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GOVERNMENT OF HARYANA



Requirement and Availability

OF

Teaching Personnel in Haryana
During 1979-85

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HAR-R

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MANPOWER & EMPLOYMENT COORDINATION CELL
LABOUR AND EMPLOYMENT DEPARTMENTS
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PREFACE

The present study is an attempt to forecaste the require-
ment and availability of trained teaching personnel during
the year 1979-80 and Sixth Five Year Plan 1980-85. The study
covers J.B.T., J.B.T. (Home-Craft), B.Ed., M.Ed. and D.P.Ed.
categories of teachers. This study also depicts the enrolment
of students in the primary, middle and secondary level of
education. The increase in the number of school teachers
during the period 1980-85 has also been discussed in the present
study.

This study indicates that there will be a surplus of 956
J.B.T., 6,024 J.B.T. (Home-Craft), 22,054 B.Ed./M.Ed. and 340
D.P.Ed. teachers in the State of Haryana at the end of the
year 1984-85. The J.B.T. and J.B.T. (Home-Craft) courses
have been stopped by the Government with effect from the
academic session 1977-78 and 1980-81 respectively. A con-
densed course of six months duration for J.B.T. (Home-Craft)
teachers for bringing them to the level of J.B.T. teachers has
been started during the Sixth Plan. The Working Group on
teaching personnel constituted by the State Government dis-
cussed this report in depth. It was decided to curtail ad-
mission for B.Ed. teachers for social sciences and increase
admission for science teachers and to implement the 10+2 sys-
tem of education in schools so that the surplus teachers are
absorbed.

The estimates prepared in this report will be useful for
planners, administrators and other agencies interested in the
manpower problems of the State.

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CHAPTER—I

INTRODUCTION

The social and economic development of the State depends largely upon the educational development of its human resources. The educational system of the State, therefore, has great responsibility of producing the required educated manpower. Any shortage of trained teachers will impede seriously the execution of educational programmes. Like-wise in the case of surplus, timely action restricting the supply could help in the avoidance of wastage of manpower and its diversion to more profitable channels so as to ensure optimum utilisation of human resources. This study is thus intended to estimate on the one hand, the likely availability of trained teachers and on the other hand, their likely requirements upto the end of the year 1984-85 and to identify imbalances, if any. This paper relates to the discussion of teaching manpower employed to teach upto secondary level of education. Teachers working in colleges and universities have not been included in the present paper.

The objective of the Sixth Five Year Plan 1980-85 is to achieve 100 percent enrolment of children in the age-group 6—11 years, to take steps to eradicate illiteracy as far as possible and to improve education qualitatively at all levels. In order to enable the poor children to work while learning many centres have been opened for the age-group 9—14 years under the non-formal system of education in the State. In order to attract children belonging to Scheduled Castes, weaker sections and girls incentives in the shape of free stationery and writing material, uniforms to Harijan girls, attendance scholarships, book-banks, etc. are proposed to be offered during the Sixth Five Year Plan 1980-85. In order to keep the teachers both at primary and secondary level of education abreast with the latest teaching methodology and to enable them to teach and implement the enriched curriculum, provision for inservice training during the Sixth Five Year Plan has also been made.

Coverage

The assessment of demand relates to the Government and aided schools. The public schools and schools run by private

agencies which do not receive aid from the Government have been excluded in this study. The assessment of supply and demand covers J.B.T., J.B.T. (Home-Craft), B.Ed., M.Ed. and D.P.Ed. categories of teachers. The other categories of teachers viz. Nursery Trained Teachers, Art and Craft Teachers, O.T. teachers, etc. have been excluded from the scope of the present study as no authentic data was available in respect of these categories.

Source of Data

This report has been prepared on the basis of the data furnished by the Directorate of Public Instructions, Directorate of Industrial Training and Teachers Training Institutions located in Haryana. The supply of trained teachers have been worked out on the basis of out-turn of the training institutions. The number of unemployed trained teachers as registered with the Employment Exchanges as on 31-12-1979 counted towards supply and as such included therein. The requirement of teachers is based on the information obtained directly from the Government Departments/Institutions.

Limitations of the Study

(a) This study does not take into consideration the factors of immigration and emigration of trained teachers since reliable data on these factors is not available.

(b) The additional requirement of teachers depend upon the financial outlays during the period 1980-85, the actual requirements of these teaching personnel would depend upon the actual allocation of outlays from year to year. In other words, any revision of outlay will lead to a revision in requirement.

(c) The estimates of requirements are worked out assuming that there will be no flight of teachers to other occupations.

