human Resource Development and the Ministry of Home Affairs should ensure upholding of the security norms in educational institutions besides conducting dedicated self defense programmes for instilling a sense of security amongst female teachers and students. The Committee also recommended that security concerns associated with women teachers while performing non-teaching duties like electoral works etc. should objectively be identified and addressed to allay their fears. In pursuance of their recommendation, the Ministry of Human Resource Development have stated that 'Education' being a subject under the Concurrent List of the Constitution, the States Governments and the Union Territories Administrations have the direct responsibility**

to address the issue of safety and security of women teachers and girls in schools under their administrative control. At the same time, the Ministry have issued guidelines to State Governments on safety and security of women teachers and girls. Further, the Central Board of Secondary Education has also made laudable efforts in directing the affiliated schools *vide* their circular for taking various security measures like psychometric evaluation of teaching and non teaching staff, safety audit of premises, CCTV monitoring, character antecedents verification of security guards and visitor management etc. for ensuring safety of women teachers and students. As regards 'Self Defence' training for girls in schools, the same is undertaken under 'Samagra Shiksha'. In respect of schools under the Directorate of Education (Govt. of NCT of Delhi), the Committee note from the reply that the provisions of security guards at schools, self defense training programmes for students and women teachers etc. are already there. The Committee, however feel concerned to find that at present no security guards have been deployed in schools coming under the North, South and East Municipal Corporations of Delhi although the same is under their consideration. Finding it a cause of concern, the Committee would like to reemphasize that the issue of posting of security guards in the Delhi Municipal Corporations schools must be sorted out with all sincerity so that the security guards are posted there at the earliest. The Committee also note that while the Ministry of Human Resource Development, Ministry of Home Affairs, Directorate of Education (Government of NCT of Delhi) have chosen to remain silent in respect of providing safety to female teachers while deployed for non- teaching duties, the East Delhi Municipal Corporation and North Delhi Municipal Corporation have specifically submitted that at present there is no mechanism for safety of female teachers when deployed for duties like census, election and disaster management. The Corporations have, however assured that this aspect will be taken up with the authorities concerned which deploy them for such duties. The Committee strongly reiterate that suitable directions be given to authorities concerned to take all necessary steps to allay the fear in the minds of the female teachers for being a part of any bona-fide electoral or other non-educational work being given to the women teachers.

D. Toilets for Women Teachers/Girl Students

Recommendation (Para No. 2.7)

29. The Committee in their Original Report recommended as under:-

“The Committee believe that adequate sanitation facilities exist at the very root of the health and physical well being of Teachers. The Committee were informed that there is provision of separate toilet for women teachers in Navodaya Vidyalaya, New Delhi Municipal Council schools and all Municipal Schools of Delhi. However, in schools of East Delhi Municipal Corporation, women teachers have to use common toilets with female students. However, in

KVS, though there is provision of separate toilet for women teachers, the number of toilets have not increased in proportion to the number of female teachers which have increased over the years. Such a scenario needs attention owing to the specific sanitation needs of the female teachers which stand out as the basic need for any teacher in the school.

The Committee believe that absence of toilet facilities is one of the most significant reason for drop out of girls at secondary school. Since, separate toilets for girls are directly related to their health and sanitation, the Committee, recommend that the Ministries of Human Resource Development and Home Affairs must take up the issue with concerned authorities and ensure the construction of (i) separate toilets for women teachers and girl students and (ii) adequate number of toilets in schools where the number of teachers have gone up. Further, since primary responsibility of maintenance of school toilets lies with the concerned State Government and UT Administration, the Ministry must vigorously pursue with all the State Governments to ensure proper maintenance and creation of school toilets to keep them functioning and also steps must be taken to bring about behavioral changes among students and teachers through an intensive awareness campaign so that the toilets are properly used, and kept neat and clean. The Committee desire that Ministry may allow separate staff for proper upkeep of school infrastructure and want to be apprised of the action taken in the matter within three months.”

30. The Ministry of Human Resource Development in their action taken reply on the aforementioned recommendation stated as under:-

“Samagra Shiksha: (i) The Ministry of Human Resource Development had undertaken SwachhVidyalaya initiative to provide separate toilets for girls and boys in all government schools within one year up to 15th August, 2015. Under the initiative, construction/re-construction of 4,17,796 toilets was completed in 2,61,400 government elementary and secondary schools in one year till 15th August 2015.

(ii)The Department of School Education and Literacy has launched an Integrated Scheme for School Education – Samagra Shikshaw.e.f. 2018-19, which subsumes the three erstwhile Centrally Sponsored Schemes of Sarva Shiksha Abhiyan (SSA), Rashtriya Madhyamik Shiksha Abhiyan (RMSA) and Teacher Education (TE). Under Samagra Shiksha, States and UTs are supported for strengthening of existing government schools, and for creation and augmentation of infrastructure facilities including toilets as per proposals received from respective State/UTs and reflected in their Annual Work Plan and Budget (AWP&B).

(iii)The scheme also envisages an annual recurring composite school grant varying upto Rs.1,00,000/- per annum depending upon the number of students, for all government schools. Each school is required to spend at least 10% of the composite school grant on activities related to Swachhata Action Plan. The scheme also provides for annual

maintenance and repair of existing school building, toilets and other facilities to upkeep the infrastructure in good condition.

(iv) Under erstwhile SSA till 2017-18 and Samagra Shiksha effective from 2018-19, construction of 3.99 lakh boys' toilets and 5.22 lakh separate girls' toilets have been sanctioned for elementary education to States and UTs. Out of which, States and UTs have reported completion of construction of 3.83 lakh boys' toilets and 5.14 lakh separate girls' toilets till 31.03.2019. Under erstwhile RMSA till 2017-18 and Samagra Shiksha from 2018-19; 66,286 toilets have been sanctioned for secondary and senior secondary schools to States and UTs. Out of which, States and UTs have reported completion of construction of 46,280 toilets till 31.03.2019.

(v) The Ministry of Panchayati Raj has also advised the Panchayati Raj Departments of all States in March, 2016 to include inter alia the provision for rehabilitation/repair of existing toilets in schools as per the norms and requirements, while preparing Gram Panchayat Development Plans for using Fourteenth Finance Commission Grants. The Ministries of Human Resource Development (Department of School Education & Literacy), Ministry of Panchayati Raj and Ministry of Drinking Water and Sanitation have also jointly addressed the States regarding participation and support of Gram Panchayats in putting in place proper arrangements for regular cleaning of school toilets and waste disposal in schools.

(vi) The Ministry has advised all State governments and UT Administrations to ensure proper maintenance of school toilets to keep them functional and also to take steps to bring about behavioral changes among students and teachers through an intensive awareness campaign so that the school toilets are properly used, and kept neat and clean. The Ministry has also advised States and UTs to encourage school education authorities in promoting cleanliness and hygiene practices in schools by undertaking various activities including Swachhata Pakhwada, appointment of Student Ambassador, singing Swachhata songs in Bal Sabha/Children's assembly, celebrating Swachhata Diwas, drawing/painting competitions focusing on Swachhata in schools. The Ministry has also requested all States and UTs to fill in the gaps, if any, in availability and functionality of toilets in schools.

It is also noteworthy to mention that the appropriate Government or Local authority concerned has the prime responsibility to provide toilet facilities in schools. The Right of Children to Free and Compulsory Education (RTE) Act, 2009 inter alia provides that every recognized school should have separate toilets for boys and girls. This Department has issued letter to States and UTs for encouraging use of common toilets for students and teachers as it ensures proper usage, functionality and regular maintenance of the toilet facilities in the schools.

KVS & NVS: Separate toilets for women teachers exist in Kendriya Vidyalayas and Navodaya Vidyalas. The maintenance of toilets is taken up by the school through house keeping services engaged for the purpose which is going on quite well.

CBSE: The rule 4.7.2 of Affiliation bye-laws stipulates that 'The School will provide clean healthy and hygienic toilets on each floor with washing facilities for boys and girls separately in proportion to the number of students. The toilets for the primary students should be separate from other toilets. There should be separate toilets for staff members. Signage Boards should be displayed prominently on the toilets of all categories".

31. The Ministry of Home Affairs in their action taken reply on the aforementioned recommendation stated as under:-

"NEW DELHI MUNICIPAL COUNCIL has sufficient number of separate toilets for Girl Students & Female staff members. Number of toilets is increased keeping in view the strength of students in schools. Separate toilets are available for specially-abled children. NEW DELHI MUNICIPAL COUNCIL has also deputed adequate number of Safai Sewaks for the cleanliness/sanitation work of these toilets.

All NEW DELHI MUNICIPAL COUNCIL Schools provision of separate staff rooms for female teachers is also available.

32. The Directorate of Education (Govt. of NCT of Delhi) in their action taken reply on the aforementioned recommendation stated as under:-

"Separate Toilets are available for female teachers, staff and girl students in sufficient number in all schools of DoE. The proposals for construction of additional class rooms invariably include commensurate no. of toilets for teachers/students.

- Sanitation services in schools have been out-sourced and regular monitoring is being done for proper maintenance. Female sanitation staff is provided by service provider.
- For proper disposal of used sanitary napkins, incinerators have been installed in toilet blocks for girl students and female teacher toilets. This will be further augmented during 2019-20 through funding from Samagra Shiksha.
- Under the Swachha Bharat Abhiyan, all concerned in the schools are being sensitised for maintaining cleanliness in the school premises.
- In addition Schools are being provided sufficient funds for day to day upkeep and maintenance under state/UT scheme as well as under Samagra Shiksha.
- Estate Manager has been appointed in every school to look after upkeep and maintenance issues.

33. The East Delhi Municipal Corporation in their action taken reply on the aforementioned recommendation stated as under:-

“It is imperative to have a neat and clean environment for women teachers and students in the schools. Nearly all Municipal Schools have separate toilets of female Teachers and students however separate toilets for female teachers are being provided. Till date separate toilets for female staff have been constructed in maximum number of schools and the scheme shall be implemented in other schools where no such facility is available”.

34. The North Delhi Municipal Corporation in their action taken reply on the aforementioned recommendation stated as under:-

“Nearly all Municipal Schools have separate toilets of female Teachers and girls however separate toilets for female teachers are being provided. Till date separate toilets for female staff have been constructed in 23 schools and the scheme shall be implemented in other schools where no such facility is available”.

35. The South Delhi Municipal Corporation in their action taken reply on the aforementioned recommendation stated as under:-

“It is to submit that the separate toilet facilities for female teachers and girl students is available in all schools being run / governed by South Delhi Municipal Corporation. The Sweepers in adequate number has been provided in the schools to ensure the proper functioning and cleanliness of school especially toilet blocks”.

Comments of the Committee

36. **The Committee in their Original Report recommended the Ministries of Human Resource Development and Ministry of Home Affairs to take up the matter with the authorities concerned for ensuring separate toilets for women teachers and girl students in the schools and need for separate staff for proper upkeep of toilets. From the action taken reply, the Committee are happy to note that there are sufficient number of separate toilets for girl students and female staff members in schools functioning under the Ministry of Human Resource Development, Ministry of Home Affairs, Directorate of Education (Government of NCT of Delhi) and the Municipal Corporations in Delhi. The Committee appreciate the efforts made by these authorities to construct/reconstruct separate toilets for girls and boys in the schools under their purview. Also finding that the authorities concerned have given clear directions to schools to ensure proper maintenance of toilets, the Committee are of the view that the availability of running water is very essential for cleanliness of toilets and dirty/unusable toilets are a true deterrent to health of students in attending schools**

because of such unhygienic conditions. Therefore, the Committee while reiterating their recommendation about proper maintenance and upkeep of school toilets further desire that due promptitude may be shown in ensuring regular water supply in these toilets. The Committee would also like to be apprised of the progress made in this regard by the Ministry and the other organizations concerned within three months of the presentation of this Report.

D. Pay Parity in Private Schools

Recommendation (Para No. 2.13)

37. The Committee in their Original Report has recommended as under:-

“The Committee were informed by the Ministry that all states/UTs except the state of Jammu and Kashmir are implementing the RTE Act 2009 as per their respective notified state rules. Further, the Committee are concerned at the plight of the casual teachers/ad-hoc teachers for ensuring adequate remuneration in conformity with the rules of the government. The Committee are also concerned about the issue of teachers in private/unaided schools being paid salaries in cash or kept on contract for years and owing to their less bargaining power, injustice being meted out to them. The Ministry in response to the query of the Committee stated that CBSE has provisions under Rule 3.3 (V) of Affiliation by Laws that the schools in India must pay salaries and admissible allowances to the staff not less than the corresponding categories of employees in the state government schools or as per skills prescribed by the government of India or as per the conditions laid by the state government. In the context of the conditions of unemployment among educated youth and the greater representation of the women workforce in school education, the committee express their concern regarding the likelihood of existing disparity, lack of equity and justice in remuneration of teachers, challenges in career progression in private/unaided schools. In the context of the low bargaining power of the teachers with the management of the schools, the issue of service conditions and lower remuneration may not be ruled out. The Committee recommend the Ministry of Human Resource Development to conduct audits through the help of NGOs and its own governmental machinery to find the actual situation at the ground level regarding service conditions of school teachers in private/unaided schools.

The Ministry should devise rules and regulations for private schools and educational institutions to abide by the provisions of laws and the ministry should ensure it is enforced. The Committee desire that in these days of digital payments, cash disbursements and handling should be done away with and also if necessary the salaries are routed through the govt. educational authorities. The action taken on the matter may be informed to the Committee at the earliest.”

38. The Ministry of Human Resource Development in their action taken reply on the aforementioned recommendation stated as under:-

“CBSE: The Board has incorporated various provisions in Affiliation bye-laws to ensure proper working conditions of women teachers in schools. Some of these provisions are as under:

Likelihood of Existing Disparity, Lack of Equity and Justice In Remuneration of Teachers

As per Rule 5.2.2 of Affiliation bye-laws, teaching & non-teaching staff should be appointed on pay scales and allowances prescribed by the Appropriate Government.

