



GOVERNMENT OF JAMMU AND KASHMIR

DRAFT

FIVE YEAR PLAN

- 1978-83

VOLUME V

(Education including Technical Education ITI's and Labour & Labour Welfare)

**G AND DEVELOPMENT DEPARTMENT
(JAMMU, JANUARY 1979)**

V O L U M E V

D R A F T F I V E Y E A R P L A N

1978 - 83

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EDUCATION

II. REVIEW OF PROGRESS : 1974-78.

The first four years of 5th Plan i.e. from 1974-75 to 1977-78 can be considered as landmark in the history of educational development in Jammu and Kashmir. This period has been marked with planned and well organised approach to development in all sectors of education. Micro level approach with decentralised planning, taking district as basic unit, has provided sound basis for future planning in education. Selective sector approach i.e. removal of illiteracy and universalisation of elementary education has helped to move towards these national objectives in education. Stress on consolidation rather on expansion has resulted in full utilisation of plan and non-plan resources. Brief appraisal for plan performance from 1974-75 to 1977-78 is given below:-

1. REVIEW OF FINANCIAL TARGETS AND ACHIEVEMENTS

1. Expenditure during Annual Plans

It was in 1976-77 that size of the 5th Five Year Plan was finased. Taking these figures as the base, the year-wise expenditure has shown the following trend:-

(Rs. in lakhs)

Main Sector	5th Plan outlay	Expenditure during				Total 1974-78
		1974-75	1975-76	1976-77	1977-78	
General Edu.	2195.07	190.84 (9)	372.81 (17)	428.19 (19)	536.52 (27)	1578.36 (72)
Arts & Culture	92.93	6.29 (7)	9.57 (10)	22.25 (24)	14.36 (15)	52.47 (56)
Technical Edu.	10.00	16.92 (15)	18.37 (17)	20.76 (19)	32.17 (29)	88.22 (80)
Craftsman Train- ing Scheme (ITI)	40.00	4.39 (11)	5.62 (14)	11.98 (30)	12.63 (32)	34.62 (86)

Note:- Percentages of expenditure to total 5th Plan outlay have been given in brackets.

2. Share of Education in the total plan of the State

If we take the share of education in the total plan of the State, the percentage of expenditure on education to total State plan would be as under:-

Sector	5th Plan	Share of actual expenditure of the State			Anticipated Expenditure
		1974-75	1975-76	1976-77	
(1)	(2)	(3)	(4)	(5)	(6)
General Education	6.5%	4.0%	6.3%	5.1%	6.2%
Arts & Culture	0.3%	0.1%	0.2%	0.3%	0.2%
Technical Education	0.3%	0.4%	0.3%	0.2%	0.3%
Craftsman Trg. Course (I.T.Is)	0.1%	0.1%	0.1%	0.1%	0.1%
Total (a to d)	7.2%	4.6%	6.9%	5.7%	6.8%
Total State Plan (Rs. in lakhs)	33920.00 (100)	4757.23 (100)	5892.35 (100)	8401.80 (100)	8968.00 (100)

3. Share of Plan budget in the total budget of Education

Share of plan budget to the total budget of the Education in respective sectors has been steadily increasing as is clear from the following table:-

Sector	Share of Plan expenditure to total budgeted expenditure (Plan and non-plan) of the respective sector (Revenue and Capital)			
	1974-75	1975-76	1976-77	1977-78 (R.E.)
(1)	(2)	(3)	(4)	(5)
a) General Education	10.45%	17.09%	19.00%	22.94%
b) Arts & Culture	21.44%	34.74%	49.53%	47.62%
c) Technical Education	37.72%	37.58%	37.93%	45.89%
d) Craftsmen Training Course (I.T.Is)	21.51%	28.10%	42.27%	40.42%
Total (a to d)	11.37%	17.83%	20.29%	24.07%

4. Annual Plan outlays and expenditure

One of the indicators of assessing plan performance is the percentage of expenditure to approved plan outlay. It also reveals the spending capacity of a Department. In education the position in this respect has been satisfactory as is clear from the following table:-