CHAPTER--II

(I) ENROLMENT

Pre-Primary : Usually a child is admitted on attaining the age of 6 years in class 1 of the primary section. In the State of Haryana, the pre-primary education for the children in the age-group 3--6 years is available. Under this scheme home task classes are also run with a view to imparting guidance to the students belonging to Scheduled Castes and poorer sections of the society. The Education Department and Child Welfare Council, Haryana are running these classes known as Balwadies. The enrolment/beneficiaries under this scheme is depicted in Table I below :

TABLE--I

Growth in Enrolment in Pre-Primary Education (3--6 years)

Year	No. of Balwadies	No. of Students/ Beneficiaries
1	2	3
1979-80	149	6,379
1980-81	149	6,189
1981-82	149	6,200*

*Estimated

Primary Education :

(a) *Non-Formal* : The goal of universalization of enrolment of children in the age-group 6--14 years defided the efforts of the State Government due to various reasons. The

main reasons attributed are the employment of children in house-hold chores, helping the parents in their profession, working as cattle grazers or acting as baby sitters. Obviously, such children cannot attend full time schools and therefore the State Government started the part-time non-formal type educational courses in the year 1974-75 for children in the age-group of 11—13 years and belonging to Scheduled Castes and girls. During 1977-78, there was considerable expansion of this programme and children in the age group 6—11 years were also covered. In 1978-79 the non-formal education programme was reorganised and new centres were opened. The details of enrolment in non-formal system of education in the age group 6—14 years is depicted in Table 2 below :

TABLE --2

**Growth in Enrolment in Non-Formal Education System in
Age-group 6—14 years**

(In lakhs)

Year	Age-group 6—11 Years	Age-group 11—14 Years	Total 6—14 Years
1	2	3	4
1979-80	0.70	0.01	0.71
1980-81	0.73	0.01	0.74
1984-85 (Target)	2.44	0.10	2.54

(b) *Formal* : During the Sixth Five Year Plan, the Haryana State has given a very high priority to the elementary level of education (Primary and Middle). The number of children attending I—VIII classes went up from 14.06 lakhs in 1973-74 to 17.23 lakhs in 1980-81 recording a growth of 22.55 percent during the last 7 years. The table 3 below gives an indication of the progress made in the field of elementary education, in terms of enrolment and percentage.

TABLE—3

Growth in Enrolment in Classes I-VIII

Year	Age Group 6—11 yrs.		
	Popula- tion (in lakhs)	Classes I-V (in lakhs)	Percen- tage of age group 6—11 yrs.
1	2	3	4
1973-74	15.25	10.38	68.1
1978-79	16.32	11.73	71.9
1979-80	16.18	11.62	71.8
1980-81	16.03	12.46	77.7
1984-85 (Target)	16.52	14.08	85.2

Age Group 11—14 yrs			Age Group 6—14 yrs		
Population (in lakhs)	Classes VI-VIII (in lakhs)	Percentage of age- group 11-14 yrs.	Popula- tion (in lakhs)	Total I- VIII (in lakhs)	Percentage of age group 6-14 yrs.
5	6	7	8	9	10
8.04	3.68	39.8	23.29	14.06	60.3
9.72	4.35	44.7	26.04	16.08	61.7
9.95	4.45	44.7	26.13	16.07	61.5
10.17	4.77	46.9	26.20	17.23	65.8
9.47	5.50	58.0	25.99	19.58	75.3

Source : Director of Public Instructions, Haryana

It can be seen from the above table that enrolment of students in the age-group 6—11 years increased from 10.38 lakhs in 1973-74 to 12.46 lakhs in 1980-81, registering a growth rate of 20.0 percent during the 7 years period. This enrolment is expected to go upto 14.08 lakhs at the end of the Sixth Five Year Plan (1984-85). In 1973-74, 68.1 percent of the children in the age-group 6—11 years were attending the schools. This percentage rose to 77.7 in 1980-81. By the end of the year 1984-85, 85.2 percent of the children would be covered under the formal system of primary education.

In the age-group 11—14 years, the enrolment went up from 3.68 lakhs in 1973-74 to 4.77 lakhs in 1980-81, showing an increase of 29.6 percent. At the end of the Sixth Five Year Plan, the expected enrolment would be 5.50 lakhs, an increase of 15.3 percent or an annual increase of 3.06 percent. In this age-group only 39.8 percent of the children in 1973-74 were going to school which rose to 46.9 percent in 1980-81. The percentage is expected to go upto 58.0 by the end of 1984-85. Thus, 42 percent of the children in the age-group 11—14 years would not be attending schools regularly in 1984-85.

The enrolment of students in the age-group 6—11 years, both in the formal and non-formal system of education at the end of 1984-85 is expected to be 16.52 lakhs i.e. 100 percent enrolment. Thus, the State of Haryana endeavours to achieve 100 percent enrolment of children in the age-group 6—11 years at the end of the Sixth Five Year Plan.

Secondary Education

At the secondary level of education i.e. classes IX to XI additional facilities are proposed to be created for another 0.67 lakh boys and girls during the Sixth Five Year Plan. With the realisation of this target, enrolment in classes IX to XI will cover 25 percent of the population in the age-group 14—17 years in 1984-85 as compared to 18.5 percent in 1980-81. The relative increase in the enrolment in the secondary education is depicted in Table—4.

TABLE—4

Enrolment in Secondary Classes (IX to XI)

Year	Population (in lakhs)	Enrolment (in lakhs)	Percentage of age-group (14—17 years)
1	2	3	4
1973-74	7.09	2.04	28.7
1978-79	9.04	1.38	15.3
1979-80	9.27	1.58	17.0
1980-81	9.51	1.76	18.5
1984-85 (Target)	9.74	2.43	25.0

Source : Director of Public Instructions, Haryana.