Also, the Board has incorporated provisions that the schools that apply for fresh/upgradation of affiliation are required to submit the certificate issued by District Education Officer certified that the school is paying salary and other admissible allowances as per Central Government or prevailing State Government Norms and through Electronic Clearing System (ECS).

The Board has a provision for verification of the norms at the time of Inspection by the Inspection Committee.

Challenges in Career Progression in Private/Un-aided Schools

To address the issue of women safety and safety at workplace, the Board has incorporated following provisions:

- a) As per Rule 5.2.1 of Affiliation bye-laws, the school should have well defined recruitment rules for the staff on the lines of the recruitment rules of the Appropriate Government.
- b) As per Rule 8.4.13 of Affiliation bye-laws, the Board has directed affiliated schools to ensure the safety and security of staff of the schools and give directions for improvement.

As per Rule 14.25 of Affiliation bye-laws, the school shall check gender specific violence, strictly comply with the guidelines, norms and procedures prescribed in the Protection of Children from Sexual Offences Act-2012 (POCSO Act), the Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act- 2013 and other Union and State Acts.

- c) As per Rule 8 of Affiliation bye-laws, the Board has directed affiliated schools to form School Management Committee as stipulated in RTE Act 2009 on the regulations framed by the State/Appropriate Government.

Further, in the State/UTs where RTE Act or State Regulation is not in force, the Board has directed schools to follow the provisions mentioned in rule 8.2.2 of Affiliation bye-laws which include the provision that the School Management Committee should have at least 50 % of women members .

1. Digital Payments, Cash Disbursement And Handling Of Salaries

The Board has incorporated the provision in Affiliation bye-laws, as per Rule 2.4.4 that Salary should be paid to all teaching staff through Electronic Clearing Service (ECS) only.

In order to ensure this the Board also take a certificate from the Bank Manager that the salary of the teacher is paid through ECS as per the monthly salary statement. The same is also confirmed through the Inspection Committee.

2. To Conduct the Audits regarding Service Condition of School Teachers

As per Rule 11.2.1 of Affiliation bye-laws, the Board may cause inspection of an affiliated school done at the time of extension or after specified periods any time during the affiliation period. The periodicity of such inspections shall be determined by the Board from time to time.

The Board has incorporated the provision in Affiliation bye-laws, as per Rule 5.3 that the school shall define the service rules of teaching and non-teaching staff on the lines of the service rules of the employees of Appropriate Government. The service rules shall be approved by the School Management Committee and the Trust/Society/Company running the school and invariably have specific and well documented provisions and the same are verified by the Inspection Committee during periodic inspection of the school.

The Inspection Committee at the time of inspection also see the service book and personnel file of the teaching staff and confirm the norms of service conditions in the agreement and in the appointment letter of teachers alongwith the qualifications.

3. Salaries should be routed through the Govt. Educational Authorities

The Board being Examination conducting body affiliates schools for Secondary and Senior Secondary School Examination. The Board does not have any role to play in the said point. The State Education Department being a regulatory body is the appropriate authority to handle such issue.

It is further stated that the Board has revised its Affiliation bye-laws in 2018 to incorporate all these provisions to empower the teachers in affiliated schools.

Comments of the Committee

39. As it is observed that the alleged injustice is meted out to teachers in private/unaided schools like payment of salary in cash and not in digital mode, prolonged contractual appointment, etc., the Committee had recommended for conducting of social audit by NGOs or government machinery to find the actual service conditions of school teachers in private/unaided schools. From the action taken reply, the Committee note that the Central Board of Secondary Education (CBSE) has revised its Affiliation bye-laws in 2018 incorporating various provisions which *inter alia* include Digital Payment of salary, audits regarding Service Condition of School Teachers etc. to empower the teachers in affiliated schools. However, the Committee are not very convinced about the actual implementation of these bye-laws at the ground level and further worried about lack of equity and justice in Remuneration of teachers working in private and unaided schools. Keeping in view the likelihood of grave injustice to such teaching staff, the Committee reiterate their recommendation that regular audits may be conducted by NGOs or government machinery in various private/unaided schools in the country, especially, in schools which have mushroomed without affiliation. The Ministry of Human Resource Development may apprise the Committee of the findings of such an audit within three months of the presentation of this Report. The Committee also note that as per Rule 11.2.1 of Affiliation bye-laws, the CBSE may conduct periodic inspection of an affiliated school done at the time of extension or after specified periods any time during the affiliation period. In this regard, the Committee would like to know the details and findings of such audits conducted in the schools by CBSE. Further, the Committee express its displeasure as it has noticed that no replies have been furnished by the Ministry of Home Affairs (UT Division), Directorate of Education, Government of NCT of Delhi, East Delhi Municipal Corporation, North Delhi Municipal Corporation and South Delhi Municipal Corporation on this important issue. The Committee feel that their recommendations should be taken very seriously by all enforcement agencies and desire that they should furnish their replies within one month of the presentation of this Report.

CHAPTER II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Para No. 2.2)

Role of Women Teachers

The Committee note that as per the National Education Policy, the status of the teacher reflects the socio-cultural ethos of a society. The policy also envisages that teachers should have the freedom to innovate, devise appropriate methods of communication and activities relevant to the needs and capabilities of the concerns of the community.

The Committee also note that the methods of recruiting teachers will be reorganized to ensure merit, objectivity and conformity with spatial and functional requirements and pay and service conditions of teachers have to be commensurate with their social and professional responsibilities and to attract talent to the profession. The Committee further note that education acts as an agent to bring basic change in the status of women and NEP 1986 focuses on education for women equality and has played a positive and interventionist role in the empowerment of women. The Committee note that the women representation among teachers is varied. In KVS, out of 45325 teachers, 19925 are women which is 44 percent. In NavodayaVidyalays, 4926 women teachers represent 25 percent of the workforce. In SDMC Schools in Delhi, the women teachers are at 68 percent and in NDMC, It is about 70 percent.

Some of the issues related to women teachers in school are provisions of toilets, drinking water, boundary walls, residential accommodation special provisions for women in recruitment, posting, transfer and promotions, etc,. The Committee further note that role of women teachers is important not only for enrolment of girl child but also for their retention, performance and personality development. The need for increasing the number of women teachers especially in rural areas has been reiterated by various committees. The Committee note that National Policy on Education states that in order to create a greater confidence and to motivate parents to send girls to schools, preference will be given to recruitment of women teachers. The Committee therefore recommend that the Ministry and concerned agencies should ensure that women representation in the teaching profession is increased by suitable policy initiatives like teachers for smaller classes and girl schools be wholly handled by women teachers modifying roles regarding posting of women teachers, may be suitably modified for attracting women into the teaching profession.

Replies of the Ministry of Human Resource Development

The terms and conditions of service of all teachers are governed and regulated by the concerned State Governments as stipulated in their State Rules/Regulations/ Notifications. However, the percentage of women teachers at primary level on All India level for Government Schools is 52.22%.

KVS: The present representation of women teachers in KVS as on 31/12/2018 is as follows:

Total no. of teachers 37578
Women teachers 18570
Percentage of women 49.42

The position in the Primary classes is as follows:

Total no. of teachers 13864
Percentage of women teachers 63.74

As can be seen from the above, the percentage of women teachers in the Primary segment of KVs is quite high. As far as posting of women teachers in girl schools is concerned, it is submitted that KVs are operated as mixed and composite schools and no primary schools or separate girls' or boys' schools exist.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

In NEW DELHI MUNICIPAL COUNCIL Schools Women teachers are 70% of the total teaching staff which is the highest ratio as compared to other organizations.

NEW DELHI MUNICIPAL COUNCIL has two Senior Secondary Schools fully dedicated to Girl Children. Women Teachers & other woman staff are handling these schools for teaching and other administrative works.

Representation of women teachers is more than the male teachers in NEW DELHI MUNICIPAL COUNCIL Schools. The higher representation of women teachers have resulted in safe and secured environment not only for women teachers but also the girl students in the NEW DELHI MUNICIPAL COUNCIL schools

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi-II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

Directorate of Education (DOE), GNCTD has been implementing many gender sensitive initiatives focused towards welfare of girl students which includes their enrolment & continuation in schools and proper environment for their safety. The administrative machinery is geared up to implement progressive policies/practices to achieve desired results in this front. They include :

- Exclusive Girls schools only in the morning shift.
- Separate girls toilets for students and teachers in schools.

- Posting of women security and sanitation staff in Girls and Co- educational schools.

- To ensure proper representation of women among teachers, recruitment policies are designed in such a way that vacancies are notified to recruitment agency namely, Delhi Subordinate Selection Board (DSSSB) in terms of gender, namely, for male and female separately. This measure takes care of proper representation of women in teacher work force. This practice is also followed in the departmental promotions.
- As a matter of policy, only female Teachers are considered for posting in girls schools. Male teachers are posted in girls schools only under exceptional circumstances.
- Posting and transfer policies are women friendly. The transfer policy of DoE though prescribes a minimum of two years tenure, exceptions have been allowed to watch the interest of female teachers such as on account of marriage, mental illness/disability of spouse/children, health grounds for notified illness etc.
- Proportion of female teachers in the total teachers in DoE comes to 53.98%. Further, in every category of teachers, the representation of women in DoE is quite good as women account for 80% among Asstt. Teacher (Pre primary& Pry), 52.9% in Trained Graduate Teacher category (including Miscellaneous), 51% among Post Graduate Teacher (incl. EVGC) and 45.5% at the level of Principal and Vice Principal taken together. Even in case of Guest Teachers, female account for 67.79% in the total.

[Directorate of Education, Govt. of NCT of Delhi No. 30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

As the saying goes, if you educate a man, you educate an individual. But if you educate a woman, you educate a nation.

The recruitment of women teachers is an issue that has become increasingly important to Ministries of Education, NGOs and other agencies supporting educational development. This is particularly so because of the impact women teachers can have on girls enrolment.

The method of recruitment is as per existing RRs which are based upon the DoPT and NCTE guidelines through which only qualified teachers are recruited. It is further added that East DMC is not having the powers to recruit the teachers itself. South DMC is the nodal agency for recruiting the teachers for all three MCDs.

Apart from following the curriculum provided for students of pre-primary and primary classes, teachers are free to adopt innovative and appropriate methods of communication and activities relevant to the needs and capabilities of students.

Separate toilets for female teachers are being provided. Till date separate toilets for female staff have been constructed in maximum number of schools and the scheme shall be implemented in other schools where no such facility is available.

Safe and hygienic drinking water facility have been provided through the supply of Delhi Jal Board water. Some schools have RO and water cooler systems whereas rest of the school have proposed to install water cooler with RO/purifier for all students and teachers irrespective of the gender.

Boundary wall of the schools where it is lesser than 7 feet in height have been identified and the same is being raised up to 7 feet and install barbed wire to ensure the safety of staff and students.

Under East DMC girls schools are run in first shifts and it is handled by female staff. Some schools are running in co-ed system where female staff are deputed for handling of girls students.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl.
Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

Apart from following the curriculum provided for students of pre-primary and primary classes, teachers are free to adopt innovative and appropriate methods of communication and activities relevant to the needs and capabilities of students.

The method of recruitment is as per existing RRs which are based upon the DOPT and NCTE guidelines through which only qualified teachers are recruited. Even though our existing RRs

do not reserve 50% seats for selection of female teachers the strength of female teachers to almost 70%.

Separate toilets for female teachers are being provided. Till date separate toilets for female staff have been constructed in 23 schools and the scheme shall be implemented in other schools where no such facility is available.

Safe and hygienic drinking water facility have been provide through RO and water cooler systems for all students and teachers irrespective of the gender.

Boundary wall of the schools where it is lesser than ... feet in height have been identified and the same is being raised up to foot to ensure the safety of staff and students. Under North DMC girls schools are run in first shifts and it is handled by female staff.

[North Delhi Municipal Corporation, Education Department
No.D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

The SDMC is intend to provide women friendly atmosphere in its schools for the female teachers to increase the women representation in the teaching profession. This initiatives is not only help the department to enhancing the quality of education in its school but also go a long way to increase the enrolment especially Girl Childs.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./
HQ/2019/8583 dated 27th September, 2019]

Recommendation (Para No. 2.3)

Training Programmes for Skill Development

The Committee note that training programmes for teachers is an important activity to improve the skills and also update the teachers . The Govt of India has constituted a non statutory National Council for Teacher Education (NCTE) with the express purpose to enhance standards of teacher education in the country. The main objective of NCTE is to achieve planned and coordinated development of teacher education system, regulation of norms and standards and NCTE Regulations 2014 is the latest attempt in that direction.

The Ministry of Human Resource Development organises various training programmes by in-service or distance learning for skill development of teachers. The Committee also note that NavodayaVidyalayas depute their women teachers to attend various leadership related training programmes and Adolescence education programme organized by reputed institutions and NGOs. Similarly, NDMC has also been organising training programmes for Assistant Teachers, TGT and PGT through the Subject Experts and NCERT in their respective subjects, in a structured way since November, 2015. The Committee also note that in-service training are being provided to all teachers including female teachers of South Delhi Municipal Corporation from time to time for upgradation of their teaching skills. Similarly, seminars and workshops are being organized regularly by East Delhi Municipal Corporation for upgradation and improvement of knowledge and excellence in professional field of teachers.

The Committee while appreciating the efforts of the Ministry and other concerned authorities to impart training to teachers would like to empahsise the following points which are very important towards students and therefore teacher's training should focus on these issues namely i) to inculcate in them desirable qualities of an ideal teacher ii) The emotional intelligence competencies and positive attitudes iii) sensitizing teachers and staff about the gender sensitive issues like prevention, prohibition and redressal against sexual harassment of women at work places, POCSO Act, Crime against women etc. for their social and emotional well being iv) to educate young girl children about Menstrual Cycles and Menstrual Hygiene Management so that girls become aware about the use of clean sanitary pads and the method of safe disposal.