Main Sector	Percentage of expenditure to total approved outlays during			
	1974-75	1975-76	1976-77	1977-78
a) General Education	93	122	91	104
b) Arts & Culture	66	74	111	72
c) Technical Education	133	122	88	115
d) Craftsmen Try. Scheme	55	70	104	99

5. Intra Sectoral Comparison of expenditure under general Education.

Nearly 70% of the expenditure has been incurred on elementary education sector and about half of the total has been the share of secondary education sector. The main reasons for this large share of secondary education have been the commitments on adoption of 10+2+3 pattern and general construction programmes under-taken in various High and Higher Secondary School buildings. The following table indicates the sector-wise distribution under general education:-

Sector	<u>Sector-wise percentages</u>	
	5th Plan outlay	Expenditure 1974-78
1. Elementary Education	21	25
2. Secondary Education	46	49
3. Teacher Education	2	1
4. University & other Higher Education	16	20
5. Adult Education	Neg.	Neg.
6. Physical Education & Sports	5	4
7. Direction and Administration	4	1
8. Other	1st.	Neg.
Total:-	100	100

6. Financial Analysis of Plan Provision and Expenditure

To analyse the educational plan, its allocation can be broken up in the following components:-

- a) Committed expenditure on salaries and recurring items
- b) Expenditure on non-recurring on-going schemes like scholarships, trainings, surveys, conferences etc.
- c) Construction Programmes; and
- d) Expansion programmes like opening and upgrading of schools, creation of new posts etc.

Sector/Year	Percentage of expenditure on				
	Committed Exp. on Salaries & Recurring Item.	Essential on-going Schemes	Expansion Programmes.	Const- ruction Programmes	Total
(1)	(2)	(3)	(4)	(5)	(6)
<u>A. General Education</u>					
1974-75	-	21	36	43	100
1975-76	23	9	8	60	100
1976-77	35	11	6	48	100
1977-78	45	13	6	36	100
<u>B. Arts & Culture</u>					
1974-75	-	30	45	25	100
1975-76	41	18	17	24	100
1976-77	23	5	4	68	100
1977-78	44	19	27	10	100
<u>C. Technical Education</u>					
1974-75	-	92	7	1	100
1975-76	3	38	2	7	100
1976-77	3	83	4	10	100
1977-78	4	73	2	21	100

B. REVIEW OF PHYSICAL TARGETS AND ACHIEVEMENTS

1. Enrolment Trends

a) Elementary Stage

Upto 1976-77, the rate of increase in enrolment at this stage has been very slow because of:-

- i) Starting of Handicrafts Training Centres which have caused an alluremnt to the students to give up the schools to join these centres;
- ii) Lack of proper incentives;
- iii) Lack of follow-up action in enrolment drives;
- iv) Apathy on the part of teachers as additional enrolment would increase their burden for want of provision of additional staff;
- v) Their high drop-out rate etc.

During 1977-78, a detailed study of this problem was undertaken in selected areas of the State at village, block and Tehsil levels. A heavy dose of non-formal education in the form of part-time centres and also opening of these centres in Handicraft Training Centres have now helped to arrest the disturbing trend in the progress of enrolment. Special incentives, particularly in most backward areas and to students from backward community of Gujjars and Bakerwals and to girl

incidents have also helped to reduce the incidence of wastage. Through a comprehensive survey, such areas have been identified which can be considered as problem areas from the point of view of enrolment. These areas are given special attention.

a) Elementary Stage

The enrolment in full-time and part-time courses and enrolment ratio from 1973-74 to 1977-78 are given as under:-

Year	<u>Total Enrolment</u>			<u>Part-time Enrolment</u>			<u>Enrolment Ratio</u>		
	<u>Boys</u>	<u>Girls</u>	<u>Total</u>	<u>Boys</u>	<u>Girls</u>	<u>Total</u>	<u>Boys</u>	<u>Girls</u>	<u>Total</u>
<u>I-VIII Classes</u>									
1973-74	361	166	527	-	-	-	69	33	51
1974-75	367	169	536	-	-	-	69	33	51
1975-76	376	175	551	2	-	2	70	33	52
1976-77	389	185	574	2	1	3	72	34	53
1977-78	409	203	612	4	3	7	74	37	57
<u>I - V Classes</u>									
1973-74	261	131	392	-	-	-	76	39	58
1974-75	265	133	398	-	-	-	77	39	58
1975-76	271	137	408	1	-	1	78	40	59
1976-77	280	145	425	1	1	2	80	41	61
1977-78	298	159	457	3	2	5	84	45	64
<u>VI - VIII Classes</u>									
1973-74	100	35	135	-	-	-	55	20	38
1974-75	102	36	138	-	-	-	55	20	38
1975-76	105	38	143	1	-	1	55	21	38
1976-77	109	40	149	1	-	1	56	21	39
1977-78	111	44	155	1	1	2	56	23	40