From the above table it is evident that the position of enrolment with regard to secondary education is not satisfactory in the State.

(II) TEACHERS IN POSITION AT DIFFERENT LEVELS OF SCHOOL EDUCATION

In 1973-74, there were 49,054 school teachers in the State of Haryana of which 25,280 teachers were in the primary/middle schools and the rest 23,774 were in the secondary schools. The stock of teachers increased to 55,512 in 1980-81, showing an increase of 13.2 percent in 7 years i.e. an annual increase of 1.9 percent. Table 5 shows the growth in the number of school teachers and the percentage of trained teachers to total teachers in primary/middle schools and high/higher secondary schools in the State.

Growth in the Number of School Teachers in the Primary/Middle

Year	Teachers in Primary/Middle schools	
	Total	Percentage Trained
1	2	3
1973-74	25,280	99.7
1977-78	26,196	99.4
1978-79	26,103	99.9
1979-80	24,945	98.7
1980-81	23,813	98.9
1984-85 (Target)	28,360	100.0

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and High/Higher Secondary Schools

Teachers in High/Higher Secondary Schools		Total School Teachers	
Total	Percentage Trained	Total	Percentage Trained
4	5	6	7
23,774	97.3	49,054	98.5
25,256	98.9	51,452	99.2
27,707	98.9	53,810	99.4
27,490	99.5	52,435	99.7
31,699	99.4	55,512	99.7
32,938	100.0	61,268	100.0

Source : Director of Public Instructions, Haryana.

The process of upgrading untrained teachers in schools into professionally qualified teachers has been gathering momentum over the last many years. The proportion of trained teachers to total teachers was 98.5 percent in 1973-74 and it increased to 99.7 percent during 1980-81. At the end of the year 1984-85, it is expected to clear the backlog of untrained teachers in the State of Haryana.

(III) Teacher-Pupil Ratio

The teacher-pupil norm i.e. required number of students a teacher should teach, is generally used for calculating the demand for teachers either on the total enrolment or on the additional enrolment. The teacher pupil ratio by stages for the period 1973-74 to 1980-81 in the State of Haryana is furnished below in Table—6.

TABLE—6

Teacher-Pupil Ratio by Stages

Year	Primary (I—V)	Middle (VI—VIII)	Secondary (IX to XI)
1	2	3	4
1973-74	41	27	19
1974-75	39	32	20
1975-76	39	32	21
1976-77	42	31	12
1977-78	40	31	11
1978-79	39	32	14
1979-80	40	32	17
1980-81	41	32	17

Source : Director of Public Instructions, Haryana.

From the above table it can be seen that the teacher-pupil ratio in the primary stage varies between 39 to 42, in the middle stage between 27 to 32 and in the secondary stage between 11 to 21. This ratio is in consonance with the generally accepted truism that the number of students per teacher should decline as we move from the primary level of education upwards. From the above table it is also apparant that more or less a steady level of ratio was maintained except during 1976-77 to 1978-79 in the secondary level education. Based on this it can be concluded that the Govt. is maintaining the teacher-pupil ratio more or less steadily by recruiting the teaching staff every year to cope with the growth of the students population.

(IV) Expenditure on Education

The total expenditure on education rose from Rs. 3,494 lakhs in 1975-76 to Rs. 8,519 lakhs in 1982-83 (B.E.) thereby showing a rise of 143.8 percent over the past 7 years. The per capita expenditure on education in 1975-76 was Rs. 30.92 and it went upto Rs. 64.05 in 1982-83 (an increase of 107.2 percent).

The relevant figures are presented below in Table—7.

TABLE—7

Expenditure on Education

Year	Total Expenditure (Rs. in lakhs)	Per Capita Ex- penditure (in Rs.)
1	2	3
1975-76	3,494	30.92
1976-77	3,946	35.04
1977-78	4,352	37.84
1978-79	4,833	40.96

1	2	3
1979-80	5,542	46.18
1980-81	7,139	56.21
1981-82	8,185 (R.E.)	62.96
1982-83	8,519 (B.E.)	64.05

R.E. — Revised Estimates
B.E. — Budget Estimates

Source : Economic and Statistical
Organisation, Haryana.

CHAPTER III

SUPPLY OF TRAINED TEACHERS

The supply of trained teachers at different levels of school education depends upon the number of institutions and the extent of utilisation of the intake capacity together with the backlog of unemployed teachers on the live-register of the Employment Exchanges in the State. The category-wise (inake) of training institutions and the likely out-turn of teachers during 1979-80 to 1984-85 has been discussed below :

M.Ed. Teachers

At present, three post-graduate teachers training colleges namely (i) Rao Birender Singh College of Education, Rewari (ii) Sohan Lal College of Education, Ambala City and (iii) C.R. College of Education, Rohtak are functioning in the State. The duration of this course is one year. During the period 1978-79 and 1979-80, 25 and 20 students respectively were admitted in the M.Ed. course out of which 10 and 34 passed out successfully during 1979-80 and 1980-81 (Appendix—I) giving a wastage rate of 2.2 percent (Appendix—II). The anticipated out-turn of M.Ed. teachers during 1981-82 to 1984-85 has been worked out on the basis of actual/anticipated admissions and assuming a wastage rate of 2.2 percent. The details are set out in Table—8 below :