The Committee believe that development of moral standards of students and respect for the teachers is important in light of the reported cases of violence by students for various reasons. In view of the above, the Committee recommend that Ministry and other concerned agencies should include and devise suitable training content in their training programmes aimed to foster moral values by teachers resulting in revitalisation of the virtues of the ancient Guru-Shishya tradition and teachers as institutions of unquestionable reverence and role model for students. The Committee also recommend that moral focus of Teachers training programme be enhanced and action taken in the matter be communicated to the committee at the earliest.

Replies of the Ministry of Human Resource Development

NCERT: Training constitutes an important component of the NCERT's activities for promoting girls' education and addressing Gender concerns in Education. Training programmes of varied duration and focus have been organized for teachers, teacher educators, administrators, SSA and RMSA gender coordinators. The focus of these training programmes is to sensitize participants on gender issues, create awareness on integrating gender in curriculum transaction, importance of imparting skill based education to girls at secondary level, laws for safety and security of girls and women which includes sexual harassment of women at work place, POCSO Act, Cyber Crime and

Crime Against Women. In the recent training programmes the participants were sensitized on the issues of Menstrual Health and Hygiene. As a follow-up of the training programme the participants sensitized the girls regarding the myths and misconceptions regarding menstrual cycle and also made them aware about the use of sanitary pads and the method of safe disposal. The following training programmes have been conducted in the past five years.

- Training Programme for KGBV Teachers on Bridge Course and Teacher Training Package (2011-16):
- Training Programme on Gender Issues in Education for the Principals of Jawahar Navodaya Vidyalayas (JNVs) (2012-16)
- Training Programmes for Teacher Educators from DIETs, SCERTs and Faculty of Colleges of Teacher Education (2014-16)
- Training Programme on Gender Concerns in Education for RMSA Key Resource Persons for the State of Gujarat (2016-17)
- Capacity Building of Secondary Teachers from SC Concentrated Areas of Northern Region on Gender Issues in Education (2017-18)
- Capacity Building of Secondary Teachers to act as Master Trainers from ST Concentrated Areas of Southern Region on Gender Issues in Education (2018-19)

Training material for teacher educators and teachers on Gender Equality and Empowerment:

The Department of Gender Studies, NCERT has developed a training material for teacher educators and teachers on *Gender Equality and Empowerment* in the light of NCF-2005 and focus group paper on gender issues in education. The themes of the module are expected to help in addressing issues related to girls' education and empowerment. The material has been published in 2013 in **three volumes – Vol. I : Perspectives on Gender and Society, Vol. II : Gender and Schooling Processes and Vol. III : Gender and Women's Empowerment**. This material will soon be available in Hindi. The vol.I has a module on "Gender and Violence" and vol. III has module on "Protecting the Right of Girls and Women: The Legal Framework" which addresses the issue of child sexual abuse in schools. These volumes are widely disseminated in all its programmes and its soft copies are available on NCERT's website.

KVS: A session on gender-sensitization is mandatorily a part of all in-service teachers training in KVS. Besides, sessions on ethics and moral values also form part of in-service and short duration training. Short duration training programmes, of three days each, such as 'Aarohan' by the Brahma Kumaris are also organised by KVS for its Principals, HMs and teachers.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

NEW DELHI MUNICIPAL COUNCIL, in collaboration with various NGOs' and other Govt. Organizations conduct several workshop for gender sensitive issues on regular basis. Besides this, female teachers are deputed to attend various leadership related training programmes organised by reputed institutions. It has also started organising training programmes for Assistant Teachers, TGT and PGT through the Subject Experts and NCERT in their respective subjects, in a structured way since November, 2015. Training of teachers was further strengthened during 2016-17 and 2017-18.

To sensitize women teachers & other staff members about gender sensitive issues like prevention, prohibition and redressal against sexual harassment of women at workplace, menstrual hygiene, POCSO Act, crime against women etc., regular awareness programmes are conducted in all NEW DELHI MUNICIPAL COUNCIL schools for their social & emotional wellness. Beside this, NEW DELHI MUNICIPAL COUNCIL issues guidelines from time to time to make the students aware about moral values of our country, other social etiquettes etc., through different activities and special sessions.

NEW DELHI MUNICIPAL COUNCIL has taken up Empowerment of its teachers with missionary zeal. For the last four years, it has specifically paid attention to the knowledge and skill development of the teachers. Well planned workshops during summer vacation and winter vacation are regularly conducted. Even otherwise also, need based workshops are held from time to time. During the current academic session, 28 relevant workshops for different levels of teachers were conducted from 17th June to 12th July, 2019

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi- II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

SCERT, Delhi is a training and research organization for the teachers of Delhi Schools. The focus of SCERT is on training of the teachers in the concerned subjects, personality development, promotion of leadership skills, means to keep temperaments of teachers towards students and on various social issues inhouse and through national & international institutions of repute. The training include induction trainings for the newly recruited teachers and regular in-service teaching for up-gradation of skills. The type of trainings include:

- Activity-based - The participants will be able to perform required activities either individually or in groups of five to get the first hand experiences.
- Participatory - In smaller groups, participants can actively participate in the discussion instead of being a passive listener and thus, remove their doubts and confusion etc.

- Peer group sharing - Participants can also share their classroom experiences and innovations with their peers thus, resulting in enriched learning.

Heads of Schools and Teachers are being sponsored for training at Institutions of international repute namely, at Cambridge University (UK), University of Jyväskylä (Finland), National Institute of Education, Singapore and in top national institutions like IIMs & NUEPA. Trainings are being organised with funding from UT government and under SamagraShiksha. The work done in the recent past is briefly given below:-

- 89 no. of HOSs were imparted training at Cambridge University (UK)
- HOSs were provided leadership training at IIM.
- SCERT, Delhi has conducted Capacity Building Training Programme for Heads of schools of the Govt. schools of the Directorate of Education and School Inspectors of the schools of the local bodies, which included a session on “Safety of Women”. The participants were introduced to the various techniques of safety.
- SCERT, Delhi has also held a session on gender sensitization in its In-Service Training Programmes. The HOSs & teacher training modules focussed on gender sensitisation, POCSO Act, Child sexual abuse and corporal punishment in INSET program. SCERT developed material on gender sensitisation including gender cards to create awareness among girl students.
- The inclusion of regular in service training programmes and induction training on ICT (Computer Training) component, Gender sensitization, adolescent education are also provided.
- In service Teachers Training Programmes are also organized for all regular and guest teachers of the Directorate of Education every year, preferably during the vacations for upgradation and improvement of knowledge and continuous professional enhancement & development of teachers in their professional field.
- Separate trainings were held for primary teachers on learning outcomes, Mission Buniyaad, Happiness Curriculum.
- HOSs and teachers were sponsored for participation in JeevanVidyaShivir dealing with value based education.
- Mentor teachers are being sent for training at Singapore.
- Organised seminar on Innovative practices in Teaching & learning of English language in school Education.

[Directorate of Education, Govt. of NCT of Delhi No. 30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

If you build positive student-teacher relationships, your students will be more likely to pay attention to you, and there will be fewer disruptions.

As a teacher, the best way to gain the respect of your students and have a better behaved and controlled classroom is by putting forth an effort to get to know your students. Improving student-teacher relationships and building a positive classroom environment will optimize learning.

In order to improve and upgrade the teaching skills of in service teacher's, time to time seminars, in-service training programmes related to different subjects, computer skills etc are organized. Sometimes help of NGOs and SCERT are also taken to improve the emotional intelligence of teachers and students on the issues of gender sensitization and self defence.

To provide guidance and morale support to the students, services of Educational and Vocational Guidance Counsellors (EVGCs) have been engaged by the East DMC.

As girl students of Municipal Schools do not belong to menstrual age no such facilities is required to be provided, however, sanitary pads are being provided to each school and the female teachers have been trained to deal with such eventuality in case of exceptions.

As the age group of students in Municipal Schools is not more then 10-12 years no violence against teachers have been reported so far and as the same is beyond expectation no such training is required however to inculcate moral values amongst students every day moral education is provided to students in the assembly itself.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

In order to improve and upgrade the teaching skills of in service teacher's, time to time seminars, in-service training programmes related to different subjects, computer skills etc are organized by In Service Teachers Training Institutes of North DMC and SCERT Delhi.

Sometimes help of NGOs are also taken to improve the emotional intelligence of teachers and students on the issues of gender sensitization and self defence.

As girl students of Mpl. Schools do not belong to menstrual age no such facilities is required to be provided, however the female teachers have been trained to deal with such eventuality in case of exceptions.

As the age group of students in Mpl. Schools is not more then 10-12 years no violence against teachers have been reported so far and as the same is beyond expectation no such training is required however to inculcate moral values amongst students every day moral education is provided to students in the assembly itself.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

The teachers of SDMC including female teacher are actively participated in the training programmes being organised by SCERT or other govt. organisation time to time. Besides this, the SDMC itself has organised various training programmes, seminars, workshops for its teachers for up-gradation of their teaching skills. These training programmes / seminars will include the latest teaching learning methods, moral values, gender sensitive issues, working conditions at work place etc.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./HQ/2019/8583 dated 27th September, 2019]

Recommendation (Para No.2.5)

Safety and Security

One of the salient factors for enhancing the representation of women teachers in the teaching profession is ensuring their safety and security. In this context, the Committee enquired regarding the steps taken for safety and security of students and women teachers in KendriyaVidyalaya, NavodayaVidyalaya and SarvodayaVidyalaya and various schools of Municipal Corporation of Delhi. The Committee were glad to hear the reply of Ministry of Human Resources Development that as per the direction of CBSE/National Disaster Management Authority, New Delhi, the standard operating procedures has been circulated to all affiliated schools across the country to ensure safety and security of the students and women teachers. Further, the Committee were surprised to find the reply of North Delhi Municipal Corporation that there is no provision of Security Guards in Government School premises and there is feeling of insecurity and all teachers especially female teachers have to work with a feeling of insecurity. Similarly, concern was expressed about the security of female teachers by NDMC by stating that female teachers are engaged by Election

Commission as booth level officers and they are required to visit each and every household after school hours without any security. It was further informed that it is not only a grave security concern but also cumbersome for the female teachers since they have to take care of families and children at home. In this context, the Committee are of the view that in the absence of Security Guard, it is natural to have a feeling of insecurity among teachers/ especially women teachers and girl students. The Committee believe that neither students nor teachers can perform at their best if they do not feel safe. Further, schools where teachers do not feel safe are likely to experience difficulty in attracting and retaining teachers. The Committee, therefore, recommend that the Ministry of Human Resource Development and Home Affairs should take steps expeditiously to ensure that the direction regarding security norms to be followed in educational institutions are upheld without fail. The Committee also recommend that dedicated self defence programmes should be conducted at regular intervals for instilling a sense of security amongst the women teachers and girl students of the school for their emotional well being apart from their physical fitness. In view of the fact that female teachers are engaged for census and other electoral works as booth level officers, the Committee recommend that threat perception for female teachers should be objectively identified by concerned security agencies and suitable directions be given to allay the fear in the minds of the female teachers for being a part of any bonafide electoral or other non-educational work being given to the women teachers. The Committee also recommend that action taken in the matter be communicated to the committee at the earliest.

Replies of the Ministry of Human Resource Development

SamagraShiksha: Education comes under the concurrent list of the Constitution and the State Governments and Union Territory Administrations have the direct responsibility to address the issue of safety and security of women teachers and girls in work places and schools under their territorial control.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 aims to provide safe and secure work environment to women. The Act covers all women, irrespective of their age or employment status and provides protection against sexual harassment at all workplace and covers all educational institutions. As per Section 4(1) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 “every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the “Internal Complaint Committee”:

The Ministry of Human Resource Development has taken steps to prevent and deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

The Right of Children to Free and Compulsory Education (RTE) Act, 2009 which came to effect in April 2010 mandates that, the School Management Committee constituted under Rule 21 shall be the first level of grievance redressal of teachers of schools specified therein. The State

Government shall constitute School Tribunals at the State, District and Block levels which would act as the grievance redressal mechanism. Complaints related to harassment of women teachers shall be accorded priority and shall be redressed without delay in compliance with the guidelines issued by the Supreme Court on prevention of sexual harassment at the work place. Further, the Ministry of Human Resource Development has issued guidelines on 9th October, 2014 to State Governments for ensuring safety and security of school children, including provision on eve teasing and sexual abuse.

National Commission for Protection of Child Rights (NCPCR) has also suggested authorities at different levels such as SMC, School Principal, School Management, Education Department and Boards, to conduct safety audits in schools. NCPCR has developed a Manual on safety and security of children in school setting.

The CBSE (Central Board of Secondary Education) has issued a circular on 12.09.2017 directing the schools affiliated to the Board to take measures such as psychometric evaluation of teaching and non-teaching staff, safety audit of premises, CCTV monitoring, character antecedents verification, visitor management, training of staff and setting up Internal Complaints Committee on sexual harassment and Committees under Protection of Children from Sexual Offence (POCSO) Act, 2012 etc. to ensure safety of children. For corporal punishment, the Board has incorporated a provision in the Affiliation bye-laws of the Board for preventing cruelty towards children. Under Rule 44.1 (d) of Affiliation bye-laws of the Board, the school Managing Committee has been empowered to place an employee under suspension if "he/she is charged with cruelty with any student or any employee of the school". Rule 8.5 of Affiliation bye-laws provides that the school should scrupulously observe prescription from the Municipal Authority/ District Collector/ Transport Department regarding drinking water, fire safety and transport precautions in the school. The Board has also issued comprehensive guidelines for safe and effective use of internet and digital technologies including CCTV cameras in schools and school buses.

KendriyaVidyalayaSangathan (KVS) has constituted an 'Internal Complaints Committee' at KVS Headquarters level and Regional Offices level *vide* order dated 03.11.2015 to deal with the complaints regarding sexual harassment of women at workplace.