(Note:- For enrolment ratio, population revised projections of school-age children as issued by the R.G.I have been taken into account).

From the above it is clear that the magnitude of the problem on the girl side is very acute. It is anticipated that the existing tempo of high rate of growth among girls would continue. Here the role of non-formal education is very important as the experience has shown that we can never achieve the goal of universal enrolment through formal schooling only.

b) Enrolment at Secondary Stage

With the adoption of 10+2+3 pattern, this stage has now been divided in two parts i.e. IX-X classes (14-16 age group) and XI-XII classes (16-18 age-group). With the policy of restrictive admissions to failures, the enrolment at both these stages has remained either constant or shown decreasing trend as is clear from the following figures:-

(in thousands)

i) IX-X Classes

Year	Enrolment			Additional Enrolment			Enrolment Ratio		
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
1973-74	45	15	60	-	-	-	42	15	29
1974-75	47	16	63	2	1	3	43	16	30
1975-76	49	17	66	2	1	3	44	17	31
1976-77	45	17	62	-4	-	-4	39	16	28
1977-78	45	17	62	-	-	-	39	16	28

ii) XI-XII Classes/PUC-TDC (I)

These two classes are simultaneously functioning in both Higher Secondary Schools and Colleges. This is only during the transitional period and ultimately, these stages would form part of school education when these two classes (PUC and TDC (I)) are totally delinked from colleges. The Board of School Education has already taken over the academic responsibility of these two classes. In the beginning it was anticipated ~~that~~ that with the start of these two classes in schools in various parts of the State, the enrolment would abnormally go up. But the policy of refusing admission to failures has not proved this hypothesis and the enrolment, now in schools and colleges, is almost same as it was in colleges only before the adoption of the new pattern:

(figures in thousands)
for PUC and TDC (I) only

Year	Enrolment in Schools			Enrolment in Colleges			Total		
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
1973-74	-	-	-	11	5	16	11	5	16
1974-75	1	Reg.	1	12	5	17	13	5	18
1975-76	4	1	5	8	4	12	12	5	17
1976-77	5	2	7	6	4	10	11	6	17
1977-78	9	3	12	5	4	9	14	7	21

2. Provision of Schooling Facilities

On the basis of Third All India Educational Survey, perspective plans for educational development for all the areas of the state have been prepared. While providing educational facilities, after the finalization of plans in 1975-76, no deviation from norms prescribed for opening and upgrading of schools has been made. Expansion policy is based on the following priorities:-

- a) Rationalisation of existing facilities by shifting, amalgamating or closing of existing schools;
- b) Provision of school level schools in school-less habitations;
- c) Upgrading the incomplete middle and high schools to complete respective standards;
- d) Upgrading of primary schools to middle standard and middle schools to high standard;
- e) Most restrictive expansion at Higher Secondary stages and
- f) No expansion at college level.

In the last two years, the expansion of educational facilities was undertaken by utilisation of the existing teaching manpower. A large number of defunct schools have been revived or made viable functional units by shifting them to other places. Even a Higher Secondary School of new pattern at Gurez was down graded in rationalisation. A new college was opened.

a) Primary Schools

In respect of primary schools, almost all the school-less habitations with 10 or more population were provided schooling facilities within a walking distance of one kilometer in all the three Districts of Kashmir Valley. The Districts of Jammu Division have been proposed to be covered during 1978-79. In accordance with the perspective plans of various districts, 1035 habitations were identified for opening of new schools in 1975-76. By opening 336 schools in 1975-77 and 275 in 1977-78, the remaining habitations (except the Ladakh District) are covered during 1978-79. The District-wise figures are as under:-