TABLE—8

Actual/Anticipated Out-turn of M.Ed. Teachers

Year	Actual/ Anticipated Admission	Year	Actual/ Anticipated Out-turn
1	2	3	4
1978-79	25	1979-80	10
1979-80	20	1980-81	34

1	2	3	4
1980-81	25	1981-82	24*
1981-82	26	1982-83	25*
1982-83	25*	1983-84	24*
1983-84	25*	1984-85	24*
Total	146	Total	141

*Anticipated

It will be observed that 10 M.Ed. teachers during 1979-80 and 131 such teachers during the Sixth Five Year Plan 1980-85 are expected to be available.

B.Ed. Teachers

During the year 1980-81, there were 17 B.Ed. Colleges in the State as against 20 in the year 1979-80. The annual seating capacity of these degree level teachers training colleges was about 3,200 which has been reduced to 2,250 from 1983-84. The duration of the course is one year. The actual/anticipated admission and the expected out-turn of B.Ed. teachers during 1979-80 and the Sixth Five Year Plan period 1980-85 is shown in Table 9 below (College-wise details depicted in Appendix—III). The out-turn during 1981-82 to 1984-85 has been estimated on the basis of admission and assuming a wastage rate of 6 percent (Appendix—III A).

TABLE—9

Actual/Anticipated out-turn of B.Ed. Teachers

Year	Actual/ Anticipated Admission	Year	Actual/ Anticipated Out-turn
1	2	3	4
1978-79	3,104	1979-80	2,847

1	2	3	4
1979-80	2,902	1980-81	2,715
1980-81	3,031	1981-82	2,831*
1981-82	3,014	1982-83	2,900*
1982-83	3,258	1983-84	3,063*
1983-84	2,244	1984-85	2,109*
Total	17,553	Total	16,465

*Anticipated

It will be observed that 2,847 B.Ed. teachers during 1979-80 and 13,618 B.Ed. teachers during 1980-85 are likely to pass out of the training colleges in the State. Some of these teachers may pursue higher studies for which arrangements exist at the three institutions in the State. On the basis of annual intake capacity of these three institutions, only 146 B.Ed. teachers would take-up higher studies. After making adjustment for this factor, the available supply during 1979-80 will be 2,822 and the supply during 1980-85 is estimated to be 13,497 teachers.

J.B.T. (Home Craft)

The training facilities for J.B.T. (Home Craft) was run by the Directorate of Industrial Training, Haryana. It was a two years course and meant for girls only. During the year 1979-80, 67 schools with intake capacity of 3,608 students were running J.B.T. (Home Craft) courses but only 1,308 students sought admission. There being no adequate job opportunities for this course, it was stopped and no fresh admission for 1980-81 was made. The out-turn during 1979-80 and 1980-81 was 3,147 and 1,803, respectively. Assuming that no admission would take place during 1980-81 to 1982-83, the anticipated out-turn for 1981-82 comes to 1,092 which is worked out on the basis of wastage rate of 16.5 percent (Appendix IV A) on

account of failures/drop-outs and nil out-turn during 1982-85 (For College-wise details see Appendix—IV). The details of admission and out-turn are set-out in Table 10 as follows :—

TABLE—10

Actual/Anticipated out-turn of J.B.T. (Home Craft)

Year	Actual/ Anticipated Admission	Year	Actual/ Anticipated Out-turn
1	2	3	4
1977-78	3,465	1979-80	3,147
1978-79	2,463	1980-81	1,803
1979-80	1,308	1981-82	1,092*
1980-81	—	1982-83	—
1981-82	—	1983-84	—
1982-83	—	1984-85	—
Total	7,236		6,042

*Anticipated

The J.B.T. Course run by the Education Department was stopped in the year 1977-78 and the J.B.T. (Home-Craft) Course run by the Industrial Training Department is now stopped in the first year of the Sixth Five Year Plan. The J.B.T. Course was stopped due to huge unemployment among this category of teachers whereas the J.B.T. (Home-Craft) Course has been stopped due to inadequate job opportunities available in the State.

Training Facilities for Physical Education

The facility for imparting training to degree level physical education exists at the Kurukshetra University. The present intake capacity for this course is 55 seats. The duration of the Course is one year. Besides, the Haryana Agricultural University, Hisar from 1980-81 has started the course for the award of Bachelor of Sports, Humanities and Physical Education which is equivalent to B.A.+D.P.Ed. degree. This is a 5 years course with matriculation as the minimum qualification. During the year 1980-81, 28 students were admitted for the Course. As regards the factor of educational wastage, it can be seen that the pass percentage is the same in respect of teachers in Physical education as the admission. Thus, one to one relationship between intake and out-turn has been assumed for the year 1980-81 to 1984-85. The actual/anticipated intake and out-turn of Graduate Physical Education Teachers is depicted in Table 11 below :—