Internal Complaint Committee in Headquarters and Regional Offices of the NavodayaVidyalayaSamiti (NVS) are functional which deal with complaints of Sexual Harassment of women employees at work place in NVS. NVS is following all guidelines of Ministry, POSCO Act and NCPCR instruction. The detailed guidelines for ensuring safety and security of students in JNVs have been issued from time to time. School level complaint committees and cluster level complaint committees are functional. At headquarter level moral turpitude cases are dealt by summary trial committees. Action against the staff if found guilty, is taken and in serious cases upto termination of services of staff is also taken as per the NVS notification dated 20.12.1993.

The Central Tibetan Schools Administration (CTSA) Schools are affiliated to CBSE and according to CBSE guidelines the following programmes are introduced for safety and security of girl students and female teachers in schools:

- (i) CCTV cameras are installed at all vulnerable areas within the school.
- (ii) The security guards are engaged to limit the entry of outsiders within its premises.
- (iii) A separate grievances committee has been constituted in all Schools for redressal of grievances of the staff, parent and students.
- (iv) A separate sexual harassment committee is also working in all the schools of CTSA.
- (v) Counseling of students is a regular feature in CTSA schools.

CTSA has reported that no case of sexual harassment of girl students and female teachers has been reported in any CTSA school.

The NCERT has developed Training Material for Teacher Educators on Gender Equality and Empowerment – Vol. I, II and III wherein the Vol. I has a module on “Gender and Violence” and Vol. III has a module on “Protecting the Right of Girls and Women: The Legal Framework” which addresses the issue of child sexual abuse in school. These volumes are widely disseminated by the NCERT in all its programmes and its softcopies are available on NCERT’s website. NCERT has also prepared Training and Resource Materials under Adolescence Education Programme content related to understanding and challenging stereotypes and discrimination, reporting abuses and violence have been included. It is a part of NPEP which is implemented in States/UTs. At the institutional level NCERT has constituted a committee and policy on “Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace”. The committee on regular basis addresses issues related to sexual harassment of women at workplace.

Self Defence training for girls is an activity under SamagraShiksha. Keeping in view, the rising number of crimes against girls and women in the country and to ensure safety and security of girls, self defence training is imparted to girls of class VI to XII belonging to Government Schools. Fund for this purpose is provided for three months @ Rs. 3000/- per school per month for inculcating self-defence skills including life skill for self-protection and self-development among the girls. Self defence training is also being given in Kasturba Gandhi BalikaVidyalayas (KGBVs) which are residential schools meant for girls of Class VI to XII and belonging to disadvantaged groups.

NCERT: The Department of Gender Studies (DGS), NCERT views that Self-defense training has to be a regular feature of school curriculum, designed according to the stage of education. Self-defense training should include physical and mental empowerment of girls, once trained they should be given opportunity for regular practice and skill refinement.

The Department of Gender Studies (DGS), NCERT in its Gender sensitization programmes for various stakeholders has sessions on self-defense techniques for girls. The Department is preparing transformatory material for bringing about attitudinal changes among all for building a gender just society. Such materials can be used for programmes to focus on behavioral changes

among all children against gender stereotyping, bullying, gender based harassment and violence, etc. Boys have to be confronted to issues of patriarchy and masculinity.

KVS: Security measures in the school premises such as provision of security at the gates and in the premises, secured boundary walls, CCTV coverage, provision of separate toilets for women teachers, etc. are strictly being implemented in KendriyaVidyalayas. Every school has constituted Internal Complaints Committee for safeguarding the interests of women teachers and girl students.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

Standard Operating Plan (SOP) is followed strictly in all NEW DELHI MUNICIPAL COUNCIL Schools regarding safety & security of women teachers and students and other staff members which is reviewed on monthly basis by the NEW DELHI MUNICIPAL COUNCIL. The NEW DELHI MUNICIPAL COUNCIL follows zero tolerance policy in this regard. Every school has minimum two security guards, (one male & one female) during school hours.

Self-defence training (martial art) is provided to the willing girl students at school level through NGOs' and other agencies. Renowned resource persons of their field invited to train the Girls Students and Teachers of NEW DELHI MUNICIPAL COUNCIL Schools.

For the safety and security of students and women teachers in NEW DELHI MUNICIPAL COUNCIL, two security guards are deployed in each and every schools during the school time which are provided by security department of NEW DELHI MUNICIPAL COUNCIL after proper character verification of the security guards.

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi- II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

All the schools of DoE are day boarding schools and all girls schools are functioning in the morning shift only with working Hours (timings) ranging from 7 am to 2.00 pm. No women teachers are required to work beyond duty hours and stay at late hours is ruled out.

- Keeping in view of safety and security of girl students and female staff, the girls & co-educational schools have female security guards also along with male guards. Police verification of Guards done by Delhi Police.
- CCTV cameras are installed at different prominent places in the school compound and made operational.
- Emergency response teams have been formed in all schools, for immediate remedial response in all kinds of emergencies.

- Schools gates are kept closed, manned by guards.
- Visitors register is maintained.
- Separate washroom/toilets are available for girl students & female teachers.
- HoS of both the shifts are responsible to take up the issue of any eve-teasing with the SMC and local police.
- Self Defence Training for girl students of Govt. Schools under Directorate of Education is being organized by Physical Education Branch. Further, same program for women teachers is also being conducted.
- As far as Election and Census duties are concerned, they are mandatory national duties to be performed by public servants.

[[Directorate of Education, Govt. of NCT of Delhi No.30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

Special attention is being given to Safety and Security of students as well as government property. A Committee comprising of Principal and parents of children has been constituted for inspecting the safety and security arrangements in the concerned school. As the strength of female teachers in the department is almost 65%-70% it can be inferred that safety and security is not a concern for employment as teachers in East DMC schools. Even though no security guards have been engaged for the security of teachers/students the security environment within the school premise is safer. However self defence programmes at regular intervals are conducted for the training of female teachers and students. Proposal is under process to provide security guard in each and every school for 24 hours.

Regarding the safety of female teachers during census, election and disaster management duties department has no mechanism; the same shall be taken up with the concerned authorities which deploy them for mentioned activities.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

As the strength of female teachers in the department is almost 70% it can be inferred that safety and security is not a concern for employment as teachers in North DMC schools. Even though no security guards have been engaged for the security of teachers/students the security environment within the school premise is safer. However self defence programmes at regular intervals are conducted for the training of female teachers and students.

Regarding the safety of female teachers during census, election and disaster management duties department has no mechanism; the same shall be taken up with the concerned authorities which deploy them for mentioned activities.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

The department is adopting the security measures for the girl child and female teachers in its school premises. The Chowkidars were engaged in each school at night hours. However, the department is going to provide security guards in all of its schools in phased manner. The department has initiated proposal to hire the services of Security Guards in Municipal Schools which is still in process. Besides this, to ensure the safety & security of the lady staff & children, in more than 150 Municipal Schools, the CCTV Camaras were also installed. Department is planned to install CCTV camaras in al schools of SDMC. There is no school lying in SDMC without proper boundary wall or main gate. The department has also organises Self Defence Training Programmes for female teachers & girl students with the help of Delhi Police and NGOs working in the field time to time.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./HQ/2019/8583 dated 27th September, 2019]

Comments of the Committee

(Please see Paragraph No. 28 of Chapter I of the Report)

(Recommendation 2.6)

Work Load

The Committee note that the Right to Education Act 2009 also allows only three duties— census, disaster and election. The Committee find that women teachers of the school are also required to do non-teaching work of the school, i.e. maintenance of school, repairs in school building, availability of light and electricity, procurement of items related to school, pay bill and service related matter etc. that too beyond school hours. Excessive administrative & non-academic work and the burden of non-teaching demands may make teachers depressed & lose their morale and commitment to the school.

The Committee desire that in tune with the essence of the RTE Act teachers should concentrate on teaching only and should not be assigned any non-academic work beyond the mandate of the law. Engaging teachers to do activities other than teaching takes a toll on them and affects their primary duty. They are supposed to do only teaching work during school hours. In order

to create better and hassle free working condition for female teachers, the Committee recommend that the Ministry must take suitable action to ensure that teachers focus on teaching and academic activities by recruitment of clerical staff in all the schools of Government for doing non-teaching work wherever felt necessary. The Committee also recommend that government should look for a policy-level intervention to ensure that the incidental task of involvement in Census, disaster and election related work should not have any adverse impact upon the core work of teaching for school teachers to improve the standards of teaching and learning. The Government should also ensure that these measures are taken by private schools also so as to ensure and provide a congenial environment to them as well.

Replies of the Ministry of Human Resource Development

As per Section No. 27 of the RTE Act, 2009, no teacher shall be deployed for any non-educational purposes other than the decennial population census, disaster relief duties or duties relating to elections to the local authority or the State Legislatures or Parliament as the case may be. The States who are the appropriate authorities under the Act, have been asked to ensure compliance with provision of RTE Act.

KVS: Sufficient non-teaching staff exist in KendriyaVidyalayas for the non-academic work and teachers are not normally used for such work.

NVS: The teachers in JNVs are not engaged for administrative duties except the duties of a teacher of a residential school. Administrative work of the Vidyalaya is entrusted to Non-teaching staff which is specifically appointed and engaged for administrative work. NavodayaVidyalayas being residential in nature, teachers are not being put to census duty. However, the election duties are being performed, as and when required by the Election Commission.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

In NEW DELHI MUNICIPAL COUNCIL schools, the female teachers are not deputed in non-academic or other administrative works except census, disaster and election. Civil and Electric Department of NEW DELHI MUNICIPAL COUNCIL looks after the maintenance of infrastructure and other works of all NEW DELHI MUNICIPAL COUNCIL Schools. Sufficient number of ministerial staff is available for administrative work in schools.

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi- II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

DoE has taken many positive steps to enable teachers to focus on teaching and academic activities only. They include:-

- All the schools have been sanctioned with sufficient no. of clerical staff based on enrolment of school and posts are filled.
- Estate Manager has been appointed in every school to look after upkeep and maintenance related issues. Estate Manager is required to upload videos of schools premises on daily basis through a Mobile App. Complaints relating to minor maintenance are monitored regularly.
- HOSs have been delegated power to engage ministerial staff on contract basis against vacancies of clerical staff.
- All matters relating to disbursement of cash under Student welfare schemes has been taken away from schools and this is now being done from DoE HQs through Direct Benefit Transfer directly in to the bank accounts of students.
- Data Entry Operators/IT Assts have been posted in all schools to deal with related items of work.
- Election and Census duties are mandatory national duties to be performed by all public servants and it is for MHRD to take a policy decision.

[Directorate of Education, Govt. of NCT of Delhi No. 30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

The teachers are being detained /deputed for the duties assigned by the Delhi Government with regard to Census and Elections.

However, they are not deputed to look after the major maintenance and repairs of school buildings. The concerned departments of East DMC handle this work. However for procurement of office stationary related to school and minor repairs the Headmaster/Headmistress who normally are free from the responsibilities of teaching job are responsible.

As recommended Teachers are supposed to do only teaching work apart from census, election and disaster management duties, for work related to non teaching activities like service matters pay bills ministerial staff at zonal level is involved.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

The teachers are not responsible for responsibilities for major maintenance and repairs of school buildings. The concerned departments of North DMC handle this work. However for procurement of office stationary related to school and minor repairs the Headmaster/Headmistress who normally are free from the responsibilities of teaching job are responsible.

As recommended Teachers are supposed to do only teaching work apart from census, election and disaster management duties, for work related to non teaching activities like service matters pay bills ministerial staff at zonal level is involved.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

It is being ensured that no school in SDMC left without principal or incharge who will responsible to complete non academic work related to the school like building maintenance, pay bill, service matters, completion of school record etc. in such a manner that teaching learning process in the school do not effect. However, there is no post / provision of engagement of clerical / ministerial staff in Municipal Schools in SDMC.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./ HQ/2019/8583 dated 27th September, 2019]

Recommendation (Para No. 2.7)

Toilets for Women Teachers/Girl Students

The Committee believe that adequate sanitation facilities exist at the very root of the health and physical well being of Teachers. The Committee were informed that there is provision of separate toilet for women teachers in NavodayaVidyalaya, NDMC and all Municipal Schools of Delhi. However, in schools of East Delhi Municipal Corporation, women teachers have to use common toilets with female students. However, in KVS, though there is provision of separate toilet for women teachers, the number of toilets have not increased in proportion to the number of female teachers which have increased over the years. Such a scenario needs attention owing to the specific sanitation needs of the female teachers which stand out as the basic need for any teacher in the school.

The Committee believe that absence of toilet facilities is one of the most significant reason for drop out of girls at secondary school. Since, separate toilets for girls are directly related

to their health and sanitation, the Committee, recommend that the Ministries of HRD and Home Affairs must take up the issue with concerned authorities and ensure the construction of (i) separate toilets for women teachers and girl students and (ii) adequate number of toilets in schools where the number of teachers have gone up. Further, since primary responsibility of maintenance of school toilets lies with the concerned State Government and UT Administration, the Ministry must vigorously pursue with all the State Governments to ensure proper maintenance and creation of school toilets to keep them functioning and also steps must be taken to bring about behavioural changes among students and teachers through an intensive awareness campaign so that the toilets are properly used, and kept neat and clean. The Committee desire that Ministry may allow separate staff for proper upkeep of school infrastructure and want to be apprised of the action taken in the matter within three months.

Replies of the Ministry of Human Resource Development

SamagraShiksha: (i) The Ministry of Human Resource Development had undertaken SwachhVidyalaya initiative to provide separate toilets for girls and boys in all government schools within one year up to 15th August, 2015. Under the initiative, construction/re-construction of 4,17,796 toilets was completed in 2,61,400 government elementary and secondary schools in one year till 15th August 2015.