District	No. of Habitations to be covered 1975-76	No. of Schools opened		Balance
		1976-77	1977-78	
1. Anantnag	26	36	-	-
2. Baramulla	105	55	50	-
3. Srinagar	29	29	-	-
4. Jammu	65	22	12	31
5. Kathua	74	15	16	43
6. Udhampur	161	40	85	36
7. Doda	93	30	20	50
8. Poonch	131	38	58	35
9. Rejouri	141	21	34	86
Total:-	635	336	275	281

The District of Ludakh requires 150 schools. In 1976-77, 31 schools and in 1977-78, 8 schools were opened in this district. There is a separate sub-plan for Ludakh District. The target of providing primary schooling facilities within one kilometer in this district may take some time because of lack of teaching-manpower for deployment in the far-flung backward areas of this district.

b) Middle Schools

After providing primary schooling facilities as per above pattern, we have strived for provision of middle schools in a phased programme. As already mentioned, the priority has been given to upgrade the incomplete middle schools to complete standard in the first instance. By the end of 1977-78 there were about 415 middle schools with 6th class only where 7th and 8th classes were to be added. Similarly, there were about 435 schools upto 7th class where 8th class was to be added. Figures for opening and upgrading of schools are as under:-

Year	Opening of Primary Schools	Addition of Classes		
		6th	7th	8th
1974-75	200	50	50	50
1975-76	200	75	75	75
1976-77	336	-	75	75
1977-78	275	-	85	85

c) Non-formal Education Centres

A large number of non-formal education centres for part-time and continuation education for dropout children and those who cannot avail of regular facilities have been opened and it is proposed to increase its coverage as without these types of facilities universalisation of elementary education is not possible. The number of centres ^{opened} in last four years is as under:-

Year	Part-time centres			Continuation centres		
	For Boys	Girls	Total	For Boys	Girls	Total
1974-75	45	-	45	-	40	40
1975-76	30	15	45	25	15	40
1976-77	30	15	45	25	15	40
1977-78	-	-	100	-	-	100

19 Adult Education

In view of typical backwardness and failure of former programmes of adult and social education in the State, the State Government has undertaken un-orthodox steps to wipe out illiteracy in the State through formal and non-formal means of providing education. Farmers Functional Literacy Projects were started in Jammu and Ladakh District with central assistance. Similarly Functional Literacy Projects for 15-25 age-group were also started in Srinagar and Ladakh Districts with 100% central assistance. Districts of Doda and Anantnag have been covered from State funds. The number of centres and learners is given in the following table:-

Year	No. of Additional Districts covered	No. of Centres		No. of Learners
		Sanction	Opened	
74-75	-	60	35	1050
75-76	-	220	100	1600
76-77	2	380	355	6628
77-78	2			

e) High and Higher Secondary Schools

There were about 78 Lower High Schools upto the end 1977-78 which were proposed to be upgraded to complete high schools as these incomplete schools lack quality and result in high incidence of wastage. In case of upgrading the High Schools to Higher Secondary Standard, almost all main tehsil headquarters have been provided these schools. New additional schools are required mainly for completing the delinking process at +2 stage from colleges to schools. The following table gives information on graduation at secondary stage of education:-

Year	Addition of Classes			
	9th	10th	11th(PUC)	12th(TDC I)
74-75	-	16	12	-
75-76	5	41	40	6
76-77	-	10	11	25
77-78	2	12	5	4

Manpower Requirements of teaching and non-teaching staff

a) Rationalisation of staff and Recruitment Policy

In 1974-75, a large number of posts of teachers were created to adjust the teachers employed under half-a-million jobs programme. Afterwards most of expansion schemes were undertaken for rationalisation of the existing staff. New posts have been created for areas which are most backward or where there is acute shortage of staff. Unlike past, standard norms were prescribed for

provision of teaching and non teaching staff in schools in accordance with the work-load.

In case of colleges creation of new posts was limited to only new applied subjects. The posts of lecturers where there is surplus staff, are not filled in when they fall vacant.