TABLE

Actual/Anticipated Intake and Out-turn of

Year	Actual/Anticipated Admission		
	Kurukshetra University	Agricultural University	Total
1	2	3	4
1978-79	55	8	63
1979-80	55	6	61
1980-81	55	28	83
1981-82	55	28*	83
1982-83	64	28*	92
1983-84	64	28*	92
Total	348	126	474

*Anticipated

11

Graduate/Physical Education Teachers

Year	Actual/Anticipated Out-turn		Total
	Kurukshetra University	Agricultural University	
5	6	7	8
1979-80	55	8	63
1980-81	55	6	61
1981-82	55	—	55
1982-83	55	—	55
1983-84	64	—	64
1984-85	64	—	64
	348	14	362

CHAPTER—IV

DEMAND OF TRAINED TEACHERS

The demand of trained teachers during 1979-80 and the Sixth Five Year Plan 1980-85 has been estimated on the following three basis :—

- (a) Initial shortages;
- (ii) replacement on account of death, retirement and deputation outside the State; and
- (iii) additional requirement due to new programmes and expansion in school education during the period 1979-85. The concerned departments/institutions have furnished their requirements.

The above factors have been discussed below :

Initial Shortage of Teaching Personnel

The initial shortage is represented by the difference between stock in position and sanctioned strength at a particular point of time. From the information supplied by the departments/institutions engaging trained teachers, it has been ascertained that 452 J.B.T, 18 J.B.T. (Home-Craft), 652 B.Ed. and M.Ed. and 11 posts of D.P.Ed./M.P.Ed. teachers were lying vacant as on 1-4-79. The initial shortages of teaching personnel is presented in Table 14 below :

TABLE—14

Initial Shortages of Teaching Personnel as on 1-4-1979

Sr. No.	Category	Sanctioned strength	Stock in position	Vacant posts
1	2	3	4	5
1.	J.B.T.	32,878	32,426	452

1	2	3	4	5
2.	J.B.T. (Home-Craft)	302	284	18
3.	B.Ed. }	13,038	12,386	652
4.	M.Ed. }			
5.	D.P.Ed. }	102	91	11
6.	M.P.Ed. }			

Replacement

In order to estimate the total requirement of teaching personnel during 1979-80 and the Sixth Five Year Plan 1980-85, it is necessary to have an idea of the rate at which the replacement of various categories of teaching personnel shall be taking place besides the additional requirement of the State. From the data furnished by various departments/institutions employing teaching personnel, it is estimated that on an average the replacement of J.B.T. and B.Ed./M.Ed. teachers would be 0.37 percent per annum. There will be hardly any replacement in J.B.T. (Home Craft) and D.P.Ed./M.P.Ed. category of teachers during the period 1979-85. The position with regard to the replacement of teaching personnel of various categories during 1979-85 is set out in the following table 15.

TABLE—15
Per Annum Replacement of Teachers

Sr. No.	Category	Stock in position	Replacement (1979-85)	Per Annum replacement	Percentage of col. 5 to col. 3
1	2	3	4	5	6
1.	J.B.T.	32,426	711	118.5	0.37
2.	J.B.T. (Home-Craft)	284	—	—	—
3.	B.Ed./M.Ed. }	12,386	275	45.8	0.37
4.	D.P.Ed./M.P.Ed. }	91	—	—	—

Additional Requirement of Teaching Personnel During 1979-80 and the Period 1980-85

The additional requirement of teaching personnel in the State during 1979-85 is based on the information provided by the Director of Public Instructions and the Principles of teachers training institutions. From the estimates provided by these departments/institutions, the additional requirement of J.B.T. teachers would be 4,209, B.Ed./M.Ed. teachers 3,001 and physical education teachers would be 11 during 1979-85. The additional requirement of J.B.T. (Home Craft) teachers is reported to be negligible during the period 1979-85. Table 16 below provides estimates of the additional requirement of teaching personnel during 1979-80 and the period 1980-85.

TABLE—16

Additional Requirement of Teaching Personnel

Sr. No.	Category	Additional Requirement		
		1979-80	1980-85	Total
1	2	3	4	5
1.	J.B.T.	—	4,209	4,209
2.	J.B.T. (Home Craft)	—	—	—
3.	B.Ed.	3	2,998	3,001
4.	M.Ed.			
5.	D.P.Ed.	—	11	11
6.	M.P.Ed.			

The total requirement of teachers including initial shortages and replacement needs is presented below in Table 17.

TABLE—17

**Estimated Requirement of Teachers during 1979-80 and the
Period 1980-85**

TABLE—

Estimated Requirement of Teachers during

Sr. No.	Category	Initial Shortages as on 1-4-1979	Replacement needs	
			1979-80	1980-85
1	2	3	4	5
1.	J.B.T.	452	137	574
2.	J.B.T. (Home Craft)	18	—	—
3.	B.Ed./M.Ed.	652	148	127
4.	D.P.Ed./M.P.Ed.	11	—	—
Total		1,133	285	701

17.