(ii)The Department of School Education and Literacy has launched an Integrated Scheme for School Education – SamagraShikshaw.e.f. 2018-19, which subsumes the three erstwhile Centrally Sponsored Schemes of SarvaShikshaAbhiyan (SSA), RashtriyaMadhyamikShikshaAbhiyan (RMSA) and Teacher Education (TE). Under SamagraShiksha, States and UTs are supported for strengthening of existing government schools, and for creation and augmentation of infrastructure facilities including toilets as per proposals received from respective State/UTs and reflected in their Annual Work Plan and Budget (AWP&B).

(iii)The scheme also envisages an annual recurring composite school grant varying upto Rs.1,00,000/- per annum depending upon the number of students, for all government schools. Each school is required to spend at least 10% of the composite school grant on activities related to Swachhata Action Plan. The scheme also provides for annual maintenance and repair of existing school building, toilets and other facilities to upkeep the infrastructure in good condition.

(iv)Under erstwhile SSA till 2017-18 and SamagraShiksha effective from 2018-19, construction of 3.99 lakh boys' toilets and 5.22 lakh separate girls' toilets have been sanctioned for elementary education to States and UTs. Out of which, States and UTs have reported completion of construction of 3.83 lakh boys' toilets and 5.14 lakh separate girls' toilets till 31.03.2019. Under erstwhile RMSA till 2017-18 and SamagraShiksha from 2018-19; 66,286 toilets have been sanctioned for secondary and senior secondary schools to States and UTs. Out of which, States and UTs have reported completion of construction of 46,280 toilets till 31.03.2019.

(v) The Ministry of Panchayati Raj has also advised the Panchayati Raj Departments of all States in March, 2016 to include inter alia the provision for rehabilitation/repair of existing toilets in schools as per the norms and requirements, while preparing Gram Panchayat Development Plans for using Fourteenth Finance Commission Grants. The Ministries of Human Resource Development (Department of School Education & Literacy), Ministry of Panchayati Raj and Ministry of Drinking Water and Sanitation have also jointly addressed the States regarding participation and support of Gram Panchayats in putting in place proper arrangements for regular cleaning of school toilets and waste disposal in schools.

(vi) The Ministry has advised all State governments and UT Administrations to ensure proper maintenance of school toilets to keep them functional and also to take steps to bring about behavioural changes among students and teachers through an intensive awareness campaign so that the school toilets are properly used, and kept neat and clean. The Ministry has also advised States and UTs to encourage school education authorities in promoting cleanliness and hygiene practices in schools by undertaking various activities including Swachhata Pakhwada, appointment of Student Ambassador, singing Swachhata songs in Bal Sabha/Children's assembly, celebrating Swachhata Diwas, drawing/painting competitions focusing on Swachhata in schools. The Ministry has also requested all States and UTs to fill in the gaps, if any, in availability and functionality of toilets in schools.

It is also noteworthy to mention that the appropriate Government or Local authority concerned has the prime responsibility to provide toilet facilities in schools. The Right of Children to Free and Compulsory Education (RTE) Act, 2009 inter alia provides that every recognized school should have separate toilets for boys and girls. This Department has issued letter to States and UTs for encouraging use of common toilets for students and teachers as it ensures proper usage, functionality and regular maintenance of the toilet facilities in the schools.

KVS & NVS: Separate toilets for women teachers exist in Kendriya Vidyalayas and Navodaya Vidyalas. The maintenance of toilets is taken up by the school through house keeping services engaged for the purpose which is going on quite well.

CBSE: The rule 4.7.2 of Affiliation bye-laws stipulates that 'The School will provide clean healthy and hygienic toilets on each floor with washing facilities for boys and girls separately in proportion to the number of students. The toilets for the primary students should be separate from other toilets. There should be separate toilets for staff members. Signage Boards should be displayed prominently on the toilets of all categories.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

NEW DELHI MUNICIPAL COUNCIL has sufficient number of separate toilets for Girl Students & Female staff members. Number of toilets is increased keeping in view the strength of students in schools. Separate toilets are available for specially-abled children. NEW DELHI MUNICIPAL COUNCIL has also deputed adequate number of SafaiSewaks for the cleanliness/sanitation work of these toilets.

All NEW DELHI MUNICIPAL COUNCIL Schools provision of separate staff rooms for female teachers is also available.

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi- II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

- Separate Toilets are available for female teachers, staff and girl students in sufficient number in all schools of DoE. The proposals for construction of additional class rooms invariably include commensurate no. of toilets for teachers/students.
- Sanitation services in schools have been out-sourced and regular monitoring is being done for proper maintenance. Female sanitation staff is provided by service provider.
- For proper disposal of used sanitary napkins, incinerators have been installed in toilet blocks for girl students and female teacher toilets. This will be further augmented during 2019-20 through funding from SamagraShiksha.
- Under the Swachha Bharat Abhiyan, all concerned in the schools are being sensitised formaintaining cleanliness in the school premises.
- In addition Schools are being provided sufficient funds for day to day upkeep and maintenance under state/UT scheme as well as under SamagraShiksha.
- Estate Manager has been appointed in every school to look after upkeep and maintenance issues.

[[Directorate of Education, Govt. of NCT of Delhi No. 30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

It is imperative to have a neat and clean environment for women teachers and students in the schools. Nearly all Municipal Schools have separate toilets of female Teachers and students however separate toilets for female teachers are being provided. Till date separate toilets for female staff have been constructed in maximum number of schools and the scheme shall be implemented in other schools where no such facility is available.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

Nearly all Municipal Schools have separate toilets of female Teachers and girls however separate toilets for female teachers are being provided. Till date separate toilets for female staff have been constructed in 23 schools and the scheme shall be implemented in other schools where no such facility is available.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

It is to submit that the separate toilet facilities for female teachers and girl students is available in all schools being run / governed by SDMC. The Sweepers in adequate number has been provided in the schools to ensure the proper functioning and cleanliness of school especially toilet blocks.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./ HQ/2019/8583 dated 27th September, 2019]

Comments of the Committee

(Please see Paragraph No. 36 of Chapter I of the Report)

Recommendation (Para No. 2.8)

Transfer/Posting

The Committee believe that humane concerns in matters of Transfer/Postings be given utmost importance to ensure that the challenges of work environment do not deter the entry of women in professional life. The Committee are glad to hear from the Ministry of Human Resource Development that transfer policy of KVS facilitates easy transfer and stay of women teachers in their choice station. Similarly, spouse unification is given priority in the transfer policy of Navodaya Vidyalaya. Further, it has been submitted by Directorate of Education, National Capital Territory that transfer within 8 kms of their place of residence is given to female teachers at time of their marriage. Also, preference is given to widows/divorcee/deserted female and wives of members of All India Services/Armed Forces and those posted out of Delhi for allocating the School nearest possible to their residence. The Committee have also been informed that female teachers of Directorate of Education, National Capital Territory are initially posted within 10 kms.

The Committee believe that a humane approach towards transfer and posting of women teachers is an inalienable factor for women teachers shedding up their inhibitions to be a part of the teaching workforce and embolden the task of women empowerment through the involvement of women teachers. The Committee have been informed that an advisory from the Ministry of HRD has been issued to all the concerned states/UTs for evolving a sound policy for rational deployment of teachers. The example of teacher transfer being governed through legislation as per the Karnataka model is also a vibrant step in ensuring justice and welfare for the teaching faculty. The committee desire that the Ministry of HRD should share the best practices of the Karnataka model and the various legislations which has been passed by various State/UTs across the country, that, the best practices are emulated and a transfer policy of women teachers is evolved which works in the best interest of the teachers community and it is ensured that the discretionary powers given in matters of transfer and posting of women teachers is not misutilized. The Committee believe that objectivity and impartiality are the two cornerstone behind the evolution of any sound policy in matters of transfer and posting. Hence, the committee are in favour of providing minimum discretion and wherever It is not possible to do away with the same, It must be conditioned by maximum regulations to ensure that justice as fairness is ensured for every women teacher. The Committee also recommend that necessary action taken in the matter be communicated to the Committee within three months.

The Committee desire that there should be transparency and fairplay in postings and transfers. An annual transfer /posting through counselling session with system based date similar to counselling adopted for engineering college admissions could be a solution. The Committee therefore recommend that the Ministry should prepare a robust and system based transfer / posting policy keeping in mind the guidelines for the same.

Replies of the Ministry of Human Resource Development

SamagraShiksha: Education is in the Concurrent List of the Constitution and majority of the schools are under the jurisdiction of respective States and Union Territories (UT). As per Section 23 (3) of the RTE Act, 2009, the salary and allowances payable to, and the terms and conditions of services of, teachers shall be such as may be prescribed. Further, Rule 18(1) of the Model RTE Rules, 2009, states that the State Government or the local authority, as the case may be, shall notify terms and conditions of service and salary and allowances of teachers in order to create a professional and permanent cadre of teachers. Accordingly, States have notified their own State RTE Rules and conditions of service of all teachers are governed and regulated by the concerned State Government as stipulated in their State Rules/Regulations/ Notifications. However, the Central Government has issued an advisory vide D.O. no. 10-3/2016-EE.17 dated 26.05.2016 regarding request to evolve a sound policy for rational deployment of teachers, (State/ UTs have been advised to explore the possibility of adopting the Karnataka model, wherein teacher transfer is

governed through legislation). During the Project Appraisal Board Meetings, National/ Regional Workshops the States and UT Governments are requested to expedite the recruitment process and rational deployment of teachers. Further, these meetings, the States and UTs are also advised to study and adopt, as per their requirement, the best practises followed by other States and UTs share the same by uploading on the SE SHAGUN portal. The indicators related to Numbers of new teachers recruited through a transparent online recruitment system and the number of teachers transferred through a transparent online system have been included in the Performance Grading Index(PGI) developed by this Department for Grading of States.

KVS: The well defined transfer policy devised and followed by KVS has provisions for women teachers that facilitate their transfer and postings to their places of choice, to the extent possible.

NVS:The present Transfer System adopted by NVS is very transparent as it is fully automated and involves no human interference. Applications from employee desirous of transfer are invited online through designated Annual Transfer Portal. Vacancies are displayed online. Due priority viz. spouse unification, widow/single woman is given to female employees in transfer process.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

NEW DELHI MUNICIPAL COUNCIL is a local autonomous governing body having a limited area in New Delhi. All the teachers, specially women teachers are posted as per their convenience as far as possible. Any request for a transfer by a female teacher is considered sympathetically. A transparent system in transfers is followed.

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi- II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

The Directorate has policy/ guidelines for transfer of teaching staff through online application process. Women teachers are allowed transfers within 08 Kms of their place of residence given subject to the availability of the vacancies. In case of women teachers, condition of minimum stay of 02 years for applying for online teachers is relaxed in the following cases:-

- (a) If marriage held in the preceding one year from the last date of inviting application.
- (b) Whose husband is in All India Services / Armed Forces and posted out of Delhi.
- (c) Widows / Separated / divorced / Women Teachers.
- (d) Teachers whose spouse / son / daughter are specially – abled (more than 40% disability).

A copy of the transfer policy guidelines is enclosed herewith.

[Directorate of Education, Govt. of NCT of Delhi No. 30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

Transfers of teachers/principals specially women teachers within the EDMC are being undertaken on regular intervals. Special attention is also given to the single / widow / divorcees / women with special needs and they have been preferred over others for posting to their opted schools. The transfer of Teachers has been done on their request as well as on administrative grounds. Besides, priority is being given to female teachers in morning shift schools.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

North MCD has implemented 'online transfer policy' and under this policy teachers are allowed to choose to apply for transfer own their own. This portal is transparent and impartial. Under this policy single / widow / divorcees / women with special needs are preferred over others for posting to their opted schools. The transfer of Teachers has been done on their request only. Besides it priority is being given to female teachers in morning shift schools.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

The fair and transparent transfer policy is being adopted in SDMC while transferring any teacher (male / female) from one school to another school. It is being take care of the that female teacher be posted in morning / general shifted school near to her residence subject to condition of availability of vacancy in the school.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./HQ/2019/8583 dated 27th September, 2019]

Recommendation (Para No. 2.9)

Relaxation in Recruitment Rules

The Committee believe that owing to social, economic, cultural and various other concerns, women are forced to take a break in their study. Further, adequate number of years are wasted in getting degrees due to break in study, either to cater to familial obligations or other challenges. In order to promote women to break the shackles of the various adversities which grip their psyche, the Committee believe recruitment rules should be relaxed as to enable them to face these adverse conditions.

The Committee note that in Kendriya Vidyalaya, the maximum age limit for the post of PGT/TGT Teachers is 40 and 35 years respectively whereas In NDMC schools, maximum age limit for male and female for the appointment of TGT is 30 Years and 40 Years respectively. Under NVS, maximum age limit for appointment of PGT is 40 years and for TGT is 35 years.

The Committee have further observed that 10 years age relaxation is allowed to women candidates for appointment under direct quota for teaching posts (PGTs, TGTs and Miscellaneous categories). The Committee have also been informed that age relaxation is being provided to OBC, SC, ST, PH and Ex-Servicemen candidates as per Government of India Rules. The Committee find that the age relaxation in recruitment rules for women Teachers is not uniform. While there is 10 years age relaxation for the TGT female teachers In NDMC Schools and schools under GNCT of Delhi, there is no age relaxation for PGT female teachers.

The Committee note that school education is an important component in the nations education system and it should envisage attracting the best and brightest talent. The Committee desire that the recruitment should be flexible and relaxable so as to attract such women talent. It is generally seen that many academically brilliant girls miss out from the work force due to social and family commitments at their career formation phase in their young age. Therefore, the committee recommend that the Ministry of HRD should re-examine the existing provisions regarding age relaxation in recruitment rules and must bring the relaxation provisions for TGT and PGT Teachers at par with each other and desire that the Ministry make vigorous efforts with the respective state governments on this issue wherever required and inform the Committee about the action taken in the matter at the earliest. In order to benefit teachers and the society at large, the Committee further desire that Ministry/State Governments and concerned authorities should encourage the women teachers working in Govt and Private schools/colleges to pursue Post Graduations and PHDs by providing them necessary support including leave.

