

**GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION & LITERACY**

**LOK SABHA
UNSTARRED QUESTION NO.1957
TO BE ANSWERED ON 28th NOVEMBER, 2016**

Absenteeism among Teachers and Students

1957. SHRI RABINDRA KUMAR JENA:
SHRI KESINENI NANI:
SHRI VIRENDER KASHYAP:
SHRI GAJENDRA SINGH SHEKHAWAT:

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

- (a) the status of absenteeism of teachers and students in schools in the country at all levels, during the last three years, State/UT-wise;
- (b) whether any behaviour policy has been initiated by the Government for both students and teachers to check the problem of absenteeism in schools and if so, the details thereof;
- (c) the percentage of teacher related expenses in total budget along with the percentage of salaries paid to teachers during the last three years;
- (d) the percentage of teacher related expenses under Sarva Shiksha Abhiyan;
- (e) whether any policy/programme exists through which teachers' pay and performance are linked and if so, the details thereof; and
- (f) whether the Government proposes to provide performance incentives to high performing teachers and if so, the details thereof ?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(SHRI UPENDRA KUSHWAHA)**

(a): The recruitment and service conditions, including monitoring of teachers' attendance are primarily in the domain of State Governments and UT Administrations.

The Ministry of Human Resource Development commissioned two major research studies to assess the attendance rate of students and teachers, in 2006 and 2013. According to these two studies, the overall attendance of teachers improved from 81.7% to 84.3% at the primary level and from 80.5% to 81.3% at the upper primary level. The overall attendance of students improved from 68.5% to 72.2% at the primary level and from 75.7% to 77.8% at the upper primary level. State-wise details of comparative findings of average attendance rate of

teachers and students on headcount during the study in 2006-07 and 2012-13 are at Annexure-I and Annexure-II, respectively.

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

(c) &(d): The percentage of teacher related expenses in total budget along with the percentage of salaries paid to teachers during the last three years teacher under Sarva Shiksha Abhiyan(SSA) are at Annexure-III and under the Rashtriya Madhyamik Shiksha Abhiyan (RMSA) are at Annexure-IV.

(e) &(f) The recruitment and service conditions including the policy relating to the linkage between teachers' pay and performance, if any, comes under the domain of the State Governments and UT Administrations. The National Council of Educational Research and Training (NCERT) has developed Performance Indicators for Elementary Education (PINDICS) to track teacher performance and attendance in Government schools. States and UTs have been using Performance Indicators (PINDICS) for assessing the performance of teachers for improvement in learning. It is also used for teacher appraisal by the supervisory staff to assess and to provide constructive feedback for the improvement of teacher performance.

ANNEXURE-I

ANNEXURE REFERRED TO IN REPLY TO PART (a) OF LOK SABHA UNSTARRED QUESTION NO.1957 TO BE ANSWERED ON 28.11.2016 ASKED BY SHRI RABINDRA KUMAR JENA, SHRI KESINENI NANI, SHRI VIRENDER KASHYAP, SHRI GAJENDRA SINGH SHEKHAWAT AND SHRI K.K. RAGESH REGARDING 'ABSENTEEISM AMONG TEACHERS AND STUDENTS

Statement showing State-wise details of comparative findings of average attendance rate of teachers based on headcount during the studies conducted in 2006-07 and 2012-13

S. No.	States/UTs	Primary Stage		Upper Primary Stage	
		2006-07	2012-13	2006-07	2012-13
1	Andhra Pradesh	78.1	85.7	77.3	83.9
2	Arunachal Pradesh	-	81.9	-	72.8
3	Assam	79.2	(-) 77.0	55.2	72.7
4	Bihar	75.8	81.4	74.9	78.1
5	Chhattisgarh	75.7	79.3	73.5	81.0
6	Delhi	95.0	73.2	-	69.3
7	Gujarat	70.0	94.1	87.6	94.4
8	Haryana	86.9	(-) 86.6	91.9	(-) 85.0
9	Himachal Pradesh	80.0	87.3	88.0	(-) 86.1
10	Jammu & Kashmir	80.8	85.4	83.1	83.6
11	Jharkhand	-	91.1	-	90.8
12	Karnataka	83.9	(-) 80.4	84.0	(-) 79.4
13	Kerala	84.5	(-) 83.5	85.3	(-) 79.9
14	Madhya Pradesh	70.4	84.1	67.0	80.0
15	Maharashtra	87.8	-85.9	87.1	(-) 85.2
16	Manipur	-	78.4	-	81.7
17	Meghalaya	-	96.6	-	96.5
18	Mizoram	-	89.0	-	81.4
19	Nagaland	-	76.5	-	69.4
20	Odisha	87.4	90.2	86.6	87.5
21	Punjab	83.5	84.9	78.1	82.3
22	Rajasthan	81.1	85.3	79.8	(-) 76.7
23	Tamil Nadu	86.6	88.6	89.6	(-) 84.9
24	Tripura	-	85.0	-	77.4
25	Uttarakhand	77.8	83.8	77.7	85.2
26	Uttar Pradesh	83.0	(-) 78.1	82.6	(-) 77.5
27	West Bengal	96.3	(-) 88.5	98.1	(-) 93.2
	Over all	81.7	84.8	80.5	83.1

Note: (-) denotes decline from the last survey.