1979-80 and the Period 1980-85

Additional Requirement		Total Requirement	
1979-80	1980-85	1979-80	1980-85
6	7	8	9
—	4,209	589	4,783
—	—	18	—
3	2,998	803	3,125
—	11	11	11
3	7,218	1,421	7,919

From the above table it is clear that 452 posts of J.B.T. teachers were lying vacant as on 1-4-79 and 711 such teachers will be replaced and requirement of 4,209 teachers during 1979-85 will be needed additionally. Thus, the total demand of J.B.T. teachers during the period 1979-85 will be 5,372. The requirement of B.Ed./M.Ed. teachers during 1979-85 will be 3,928.

Demand for M.Ed. Teachers

The assessment of demand for M.Ed. teachers has not been made separately since the basic qualifications for the posts of masters/mistresses in schools is B.Ed. and preference is given to students possessing M.Ed. qualification. Thus, the demand for M.Ed. teachers have been included under B.Ed. teachers.

The details of initial vacant posts as on 1-4-79, replacement needs and additional requirements due to expansion of educational facilities during 1979-80 and Sixth Five Year Plan (1980-85) is depicted in Appendix—V to Appendix—IX.

CHAPTER V

LIKELY SURPLUSES AND SHORTAGES

The likely position of shortages or surpluses of various categories of teachers at the end of 1979-80 and 1984-85 would be as detailed below in table 18.

TABLE-18

Likely Surpluses or Shortages of Teachers

Sr. No.	Category of teachers	1979-80			
		Total supply	Total demand	Surpluses (+)/ shortages (—)	
1	2	3	4	5	
1.	J.B.T.	6,328	589	(+),5,739	
2.	J.B.T. (Home- Craft)	3,147	18	(+),3,129	
3.	B.Ed./M.Ed.	12,354	803	(+),11,551	
4.	D.P.Ed.	63	11	(+),52	
1980-81 to 1984-85			Total 1979-85		
Total supply	Total demand	Surpluses (+)/ shortages(—)	Total supply	Total demand	Surpluses(+)/ shortages(—)
6	7	8	9	10	11
—	4,783	(—)4,783	6,328	5,372	(+),956
2,895	—	(+),2,895	6,042	18	(+),6,024
13,628	3,125	(+),10,503	25,982	3,928	(+),22,054
299	11	(+),288	362	22	(+),340

It would be observed from the above table that there will be no supply of J.B.T. teachers and no demand for J.B.T. (Home-Craft) teachers during 1980-85. It is also clear that in all category of teachers the demand is more than the supply, thus showing surpluses. The categorywise surpluses are as under :

J.B.T. Teachers

During the period from 1979-80 to 1984-85, the estimated requirement would be 5,372 J.B.T. teachers as against the total availability of 6,328 teachers. Thus, the State is likely to experience a surplus of 956 J.B.T. teachers by the end of 1984-85. This course was stopped in the year 1977-78 and the total supply represents the backlog of unemployment.

J.B.T. (Home-Craft) Teachers

As against the likely supply of 6,042 J.B.T. (Home-Craft) teachers, the likely demand is only 18. Thus, the surpluses of this category of teachers by the end of 1984-85 would be 6,024.

Graduate and Post-graduate Teachers

At the end of 1984-85, there will be huge surplus of 22,054, graduates and post-graduates trained teachers in the State. Against the expected re-quirement of 3,928 teachers, the supply would be 25,982 teachers.

Physical Education Teachers

The estimated surplus of this category of teachers would be 340. The education department has made a provision of Rs. 100.00 lakhs during the sixth five year plan 1980-85 for the introduction of 10+2 and vocationalization of the 10+2 stage system. The surplus as indicated above, is likely to be wiped out when the requirement of physical education teachers under the 10+2 system is introduced in the State.

Conclusion

It has been estimated that there will be a surplus of 956 J.B.T. teachers and 6,024 J.B.T. (Home-Craft) teachers by the

end of the year 1984-85 in the State of Haryana. In view of the surpluses, the State of Haryana stopped the J.B.T. course run by the Education Department in the year 1977-78 and J.B.T. (Home-Craft) Course run by the Directorate of Industrial Training in the year 1980-81. There is likely to be a huge surplus of 22,054 graduate and post-graduate trained teachers at the end of 1984-85. The closure of institutions will not solve the problem of the surpluses of trained teachers as this will not be a permanent solution of the problem. It is desirable that the teachers training facilities already existing in the State for different levels of school education are so organised as to make them more responsive to the changing demand-supply positions.

APPENDIX

M.Ed.

Sr. No.	Name of the Institution	Actual	
		1978-79	1979-80
1	2	3	4
1.	Rao Birender Singh College of Education, Rewari	15	—
2.	Sohan Lal College of Education, Ambala City	10	10
3.	C.R. College of Education, Rohtak	—	10
Total		25	20

—I

Course

Admission during the year		Out-turn during the year		
1980-81	1981-82	1978-79	1979-80	1980-81
5	6	7	8	9
15	16	15	—	15
10	10	10	10	9
—	—	—	—	10
25	26	25	10	34

APPENDIX II

Wastage Rate of M.Ed. Teachers

Year	Actual/ Anticipated Admission	Year	Actual/ Anticipated out-turn
1	2	3	4
1978-79	25	1979-80	10
1979-80	20	1980-81	34
1980-81	25	1981-82	24*
1981-82	26	1982-83	25*
1982-83	25*	1983-84	24*
1983-84	25*	1984-85	24*
Total	146	Total	141

*Anticipated

- Note : 1. The likely admission in M.Ed. Course during 1982-83 to 1983-84 is based on the estimated intake capacity.
2. The likely out-turn in M.Ed. Course for the year 1981-82 to 1984-85 is based on 2.2% wastage rate of failures during 1979-80 and 1980-81.