Replies of the Ministry of Human Resource Development

SamagraShiksha: Education is in the Concurrent List of the Constitution, a majority of the schools are under the jurisdiction of respective States and Union Territories (UT). Hence, the recruitment, service conditions and redeployment of teachers are primarily in the domain of respective State Governments and UT Administrations.

However, as per Section 23(1) of the Right of Children to Free and Compulsory Education (RTE) Act, 2009 'Any person possessing such minimum qualifications, as laid down by an academic authority, authorized by Central Government, by notification, shall be eligible for appointment as a teacher'. Accordingly, Central Government vide its notification dated 31.03.2010 has notified National Council for Teacher Education (NCTE) as an academic authority to prescribe minimum qualification as a teacher. Accordingly, NCTE vide its notification dated 23.08.2010, published in official gazette (amended from time to time) has laid down the minimum qualification for appointment of teachers.

KVS & NVS: 10 years age relaxation to the female candidates irrespective of category status is being provided by KVS and NVS for all teaching posts viz. PGTs, TGTs and Miscellaneous Category of Teachers.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

NEW DELHI MUNICIPAL COUNCIL follows all the Rules & Regulations of Govt. Of NCT of Delhi regarding age relaxation for female teachers. The age relaxations are being given as per policies and rules of Govt. Of India.

NEW DELHI MUNICIPAL COUNCIL Education Department encourages women teachers for higher education by granting them leave facility for study and for preparation of exams. NEW DELHI MUNICIPAL COUNCIL Education Department itself provide the facility to Female Assistant teachers to qualify the essential qualification of B.Ed or other higher level through SCERT for their promotion with full pay leave for one year.

In NEW DELHI MUNICIPAL COUNCIL schools, maximum age limit for male and female for the appointment of TGT is 30 years and 40 years respectively

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi-II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

Recruitment Rules are framed in this department as per DoPT guidelines, including OM No. 14017/48/2010-Estt. (RR) dated 31/12/2010.

[Directorate of Education, Govt. of NCT of Delhi No. 30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

Only Nursery and Primary Teachers are working under East DMC. Finalisation of Recruitment Rules and all the formalities to recruit the teachers is rest with the South DMC who is the nodal agency for all three MCDs. East DMC is not having any power to frame the Recruitment Rules and recruit the teachers.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

Only Nursery and Primary Teachers are recruited under North DMC. As NCTE guidelines do not allow relaxation of age in recruitment till date the same is nor reflected in the RRs to the post of Nursery and Primary Teachers. The changes in RRs as recommended by the committee shall be adhered to as and when its mandated by NCTE.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

Since the SDMC is neither the Teacher Appointing Authority nor the policy making agency, SDMC is nothing to do with the Relaxation in Recruitment Rules for its teaching staff.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./ HQ/2019/8583 dated 27th September, 2019]

Recommendation (Para No. 2.10)

Representation of Women Teachers

The Committee were informed by the Ministry that out of 45325 teachers working in KVS, 19925 are women teachers which represent 43.96% of the total teaching staff. The Committee are happy to note that presently 19966 regular female teachers are working in the Directorate of Education, NCT as compared to 16843 regular male teachers, Similarly, the Committee have been informed that representation of women teachers is more than the male teachers in NDMC and it is about 68% in South Delhi Municipal Corporation School.

The Committee are further happy with the representation of women teachers in Directorate of education, NDMC and South Delhi Municipal Schools.

The Committee have been further informed by the Ministry that women teachers are influential not only in increasing enrolment of girls but also have a positive impact on their retention, performance and personality development. Further, the need for increasing the number of women teachers has been reiterated from time and again by various Education Commissions and Committees. The higher representation of women teachers reflect the gender balance in the workforce of the teachers in school. It also results into safe and secured environment not only for women teachers but also the girl students in the schools.

The Ministry of Human Resource Development have informed the Committee about the region wise status of women teachers in JawaharNavodayaVidyalayas (JNVs) . A perusal of the data provided by the Ministry revealed that in Bhopal region the total representation of SC community women is only 62 out of 580, in the Hyderabad region, the figure is abysmally low to the extent of only 12 teachers out of the total number of women teachers of 586 which comes down to a meagre 2.04 %. Further in the Jaipur region only 23 women teachers are present out of a total number of 444 women teachers which is 5.81% and in the Lucknow region only 19 women teachers from the ST community is working out of 587 total women teachers which comes down to 3.23 % only.

The Committee is reminded of the constitutional aspirations of providing representation to the weaker and vulnerable sections of the society (SCs and STs). The perusal of the data revealed of a stark manifestation of under representation and lack of equity in matters of appointment of the schedule tribe community in various regions of the JawaharNavodayaVidyalayas. The Committee recommend that the Ministry of Human Resource Development should urgently look into the reasons of under representation of the ST community in the various regions of the JNVs and take immediate steps to fill up the shortfall in vacancy reserved for these communities. The Committee also recommend that the MHRD should objectively identify shortfall in matters of recruitment of the

SC and ST community in various schools across the country and inform the Committee at the earliest about the steps taken to mitigate the issue of under representation of these communities.

The Committee find that there is greater representation of women teachers in teaching profession reflecting a natural bent of the females to join teaching profession. The Committee believe that the wider representation of females in teaching profession has varied repercussions in emboldening many other women to come out of their homes and actualise their creative potential in domains of various other professions. In view of this, the Committee recommend the creation of a greater number of jobs for women in the education sector with ample security and job satisfaction so that the onward march of the task of women empowerment is speeded up. The Committee recommend that the need to engage women in an increasing manner in the teaching profession should be taken seriously by the ministry. The Committee, therefore, recommend that Ministry of Human Resources Development to take appropriate measures to create more job opportunities for aspiring women teachers and enhance their representation in educational institutions. The Committee further desire to be apprised of the action taken in the matter at the earliest.

Replies of the Ministry of Human Resource Development

The recruitment, service conditions and deployment of teachers come under the purview of the State/ Union Territory (UT) Government. The percentage of women teachers at primary level on All India level for Government Schools is 52.22%.

KVS: There is no shortfall of SC and ST community employees in KVS. KVS takes all steps to fill the earmarked reserved vacancies of SC and ST community.

NVS: The reservation policy of Gol is being strictly followed in recruitment of teachers. However, there is no specific reservation quota prescribed for female teachers separately under the

reservation policy of GOI. It is pertinent to mention here that to increase the female participation in workforce, Samiti is giving 10 year's age relaxation to female candidates in teaching posts.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

NEW DELHI MUNICIPAL COUNCIL has 70% of workforce of regular Women Teachers in their schools. The committee praised the NEW DELHI MUNICIPAL COUNCIL for having highest number of women teachers which reflects gender balance in the workforce of teachers in the schools.

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi- II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

- As far as representation of women among teachers, it is placed on record that out of 37574 no. of teacher posts filled on regular basis, 17293 are male (46.02%) and 20281(53.98%) are female.
- All posts in Girls schools are allocated to women teachers, and the allocation in Co-Educational schools is in the ratio of 50:50 to male and female teachers.
- In so far as representation of female teachers belonging to ST category is concerned, there are 672 in position and account for 3.31 %. SC female teachers number 3310, which is 16.32% of the total female teachers.

[Directorate of Education, Govt. of NCT of Delhi No. 30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

As females teachers already constitute 65%-70% of teachers strength under East DMC any relaxation in age limit for recruitment in order to attract females to this job is not required as of now.

It is also submitted that finalisation of Recruitment Rules and all the formalities to recruit the teachers is rest with the South DMC who is the nodal agency for all three MCDs. East DMC is not having any power to frame the Recruitment Rules and recruit the teachers.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

As females teachers already constitute 70% of teachers strength under North DMC any relaxation in age limit for recruitment in order to attract females to this job is not required as of now.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Reply of the South Delhi Municipal Corporation

At present, the ratio of female teachers in SDMC Schools are approx 68 percent which is higher side as compare to other organisations / states. However, the department in process to engage more female teachers in coming years.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./ HQ/2019/8583 dated 27th September, 2019]

Recommendation (Para No. 2.11)

Ad-hoc/Contractual Teachers

The Committee are concerned at the working conditions of ad-hoc /contractual teachers in various educational institutions in the country. The Committee have been informed that most of the teachers of Kasturba Gandhi BalikaVidyalaya (KGBV) are contractual teachers and they get very less remuneration compared to full time teachers, part time teachers and warden. Part time teachers stay outside the KGBV.

Therefore, the Committee recommend that the processes and the selection of ad-hoc teachers should be fair and transparent. In some schools, teachers are kept on temporary/ad-hoc basis for many years. In case of teachers on long leave, ad –hoc /contractual appointments may be made for a specified period of time. Such appointees should be given full salary and all admissible allowances as per rules both in Government and private schools. The Committee recommend that the Ministry must ensure that unqualified/under-qualified teachers should not be appointed by schools as Ad-hoc/contractual teachers. The Committee also desire that Government should take necessary steps so as to overcome shortage of women teachers and inform the committee of the steps taken in the matter at the earliest to ensure that the educational standards are not compromised.

Replies of the Ministry of Human Resource Development

Education is in the Concurrent List of the Constitution, a majority of the schools are under the jurisdiction of respective States and Union Territories (UT). Hence, the recruitment, service conditions and redeployment of teachers are primarily in the domain of respective State Governments and UT Administrations. As per Section 23 (3) of the RTE Act, 2009, the salary and allowances payable to and the terms and conditions of services of teachers shall be such as may be prescribed. Further, Rule 18(1) of the Model RTE Rules, 2009, states that the State Government or the local authority, as the case may be, shall notify terms and conditions of service and salary and

allowances of teachers in order to create a professional and permanent cadre of teachers. The States have notified their own State RTE Rules for implementation of the provision of the Act.

KVS: The representation of women teachers in KVS is 49.42% as on 31/12/2018. The percentage of women teachers in the primary section of KendriyaVidyalayas is 63.74. The relaxations provided to the women teachers such as age relaxation for applying in KendriyaVidyalayas, preferential postings and transfers, facilities such as provision of accommodation, medical facilities, Maternity Leave, Child Care Leave etc. are attracting women to pursue their teaching profession in KendriyaVidyalayas.

NVS: Procedure for the engagement of contract teachers in NVS is very transparent and fair. Teachers on contractual basis are engaged strictly considering their academic qualification and participation in co-curricular activities as per fixed parameters. The minimum prescribed qualification for regular teachers is ensured for engagement of contractual teachers also.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

NEW DELHI MUNICIPAL COUNCIL has engaged a few qualified & Trained women Teachers on Contractual basis as per requirement to meet the shortage of teachers. They are engaged and paid remuneration as per Govt of India Rules. Salary and other allowances for contractual teachers are governed by the Govt. Of India Rules in the matter. Retired Govt. Teachers are engaged to meet the shortage of teachers, if arises.

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi- II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

- The Recruitment Rules applicable for regular appointments have been adopted for engagement of Contract/Guest Teachers in DoE.
- Taking into account the 53.98% of female teachers in the total filled up posts, there is no shortfall of female teachers in terms of representation of women.

[Directorate of Education, Govt. of NCT of Delhi No. 30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

All the formalities to recruit the teachers are rest with the South DMC who is the nodal agency for all three MCDs. East DMC is not having any power to frame the Recruitment Rules and recruit the teachers.

The teachers under East DMC are selected through Delhi Subordinate Services Selection Board, an autonomous body of GNCTD and selection of qualified teachers as per existing RRs is done. Only those teachers who are qualified and have passed CTET are eligible to apply for the vacant posts.

Regarding engagement of teachers on contract, it is intimated that only qualified teachers are engaged.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

The teachers under North DMC are selected through Delhi Subordinate Services Selection Board, an autonomous body of GNCTD and selection of qualified teachers a per existing RRs is done. Only those teachers who are qualified and have passed CTET are eligible to apply for the vacant posts.

Regarding engagement of teachers on contract it is intimated that only qualified teachers are engaged.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

The SDMC has engaged contractual teachers to avoid any adverse impact in teaching learning on account of shortage / vacancy of teachers in its schools. The remuneration being paid to contractual teachers is at par with the regular teachers. They have been paid basic pay + DA as admissible to ts regular teachers in SDMC.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./ HQ/2019/8583 dated 27th September, 2019]

Recommendation (Para No. 2.12)

Leave

The Committee believe that fairness in matters of provisions of Leave and sensitivity in their granting is one of the potent instruments of managing work life balance and catering to other exigencies of life. The Committee are glad to know that all schools under examination are following the government rules regarding Child Care Leave. However, the Committee note that in spite of such provisions, many schools authorities have been refusing to sanction CCL for women employees even in the most genuine cases. The Committee also note that in some schools it is sanctioned whereas in some other schools it is not sanctioned.

The Committee find that the Government does not have provision of surplus teachers and schools struggle when there is no substitute teacher to replace the teachers who have gone on leave. Child Care Leave cannot be claimed as a matter of right and no one is entitled for grant of leave at the cost of the institution. However, in genuine cases, it should be ensured that the same is not denied. The Committee, therefore desire that the Government should take necessary steps so as to overcome the challenges faced by the women teachers in availing Child Care Leave for genuine reasons. The Committee also recommend that there should always be extra recruitment of teachers, i.e. minimum of 10% extra sanctioned posts so that management can take care of leave reserve and training reserve. The Committee believe that such a provision would be instrumental in overcoming the hindrances in grant of child care leave or sending employees for necessary training without challenges being faced in smooth transaction of work.

Replies of the Ministry of Human Resource Development

As per Section 23(3) of the Right of Children to Free and Compulsory Education (RTE) Act, 2009 "the salary and allowances payable to, and the terms and conditions of services of teachers shall be such as may be prescribed." Rule 18 (1) of Model RTE Rules, 2009 prescribed that the State Government or the local authority, as the case may be, shall notify terms and conditions of service and salary and allowances of teachers in order to create a professional and permanent cadre of teachers. Thus, terms and conditions of service of all teachers are governed and regulated by the concerned State government as stipulated in their State Rules/Regulations/ Notifications. As per the extant policy of Government of India, for all schools under the control of Central Government i.e. NVs and KVs, as per the direction of Department of Personnel & Training, 6 month Maternity Leave and 2 year Child Care leave are allowed for regular employees.