2006-07: for 20 States

2012-13: for 27 States

Source: Study Report submitted by Research, Evaluation and Studies Unit for SSA, Ed. CIL (India) Limited, New Delhi in 2009 and Development & Research Services (P) Limited, New Delhi in 2014.

ANNEXURE-II

ANNEXURE REFERRED TO IN REPLY TO PART (a) OF LOK SABHA UNSTARRED QUESTION NO.1957 TO BE ANSWERED ON 28.11.2016 ASKED BY SHRI RABINDRA KUMAR JENA, SHRI KESINENI NANI, SHRI VIRENDER KASHYAP, SHRI GAJENDRA SINGH SHEKHAWAT AND SHRI K.K. RAGESH REGARDING 'ABSENTEEISM AMONG TEACHERS AND STUDENTS

Statement showing State-wise details of comparative findings of average attendance rate of students based on headcount during the studies conducted in 2006-07 and 2012-13

Average Attendance (%) of Students as per head count at Primary and Upper Primary Stage in 2006-07 & 2012-13					
S. No.	States\UT	Primary Stage		Upper Primary Stage	
		2006-07	2012-13	2006-07	2012-13
1	Andhra Pradesh	72.7	78.6	76.6	82.5
2	Arunachal Pradesh	-	82.1	-	84.9
3	Assam	81.3	84.6	84.5	85.4
4	Bihar	42.2	63.6	36.8	59.7
5	Chhattisgarh	67.7	75.3	75.0	77.2
6	Delhi	73.1	73.9	-	83.3
7	Gujarat	75.0	87.0	78.6	86.8
8	Haryana	82.2	89.8	85.1	89.6
9	Himachal Pradesh	94.6	96.3	93.2	94.4
10	Jammu & Kashmir	78.5	84.8	77.5	85.5
11	Jharkhand	-	66.7	-	65.1
12	Karnataka	86.2	89.1	86.9	89.1
13	Kerala	91.4	96.2	92.0	96.6
14	Madhya Pradesh	72.1	76.1	69.8	73.2
15	Maharashtra	89.0	92.6	89.0	91.5
16	Manipur	-	67.1	-	68.3
17	Meghalaya	-	89.6	-	90.9
18	Mizoram	-	92.9	-	95.1
19	Nagaland	-	73.2	-	72.8
20	Odisha	66.8	76.6	69.0	77.7
21	Punjab	81.7	81.8	74.7	92
22	Rajasthan	62.7	71.3	78.9	73.7
23	Tamil Nadu	88.3	91	87.8	91.6
24	Tripura	-	61.7	-	64.8
25	Uttarakhand	80.0	(-) 76.5	83.2	(-) 81.3
26	Uttar Pradesh	57.4	65.4	60.5	63.4
27	West Bengal	74.2	77	70.2	76.1
	Over all	68.5	76.1	75.7	77.9

(2012-13 data is based on draft Report)

Note: (-) denotes decline from the last survey.

2006-07: for 20 States

2012-13 :for 27 States

Source: Study Report submitted by Research, Evaluation and Studies Unit for SSA, Ed. CIL (India) Limited, New Delhi in 2009 and Development & Research Services (P) Limited, New Delhi in 2014.

Annexure III

ANNEXURE REFERRED TO IN REPLY TO PARTS (c) &(d) OF LOK SABHA UNSTARRED QUESTION NO.1957 TO BE ANSWERED ON 28.11.2016 ASKED BY SHRI RABINDRA KUMAR JENA, SHRI KESINENI NANI, SHRI VIRENDER KASHYAP, SHRI GAJENDRA SINGH SHEKHAWAT AND SHRI K.K. RAGESH REGARDING 'ABSENTEEISM AMONG TEACHERS AND STUDENTS

Percentage of teacher related expenses under Sarva Shiksha Abhiyan

Rs. in Crores

Financial Year	Total Budget (in Rupees)	Allocation for Teachers other than salary (in Rupees)	Allocation for Salary of Teachers (in Rupees)	Total allocation for teachers (in Rupees)	% of Teacher related expenses in total Budget (in Rupees)	% of Teacher salaries in total Budget (in Rupees)
2013-14	47753.15	568.31	29050.10	29618.41	62.02%	60.83%
2014-15	56531.20	494.34	30836.44	31330.78	55.42%	54.54%
2015-16	63412.98	413.76	42432.54	42846.30	67.56%	66.91%

Annexure IV

ANNEXURE REFERRED TO IN REPLY TO PARTS (c) & (d) OF LOK SABHA UNSTARRED QUESTION NO.1957 TO BE ANSWERED ON 28.11.2016 ASKED BY SHRI RABINDRA KUMAR JENA, SHRI KESINENI NANI, SHRI VIRENDER KASHYAP, SHRI GAJENDRA SINGH SHEKHAWAT AND SHRI K.K. RAGESH REGARDING 'ABSENTEEISM AMONG TEACHERS AND STUDENTS

Percentage of teacher related expenses under Rashtriya Madhyamik Shiksha Abhiyan

Rs. in Crores

Financial Year	Total Budget (in Rupees)	Allocation for Teachers other than salary (in Rupees)	Allocation for Salary of Teachers (in Rupees)	Total allocation for teachers (in Rupees)	% of Teacher related expenses in total Budget (in Rupees)	% of Teacher salaries in total Budget (in Rupees)
2013-14	3653	115	2065	2181	60%	57%
2014-15	4360	81	2000	2081	48%	46%
2015-16	6743	139	2327	2466	37%	35%