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APPENDIX—III

Intake and Out-turn of B.Ed. one year Training Course

APPENDIX

Intake and out-turn of

Sr. No.	Name of the Institution	Actual Admission	
		1978-79	1979-80
1	2	3	4
1.	Tika Ram College of Education, Sonipat	140	197
2.	Sarswati College of Education, Charkhi Dadri	100	100
3.	Rural College of Education, Kaithal	100	100
4.	Rao Birender Singh College of Education, Rewari	250	—
5.	Kirorimal College of Education, Bhiwani	250	250
6.	Hindu College of Education, Sonipat	200	220
7.	B.P.S. College of Education, Khanpur (Sonipat)	150	150
8.	S.D. College of Education for Women, Narwana	100	56
9.	Rao Lal Singh College of Education, Sidhrwali (Gurgaon)	100	200
10.	D.A.V. College of Edu. (Women), Karnal	110	100
11.	Sohan Lal College of Education, Ambala City	250	250
12.	C.R. College of Education, Hisar	259	259
13.	Vaish College of Education, Rohtak	200	200

—III

B.Ed. (one year Training)

during the year		Out-turn during the year		
1980-81	1981-82	1978-79	1979-80	1980-81
5	6	7	8	9
149	150	134	191	141
100	100	100	98	99
100	120	98	96	52
250	255	235	—	230
250	250	232	228	204
203	205	193	214	183
150	151	146	145	103
54	63	100	56	54
100	100	98	194	98
113	110	110	109	108
250	275	235	242	227
247	250	235	238	241
200	200	186	187	185

1	2	3	4
14.	University College of Education, Kurukshetra	270	263
15.	Gaur Brahman College of Education, Rohtak	175	175
16.	C.R. College of Education, Rohtak	300	300
17.	Dev Samaj College of Education for Women, Ambala City	150	82
Total		3,104	2,902

5	6	7	8	9
277	285	234	232	243
182	175	171	171	169
300	325	300	300	300
106	—	148	146	78
3,031	3,014	2,955	2,847	2,715

APPENDIX—III A

Wastage Rate of B.Ed. Teachers

Year	Actual/ Anticipated Admission	Year	Actual/ Anticipated out-turn
1	2	3	4
1978-79	3,104	1979-80	2,847
1979-80	2,902	1980-81	2,715
1980-81	3,031	1981-82	2,831
1981-82	3,014	1982-83	2,900
1982-83	3,258	1983-84	3,063*
1983-84	2,244	1984-85	2,109*

Notes : 1. The likely admission in B.Ed. Course during 1983-84 is approximate.

2. The likely out-turn in B.Ed. Course during 1983-84 and 1984-85 is based on 6% wastage rate of failures during the last four years i.e. 1979-80 to 1982-83.

APPENDIX—IV

J.B.T. (Home-Craft)

Sr. No.	Name of the Institution	Actual Admission during the year		Out-turn during the year		
		78-79	79-80	78-79	79-80	80-81
1.	C.R. College of Education, Rohtak	63	60	—	—	63
2	Tika Ram College of Education, Sonapat	37	16	50	34	—
3	Rural College of Education, Kaithal	27	33	—	51	17
4	D.A.V. College for Women, Karnal	66	55	—	45	—
5	C.R. College of Edu. Hisar	59	33	50	30	—
6	Dev Samaj College of Edu., Ambala City	74	72	65	68	67
7	Sohan Lal College of Edu., Ambala City	40	62	33	56	39
8	Director of Industrial Training, Haryana	2097	977	1464	2863	1617
Total		2463	1308	1662	3147	1803

APPENDIX—IV-A

Wastage Rate of J.B.T. (Home Craft) Teachers

Year	Actual/Anticipated Admission	Year	Actual/Anticipated out-turn
1	2	3	4
1977-78	3465	1979-80	3147
1978-79	2463	1980-81	1803
1979-80	1308	1981-82	1092*
1980-81	—	1982-83	—
1981-82	—	1983-84	—
1982-83	—	1984-85	—

Note : The likely out-turn in J.B.T. (Home Craft) teachers course for the year 1981-82 is based on 16.5% wastage rate of failures during 1979-80 and 1980-81.

APPENDIX—V

Requirement of Teachers in the College of Education—J.B.T.