KVS: KVS has well defined Recruitment Rules and follows them strictly. The same Rules are made applicable in the appointment of contractual teachers also. Hence, there is no scope for unqualified or under qualified candidates entering KendriyaVidyalayas as contractual teachers.

NVS:Child care leaves are being sanctioned to the women teachers as per norms fixed by the Govt. of India whenever the teachers are requesting for the leave. Contract teachers are being immediately engaged against the leave vacancy as a stop gap arrangement to ensure that the students are not put to any academic loss. The contract teachers are being paid a reasonable amount of remuneration with free boarding and lodging facilities in the campus.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

NEW DELHI MUNICIPAL COUNCIL Education Department is transparent and fair while granting CCL to Female Teachers. There is provision of one Leave Reserve Teacher (LRT) in all Primary Schools for this purpose. CCL to NEW DELHI MUNICIPAL COUNCIL Teachers are generally not denied except in certain exceptional circumstances.

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi- II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

- CCS (Leave) Rules applicable for government officials (Vocational) are being implemented for teachers.
- Contractual and Guest Teacher are also entitled to avail maternity leave.

[Directorate of Education, Govt. of NCT of Delhi No. 30- 3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

As per policy in vogue, Child Care Leave (CCL) is sanctioned to the needy female teachers uniformly in all mpl. schools as well as Maternity Leave also sanctioned for regular and contractual female teachers as per CCS leave rule. However, teachers are provided in the primary and pre-primary schools as per the norms and standards of RTE Act. Once the same is incorporated in the RTE Act, sanctioned strength in the RRs shall require amendment and surplus teachers in schools shall be engaged as per rule.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

CCL leave is sanctioned to the needy female teachers uniformly in all schools. However teachers are provided in the primary and pre primary schools as per the norms and standards of RTE Act. Once the same is incorporated in the RTE Act, sanctioned strength in the RRs shall require amendment and surplus teachers in schools shall be engaged as per rule. Maternity Leave also sanctioned for regular and contractual female teachers as per CCS leave rule.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

All the leave admissible in the rules are being provided to all teachers (male/female) in SDMC which includes Maternity leave and Child Care Leave to female teachers. It is further to submit that the child care leave to female teachers has been sanctioned in genuine case and it did not denied.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./ HQ/2019/8583 dated 27th September, 2019]

CHAPTER III

OBSERVATIONS/RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE REPLIES OF THE GOVERNMENT

NIL

CHAPTER IV

OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Para No. 2.4)

Grievance Redressal Mechanism

The Committee note that there is a need for proper mechanism in the education sector for grievance redressal and also to handle sexual harassment cases related to women employees and teachers. The Committee observe that KVS had constituted the 'Complaint Redressal Committee' at Headquarters level as well as the regional offices to tackle sexual harassment cases against women employees. This is in consonance with guidelines contained in the judgement dated 13.08.1997 of the Hon'ble Supreme Court in Vishaka and other Vs State of Rajasthan and Others. The Committee found that while NavodayaVidyalaya have complaints/Gender Harassment Committee for redressal of complaints, only Directorate of Education, National Capital Territory have Internal Complaint Committees for enquiring into complaints of Sexual Harassment at workplace at all Administrative levels in the Directorate.

The Committee are shocked to find that except Government Schools of Delhi, the schools like KVS and NavodayaVidyalaya are still following Vishaka Guidelines which have now been superseded by Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and how such an important development was missed by the Ministry. The Committee also feel that Ministry should ensure that the latest law should be implemented across its jurisdiction at the earliest and desire that further steps be taken to create awareness among male and female teachers regarding the provisions of the law and all organisations must make sure that the latest law is followed. The Committee therefore recommend that Ministry of Human Resources Development and Home Affairs in consultation with concerned organisations/schools should take appropriate measures to increase the awareness level among the women teachers and make them more conscious towards their rights and additional incentives and facilities provided to them. Further, to resolve grievance of the teachers and other employees expeditiously, the Committee desire that District Education Officers (DEOs) must organise special grievance redressal sessions for school teachers in their respective offices on regular intervals and the Ministry should obtain periodic reports at regular intervals.

Replies of the Ministry of Human Resource Development

As per the Section 21 (A) of the RTE Rules which was inserted by Gazette Notification dated 28.09.2015, rules regarding grievance redressal mechanism for teachers are as follows:

School Level Grievance Redressal Committee

- (a) The School Management Committee shall be the first level of grievance redressal at school level. Any teacher of a school established, owned or controlled by the appropriate Government may submit his or her grievance in writing to the Convener or Member Secretary of the School Management Committee (SMC).
- (b) The SMC shall examine the grievance in the first instance and redress within fifteen days from the date of receipt of written representation from the teacher.
- (c) In case of non-receipt of response or unsatisfactory response from the Convener or Member Secretary of the SMC, the teacher shall be free to represent his or her case to the Block Level Grievance Redressal Committee.

Complaints related to harassment of women teachers shall be accorded priority and shall be redressed without delay in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

KVS: In order to promote gender sensitivity among the teachers, gender sensitization and awareness, POCSO Act are made an integral component of the in-service training programmes as well as various short-duration workshops on related issues. Emphasis is placed on participatory learning, small group discussions, reflections, role plays, songs, art, and narratives. Training material on topics such as Leave rules, including maternity and child-care leave, prepared by in-house experts is used within the training space as well as distributed in the form of reading material.

NVS: Navodaya Vidyalaya Samiti has reconstituted the internal complaint committee to deal with complaint of sexual harassment of women at workplace as envisaged in sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act vide Office Order dated 10.05.2019. The Samiti Hqs also issued instruction to its 08 Regional Offices to constitute internal complaint committee as per act and the same has been implemented by the Regional Offices.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

Education Department NEW DELHI MUNICIPAL COUNCIL has already setup a proper mechanism to look after the grievances of women teachers and Girl children. Sexual Harassment committee comprising HOS& Senior Women teachers is established in all the NEW DELHI MUNICIPAL COUNCIL Schools to handle such cases if arise at their own level first. One female teacher nominated as POCSO In-charge who, along with a team of 4 to 6 nominated senior teachers look after the sexual harassment cases. The POCSO In-charge attends special workshops organized time to time by SSA, Legal Literacy Clubs and NEW DELHI MUNICIPAL COUNCIL itself, to handle sexual harassment cases.

Special complaint/suggestion boxes are installed at prominent places in all NEW DELHI MUNICIPAL COUNCIL school premises where any student can drop their complaint/suggestion without disclosing their name. HOS/authorized teacher monitor the complaint on regular basis.

Delhi police also installed such boxes in school premises to help the children, especially girl students in case of any mishap. A register is also provided by Delhi Police in Schools to register any complaint which is checked quarterly by female police officers. Phone Numbers of authorized persons who dealt such cases are also displayed in school.

Unresolved case may be referred to Headquarters NEW DELHI MUNICIPAL COUNCIL if there is any. The case is dealt with the best possible/suitable action at Headquarters level.

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi- II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

The Directorate of Education has constituted Grievance Redressal Committees at District/Zonal/School Level for redressal of the employee's grievance which is monitored and controlled at DoE HQ Level. There are two kinds of Mechanism to deal with grievances i.e. online and offline. Further they are forwarded to the concerned districts/branches for resolution.

Internal Complaints Committee (ICC) has been constituted at various levels in Directorate of Education regarding Sexual Harassment at workplace. An online module has been developed which will help the complainant to lodge complaint and view the status of complaint. It will also help the Directorate of Education to monitor the progress made in the disposal of the complaints by ICC and functioning of the ICC.

Training of HoS/Presiding Officers of ICC is being conducted through Directorate of Training (UTCS). Training of four batches of 100 HoS/Presiding Officers have been completed.

[Directorate of Education, Govt. of NCT of Delhi No. 30-3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

It is imperative to have a talk and seminar or discussions on this issue. Rallies are being organised to make the community aware of Child Abuse. An Internal Complaint Committee (ICC) consisting of a Chairperson and five members to deal with the subject cases has already been constituted by the EDMC.

To make the children aware about the good touch and bad touch, services of Educational and Vocational Guidance Counsellors have been engaged by the East DMC. A full headed School Health Scheme department is dedicated to cater day to day health related problems irrespective of gender.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

Sexual Harassment Committee has been formed under North DMC at Zonal as well as HQ level to deal sexual harassment cases within the department to redress the grievance of teachers.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

The proper grievance redressal system has been implemented in the SDMC. A Sexual Harassment Committee has been constituted in SDMC to handle sexual harassment cases related to women employees and teachers. The grievance redressal sessions through monthly school meetings and during the visit of officers like DDEs/School Inspectors in schools are being taken. In such sessions, appropriate action in the complaints of teachers (male/female) especially complaint of sexually harassment incidences has been taken.

The directions laid down in the Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act has been followed in SDMC Schools.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./HQ/2019/8583 dated 27th September, 2019]

Recommendation of the Committee

(Please see Paragraph No. 21 of Chapter I of the Report)

Recommendation (Para No. 2.13)

Pay Parity in Private Schools

The Committee were informed by the Ministry that all states/UTs except the state of Jammu and Kashmir are implementing the RTE Act 2009 as per their respective notified state rules. Further, the Committee are concerned at the plight of the casual teachers/ad-hoc teachers for ensuring adequate remuneration in conformity with the rules of the government. The Committee are also concerned about the issue of teachers in private/unaided schools being paid salaries in cash or kept on contract for years and owing to their less bargaining power, injustice being meted out to them. The Ministry in response to the query of the Committee stated that CBSE has provisions under Rule 3.3 (V) of Affiliation by Laws that the schools in India must pay salaries and admissible allowances to the staff not less than the corresponding categories of employees in the state government schools or as per skills prescribed by the government of India or as per the conditions laid by the state government. In the context of the conditions of unemployment among educated youth and the greater representation of the women workforce in school education, the committee express their concern regarding the likelihood of existing disparity, lack of equity and justice in remuneration of teachers, challenges in career progression in private/unaided schools. In the context of the low bargaining power of the teachers with the management of the schools, the issue of service conditions and lower remuneration may not be ruled out. The Committee recommend the Ministry of Human Resource Development to conduct audits through the help of NGOs and its own governmental machinery to find the actual situation at the ground level regarding service conditions of school teachers in private/unaided schools.

The Ministry should devise rules and regulations for private schools and educational institutions to abide by the provisions of laws and the ministry should ensure it is enforced. The Committee desire that in these days of digital payments, cash disbursements and handling should be done away with and also if necessary the salaries are routed through the govt. educational authorities. The action taken on the matter may be informed to the Committee at the earliest.

Replies of the Ministry of Human Resource Development

CBSE: The Board has incorporated various provisions in Affiliation bye-laws to ensure proper working conditions of women teachers in schools. Some of these provisions are as under:

Likelihood of Existing Disparity, Lack of Equity and Justice In Remuneration of Teachers.

As per Rule 5.2.2 of Affiliation bye-laws, teaching & non-teaching staff should be appointed on pay scales and allowances prescribed by the Appropriate Government.

Also, the Board has incorporated provisions that the schools that apply for fresh/upgradation of affiliation are required to submit the certificate issued by District Education Officer certified that the school is paying salary and other admissible allowances as per Central Government or prevailing State Government Norms and through Electronic Clearing System (ECS).

The Board has a provision for verification of the norms at the time of Inspection by the Inspection Committee.

Challenges in Career Progression in Private/Un-aided Schools

To address the issue of women safety and safety at workplace, the Board has incorporated following provisions:

d)As per Rule 5.2.1 of Affiliation bye-laws, the school should have well defined recruitment rules for the staff on the lines of the recruitment rules of the Appropriate Government.

e)As per Rule 8.4.13 of Affiliation bye-laws, the Board has directed affiliated schools to ensure the safety and security of staff of the schools and give directions for improvement.

As per Rule 14.25 of Affiliation bye-laws, the school shall check gender specific violence, strictly comply with the guidelines, norms and procedures prescribed in the Protection of Children from Sexual Offences Act-2012 (POCSO Act), the Sexual Harassment of Women at Workplace (Prevention, Prohibition AndRedressal) Act- 2013 and other Union and State Acts.

f)As per Rule 8 of Affiliation bye-laws, the Board has directed affiliated schools to form School Management Committee as stipulated in RTE Act 2009 on the regulations framed by the State/Appropriate Government.

Further, in the State/UTs where RTE Act or State Regulation is not in force , the Board has directed schools to follow the provisions mentioned in rule 8.2.2 of Affiliation bye-laws which include the provision that the School Management Committee should have at least 50 % of women members .

4. Digital Payments, Cash Disbursement And Handling Of Salaries

The Board has incorporated the provision in Affiliation bye-laws, as per Rule 2.4.4 that Salary should be paid to all teaching staff through Electronic Clearing Service (ECS) only.

In order to ensure this the Board also take a certificate from the Bank Manager that the salary of the teacher is paid through ECS as per the monthly salary statement. The same is also confirmed through the Inspection Committee.

5. To Conduct the Audits regarding Service Condition of School Teachers

As per Rule 11.2.1 of Affiliation bye-laws, the Board may cause inspection of an affiliated school done at the time of extension or after specified periods any time during the affiliation period. The periodicity of such inspections shall be determined by the Board from time to time.

The Board has incorporated the provision in Affiliation bye-laws, as per Rule 5.3 that the school shall define the service rules of teaching and non-teaching staff on the lines of the service rules of the employees of Appropriate Government. The service rules shall be approved by the School Management Committee and the Trust/Society/Company running the school and invariably have specific and well documented provisions and the same are verified by the Inspection Committee during periodic inspection of the school.

The Inspection Committee at the time of inspection also see the service book and personnel file of the teaching staff and confirm the norms of service conditions in the agreement and in the appointment letter of teachers alongwith the qualifications.

6. Salaries should be routed through the Govt. Educational Authorities

The Board being Examination conducting body affiliates schools for Secondary and Senior Secondary School Examination. The Board does not have any role to play in the said point. The State Education Department being a regulatory body is the appropriate authority to handle such issue.

It is further stated that the Board has revised its Affiliation bye-laws in 2018 to incorporate all these provisions to empower the teachers in affiliated schools.

Comments of the Committee

(Please see Paragraph No.39 of Chapter I of the Report)

CHAPTER V

OBSERVATION/RECOMMENDATIONS IN RESPECT OF WHICH THE GOVERNMENT HAVE FURNISHED INTERIM REPLIES

Recommendation (Para No. 2.1)

Ensuring Education to All

The Committee note that Education is important for the development of society as well as the country and teachers play a crucial role in development of children who join the schools as students. Children gain the basic knowledge and skills and often teachers are also role models and guiding factors. The education they receive in schools prepare them for life in the world. During their schooling life, virtue of discipline and dedication are fostered in students.

The onset of globalization in the nineties of last century has set off transformational changes in every profession and education is no exception to it where the dynamics has changed from local to global concerns. Hence reform and innovation is inevitable in the field of education and there is a need for review of structure of teacher education, training programmes, workplace environment, recruitment rules etc in order to meet the ever changing needs of the society.

The Committee note that the Government has brought in various initiatives in last three decades like SarvaShikshaAbhiyan, Operation Blackboard, Right to Education, National Education Policy, etc., to meet the challenges being faced by the changing needs of the education sector. The Committee further note that education has become an inspirational and motivational tool to all sections of the society who are ready and willing to educate their children for a better tomorrow. The Committee would like to point out that to have knowledge-based society and law abiding approach of its citizens, 'education for all' is *sine qua non* for a matured democratic society like our country. Hence, the Committee recommend that education system should be strengthened further by opening and investing in primary and secondary school infrastructure so that affordable quality education at nominal cost is available to all those who are in need.

Replies of the Ministry of Human Resource Development

The Government is in the process of formulating a New Education Policy to meet the changing dynamics of the population's requirement with regard to quality education, innovation and research with a view to make India a knowledge superpower by equipping its students with the necessary skills and knowledge and to eliminate the shortage of manpower in science, technology, academics and industry. For this purpose, consultation for formulating New Education Policy of India had started at www.MyGov.in and suggestions were invited on 33 themes identified for School

and Higher Education. Consultations have been carried out at a Village, Block, District, State and National levels. Two themes under New Education Policy are directly related to the educational development of Women/Girls. Theme X of School Education is focused on 'Enabling Inclusive Education - Education of Girls, SCs, STs, Minorities and Children with Special Needs. Similarly, Theme X of Higher Education is titled 'Bridging Gender and Social Gaps'.

For this purpose, the Government of India had constituted a 'Committee for Evaluation of the New Education Policy' under the Chairmanship of Late Shri T.S. Subramanian, Former Cabinet Secretary. The Committee had submitted its report in May, 2016. After perusal of the report of the Committee and recommendations from various consultations as well as other views and comments received, 'Some inputs for the Draft National Education Policy, 2016 was prepared by the Ministry. However, these two documents are treated as inputs for policy formulation. Subsequently, the Government has constituted a Committee to draft National Education Policy under the Chairmanship of eminent scientist Dr. K. Kasturirangan for preparation of the draft National Education Policy. The report of the Committee has been received and comments/suggestions of the different stakeholders and public have been invited on the Draft Policy.

SamagraShiksha: The Central Government supported State/UT Governments through its centrally sponsored schemes of SarvaShikshaAbhiyan (SSA) and RashtriyaMadhyamikShikshaAbhiyan (RMSA) for universalisation of elementary and secondary education respectively. Now, both SSA and RMSA have been subsumed under a new scheme named SamagraShiksha which covers school education from pre-school to senior secondary education in order to give greater emphasis on quality of school education and ensuring access and equity at all levels.

KVS: KVS strives for providing affordable quality education and has been expanding in size and stature. In the year 2019, 50 new KendriyaVidyalayas have been sanctioned and they would become operational as soon as the necessary infrastructure and resources are made available”.

[Ministry of Human Resource Development, Department of School Education and Literacy O.M. No. F.6-1/2019-EE.1(Pt.) dated 23.09.2019]

Replies of the Ministry of Home Affairs

NEW DELHI MUNICIPAL COUNCIL has invested a lot to strengthen the infrastructure of Primary and Secondary Schools by taking various initiatives such as:-

- i) All the class rooms have been converted into smart class rooms.
- ii) Sports infrastructure has been improved.
- iii) Joyful, Libraries and Digital libraries have been set up to improve the habit of reading among students.

- iv) Education Management Information System (EMIS), Bio-Metric Attendance System for teachers introduced to digitalize the entire school systems.
- v) CCTV cameras' have been installed in class rooms, at school gates and secluded places of NEW DELHI MUNICIPAL COUNCIL schools, premises for feeling of security amongst female staff members & girl students.
- vi) Free provision of Text books to all students from Nursery to Class 12.
- vii) Free provision of two sets of Uniforms, Mid-Day Meal to all students, various scholarships.
- viii) Free of cost educational trips, Exchange Programmes for students within country and abroad are also made available to NEW DELHI MUNICIPAL COUNCIL School Students & Teachers including girl students & female teachers.
- ix) The workshop on various topics to create vibrant learning environment in schools are being held for all Heads of the schools and teachers.

[Ministry of Home Affairs O.M. No. 14035/15/2018: Delhi-II dated 16.08.2019]

Replies of the Directorate of Education (NCT of Delhi)

It has been the endeavor of Directorate of Education, GNCTD to increase access to school education within the neighborhood as per RTE norms and thereby attain 100% enrolment of children in the schooling age in the population. The initiatives taken up for implementation in the recent past include increased investment by UT government for strengthening of existing infrastructure, construction of new school buildings and improve the quality of facilities that will work towards improved ambience in the government schools while ensuring optimum Student Classroom Ratio (SCR) for promotion of healthy interaction between teacher and students & quality of academics.

To achieve this objective, a micro level analysis of enrolment and availability of classrooms in the existing schools including the scope for construction of additional classrooms was undertaken. Based on this analysis, Schools having a very adverse average Students Classroom Ratio (beyond 60 students per classroom) were identified and 7137 new additional equivalent classrooms have been constructed in 141 schools. Further, proposal for construction of 12748 more additional classrooms at a cost of Rs. 2897.65 crore has already been sanctioned and work is in progress and is expected to be completed latest by March, 2020.

In this process, it is also ensured that proposals for construction of separate toilets for boys & girls, libraries, labs, staffroom etc. have also been included in these

projects, commensurate with the likely increase in number of classrooms. An integrated approach has been adopted in the implementation of these projects so as to ensure that the newly constructed classrooms are furnished with dual desk, green board, soft board, CCTV cameras, safe drinking water, ramps, separate blocks for pre primary classes and other modern facilities *abinitio*.

In addition to the above, 51 existing school buildings have been taken up for giving one time upgradation in the infrastructure by providing state of art facilities in these schools on a pilot basis to improve the overall ambience in the schools. Work in 49 such school buildings has already been completed.

The other important initiatives implemented to increase the access of Education in Directorate of Education are the construction of 25 new school buildings. Proposals for the construction of 30 more new building is under process, and sanction has been issued for 9 buildings.

UEE Mission, Delhi has also sanctioned for the construction of 375 additional classrooms under “SamagraShiksha (CSS)” of Ministry of HRD, GOI during 2018-19 and 2019-20. In addition, many quality interventions are being implemented by SamagraShiksha (CSS) to improve the quality of facilities in government school buildings.

Simultaneously, steps are being taken to strengthen sports infrastructure which is an important element of school education for promotion of fitness & encourage talents of students. Directorate of Education has 17 swimming pools, 3 synthetic athletic track and one hockey astro turf in running condition. In the recent past, DoE has in addition taken up construction of 7 new swimming pools, 4 new synthetic Athletics tracks, 2 new Hockey Astro Turf, development of synthetic football ground & synthetic basketball (Indoor) court, archery field, wrestling hall etc in government schools.

In addition, development of a residential sports facility with a capacity to accommodate more than 400 sportspersons and development of new sports complex comprising facilities for cricket, football, tennis, swimming etc, has also been taken up.

The above steps to strengthen infrastructure in DoE is expected to bring the average no. of students per classroom to a reasonable number and will also help to absorb likely increase in enrolment in the near future.

[Directorate of Education, Govt. of NCT of Delhi No. 30- 3(17)/(19)/Coord./Lok Sabha/2019/252-56 dated 30.09.2019]

Replies of the East Delhi Municipal Corporation

Department is Committed to perform according to the guidelines of RTE Act, NEP, CCEP, NCTE and the recommendations of this esteemed Committee and in this regard it is endeavoring to adopt the changes in view of future challenges according to the needs of changing time for the betterment of the children and female teachers. All necessary steps are being taken by the Education Department by organising "School Level Awareness Rallies", to spread awareness about the cleanliness, about the community and the awareness in community about girl education.

[East Delhi Municipal Corporation, Education Department No. D/5282/Addl. Dir/Admn./Edu./HQ/2019 dated 4th October, 2019]

Replies of the North Delhi Municipal Corporation

Department is committed to perform according to the guidelines of RTE Act, NEP, CCEP, NCTE and the recommendations of this esteemed committee and in this regard it is endeavouring to adopt the changes in view of future challenges according to the needs of changing time for the betterment of the children and female teachers.

[North Delhi Municipal Corporation, Education Department No. D/2370/DDE/Grant/Edu./NDMC/HQ/2019 dated 19th September, 2019]

Replies of the South Delhi Municipal Corporation

The Education Department of South Delhi Municipal Corporation is making its sincere efforts to provide the primary schooling facility to the children on the walking distance from their residents. At present, 581 primary school along with 10 Private aided schools are being run by the department under the different areas falls under its jurisdiction. In these schools, admission is being given to all children free of cost irrespective of their caste, creed residence or sex. Besides this, various welfare schemes like Mid-day-Meal, Free Text Books, free uniforms, shoes, socks, various scholarships,

free medical aids, girl child incentives are being implemented in the schools of SDMC for increasing the enrolment and enhancing the retention power in the schools.

[South Delhi Municipal Corporation, Education Department No. D/DDE/GIA/Edu./ HQ/2019/8583 dated 27th September, 2019]

Comments of the Committee

(Please see Paragraph No. 13 of Chapter I of the Report)

NEW DELHI;
17 March, 2020
17 Phalguna, 1942, (Saka)

DR. HEENA VIJAYKUMAR GAVIT,
Chairperson,
Committee on Empowerment of Women.

APPENDIX I

COMMITTEE ON EMPOWERMENT OF WOMEN (2019-2020)

MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE HELD ON

TUESDAY, 3rd MARCH, 2020

The Committee sat from 1500 hrs. to 1730 hrs. in Committee Room 'B', Parliament House Annexe, New Delhi.

PRESENT

Dr. Heena Vijaykumar Gavit- **Chairperson**

MEMBERS

LOK SABHA

2. Smt. Locket Chatterjee
3. Smt. Sangeeta Kumari Singh Deo
4. Smt. Annpurna Devi
5. Km. Shobha Karandlaje
6. Smt. Raksha Nikhil Khadse
7. Smt. Poonamben Hematbhai Maadam
8. Smt. Jyotsna Charandas Mahant
9. Smt. Jaskaur Meena
10. Smt. Shardaben Anilbhai Patel
11. Smt. Riti Pathak
12. Smt. Sarmistha Sethi
13. Smt. Geetha Viswanath Vanga

RAJYA SABHA

14. Smt. Vandana Chavan
15. Smt. Sarojini Hembram
16. Smt. Kahkashan Perween
17. Smt. Vijila Sathyananth
18. Smt. Chhaya Verma

SECRETARIAT

1. Smt. Kalpana Sharma - Additional Secretary
2. Shri Ajay Kumar Garg - Director
3. Smt. Reena Gopalakrishnan - Additional Director

2. At the outset, the Chairperson welcomed the Members of the Committee to the sitting of the Committee.

3. The Committee then took up the following draft Action Taken Reports for consideration:

- (i) *****
- (ii) Draft Action Taken Report on the subject 'Working Conditions of women Teachers in Schools'.
- (iii) *****

4. After some deliberations, the Committee adopted the Draft Report without any modification and authorized the Chairperson to finalize the Draft Reports and present them to both the Houses of Parliament.

5. *****

6. *****

The Committee then adjourned.



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******Matters not related to this Report.*

APPENDIX II

[Vide Para NO. 4 of the Introduction]

ANALYSIS OF ACTIN TAKEN BY GOVERNMENT ON THE
OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE
FIFTEENTH REPORT OF THE COMMITTEE ON
EMPOWERMENT OF WOMEN (2018-2019)
(SIXTEENTH LOK SABHA) ON
'WORKING CONDITIONS
OF WOMEN TEACHERS
IN SCHOOLS'

(i) Total No. of Recommendations: 13

(ii) Observations/Recommendations which have been accepted by the Government

Recommendation Para Nos.: 2.2, 2.3, 2.5, 2.6, 2.7, 2.8, 2.9, 2.10, 2.11 & 2.12

Total: 10
Percentage : 76.92%

(iii) Observations/Recommendations which Committee do not
desire to pursue in view of the replies of the Government

Recommendation Para Nos.: Nil

Total: 0
Percentage : 0%

(iv) Observations/Recommendations in respect of which replies
of the Government have not been accepted by the Committee
which require reiteration:

Recommendation Para No.: 2.4 and 2.13

Total: 02
Percentage : 15.38%

(v) Observations/Recommendations in which the Government
have furnished interim replies:

Recommendation Para No.: 2.1

Total: 01
Percentage : 7.69%