APPENDIX—**Requirement of Teachers in College**

Sr. No.	Name of the institution	Position as on 1-4-79		
		Sanctioned strength	Persons in Position	Vacant Posts
1	2	3	4	5
1.	Director of Public Instructions, Haryana	32878	32426	452

V

of Education— J.B.T

Replacement needs due to retirement/promotion/deputation to other states during		Additional Requirement due to expansion of educational facilities during	
1979-80	1980-85	1979-80	1980-85
6	7	8	9
137	574	—	4209

APPENDIX—

Requirement of Teachers

Sr. No.	Name of the Institution	Position as on 1-4-79		
		Sanctioned strength	Persons in Position	Vacant Posts
1	2	3	4	5
1.	Rural College of Education, Kaithal	4	4	—
2.	Sohan Lal College of Education, Ambala City	2	2	—
3.	Director of Public Instructions, Haryana	296	278	18
Total		302	284	18

VI

in College of Education—J.B.T. (Home-Craft)

Replacement needs due to retirement/promotion/deputation to other States during		Additional requirement due to expansion of educational facilities during	
1979-80	1980-85	1979-80	1980-85
6	7	8	9
—	—	—	—
—	—	—	—
—	—	—	—
—	—	—	—

APPENDIX—

Requirement of Teachers

Sr. No.	Name of the Institutions	Position as on 1-4-79		
		Sanctioned Strength	Persons in Position	Vacant Posts
1	2	3	4	5
1.	Rural College of Education, Kaithal	7	6	1
2.	Rao Mehar Singh College of Education, Behram Pur			(Closed)
3.	Vaish College of Education, Rohtak	8	8	—
4.	Hindu College of Education, Sonipat	1	1	—
5.	Government College of Education, Bhiwani	13	6	7
6.	University College of Education, Kurukshetra	18	17	1
7.	C.R. College of Education, Hisar	15	12	3
Total		62	50	12

VII

in Colleges of Education—B.Ed.

Replacement needs due to retirement/promotion/deputation to other States during		Additional requirement due to expansion of educational facilities during	
1979-80	1980-85	1979-80	1980-85
6	7	8	9
—	—	—	—
—	—	—	—
—	—	—	—
—	—	—	—
1	—	—	—
—	—	—	3
1	—	—	3

APPENDIX—

Requirement of Teachers in

Sr. No.	Name of the Institution	Position as on 1-4-79		
		Sanctioned strength	Persons in Position	Vacant Posts
1	2	3	4	5
1.	Rural College of Edu., Kaithal	—	—	—
2.	Rao Mehar Singh College of Education, Behram Pur	—	—	Closed—
3.	Tika Ram College of Education, Sonipat	7	5	2
4.	College of Sports, HAU, Hisar	—	—	—
6.	Vaish College of Education, Rohtak	—	—	—
6.	K.M. College of Education, Bhiwani	9 M.Ed/B.Ed.	8	1
7.	Sohan Lal College of Education, Ambala City	12 M.Ed/B.Ed.	11	1
8.	D.A.V. College of Education for Women, Karnal	—	—	—
9.	Hindu College of Education, Sonipat	7	6	1
10.	Rao Lal Singh College of Education, Sidhrawali (Gurgaon)	8	8	—

VIII

College of Education—M.Ed.

Replacement needs due to retirement/promotion/deputation to other States during		Additional Requirement due to expansion of educational facilities during	
1979-80	1980-85	1979-80	1980-85
6	7	8	9
—	—	—	—
—	—	2	2
—	—	—	—
—	—	—	—
—	—	—	2
—	—	—	1
—	—	—	—
4	—	1	—
—	—	—	—

1	2	3	4	5
11.	B.P.S. College of Education, Khanpur Kalan	—	—	—
12.	University College of Education, Kurukshetra	—	—	—
13.	Govt. College of Education, Bhiwani	2	2	—
14.	Sarswati College of Education, Charkhi Dadri	7	6	1
15.	C.R. College of Education, Hisar	—	—	—
16.	Director of Public Instructions, Haryana	12924 M.Ed/B.Ed.	12290	634
Total		12976	12336	640

6	7	8	9
—	—	—	—
—	—	—	—
—	—	—	—
—	—	—	1
—	—	—	—
146	127	—	2989
147	127	3	2995

APPENDIX—

Requirement of Teachers in

Sr. No.	Name of the Institution	Position as on 1-4-79		
		Sanctioned strength	Persons in Position	Vacant Posts
1	2	3	4	5
11.	Vaish College of Education, Rohtak	1	1	—
22.	Rao Lal Singh College of Education, Sidhrawali (Gurgaon)	1	1	—
33.	Govt. College of Education, Bhiwani	1	1	—
44.	B.P.S.College of Education, Khanpur Kalan	1	1	—
55.	Director of Public Instructions, Haryana	86	82	4
65.	Tika Ram College of Education, Sonipat	1	1	—
77.	College of Sports, H.A.U. Hisar	10	4	6
83.	Sarswati College of Education, Charkhi Dadri	1	—	1
Total		102	91	11

IX

College of Education—D.P.Ed/M.P.Ed.

Replacement needs due to retirement/promotion/deputation to other States during		Additional requirement due to expansion of educational facilities during	
1979-80	1980-85	1979-80	1980-85
6	7	8	9
—	—	—	—
—	—	—	—
—	—	—	—
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