The recruitment policy of teachers has also been linked to such subjects as have been given less importance so far. These are namely science and mathematics. Preference is also given to appointment of trained teachers.

b) Teacher - Pupil Ratio

In the last four years, the teacher - pupil ratio has steadily gone up with the extensive enrolment drives and revival of defunct schools, this ratio is likely to increase upto 24 within two years. From 1973-74 onwards, the ratio has been as under:-

Year	Primary Schools	Middle Schools	Secondary Schools	All Schools
1973-74	22	18	19	20
1974-75	23	19	18	20
1975-76	23	19	18	20
1976-77	24	20	18	21
1977-78	24	20	18	21

c) Creation of posts

From 1974-75 onwards the number of posts created under Plan is as under:-

Year	General Education		Arts and Culture		Technical Education		I.T.Is.		Total	
	Teaching	Non-teaching	Teaching	Non-teaching	Teaching	Non-teaching	Teaching	Non-teaching	Teaching	Non-teaching
74-75	1760	113	-	21	6	5	4	23	1770	162
75-76	315	122	-	17	6	3	-	-	321	142
76-77	1143	276	-	29	1	11	1	1	1250	517
77-78	800	250	-	21	11	22	9	2	820	195

4. Special Programmes for Backward Areas and Weaker sections of the society

Students belonging to the following areas/community have been indentified as backward for purposes of planning:-

- a) Students belonging to specially backward areas/pockets;
- b) students belonging to Gujjars and Bakerwals, class;
- c) students belonging to Scheduled Castes; and
- d) students from frontier areas;

In addition, "Backward Areas" are also considered to be weaker sections of the country. In all the programmes of expansion and quality improvement students belonging to these areas and communities have been given priority. Almost all eligible students mentioned in the above few categories get scholarships and other incentives under one or the other scheme.

The other schemes, specifically for backward areas and communities included in educational plan G.P.P:-

1. Intensive coaching camps for students.
2. Opening of Seasonal Schools.
3. Condensed Courses for Women teachers.
4. Pre-Matric Scholarships @ Rs.300/- PM to students deputed to public schools outside the State. (State level scheme)
5. Frontier Scholarships.

There is also a sub-plan for Gujjars and Bakerwals which inter-alia includes the following schemes for educational development:-

- a) Hostels for Gujjar and Bakerwal students have been started at Jammu and Srinagar with free residential and educational facilities. In District of Rajouri and Poonch, such Hostels are under construction and would start functioning from the next year. It is proposed to cover all the Districts under this scheme.
- b) About 46 Mobile Schools have been started for mobile population of Bakerwals.
- c) Tents have also been provided to these schools.
- d) Scholarships and loans are given to almost all eligible students from 9 class onwards.

For Girls, there is a scheme to provide "Free Uniforms"

in backward areas. Part-time Centres have become very popular among scheduled caste students. In District Jammu, 90% students in these centres are from their community.

B) Enrolment Drives

Organisation of enrolment drives on massive scale has been made a regular feature of the Department. Each of the Primary School/section is to identify its catchment area and it is its responsibility to bring the school-age children to school. The local community is also involved in this process. The basic objective of enrolment drives would be to bring the school-age children to schools preferably to formal schools but essentially to part-time centres of non-formal education system of periodical monitoring of enrolment and attendance figures has been planned to be introduced during 4th All India Educational Survey so as to watch the incidence of concealed inflated enrolment.

C) Reduction of incidence of drop-outs

Through a recent study of drop-outs, it has been found that their incidence is the highest in class I, II, V and VI and that too in the age-group of 10 to 14 years. Following steps are proposed to be taken to reduce the incidence of wastage and also stagnation:-

- a) Continuation centres of non-formal education will be opened in selected areas for drop-outs in the age-group of 10 to 14.
- b) Adjustment of timings of the schools with the needs of the area will also be considered.
- c) Evaluation system upto 8th class will also be modernised.
- d) Coverage under various incentives like provision of free Uniforms, text books and stationery would be increased.

D) Improvement of Single Teacher Schools

As already mentioned, about 80% of our primary schools are single teacher schools. In view of the enrolment of these schools and limited resources, it would not be possible to provide second-teacher to these schools. However, following steps are planned to be undertaken for improvement of single teacher schools:-

- a) Providing a leave-arrangement teacher to a group of 'Single Teacher Schools' by grouping them in 'School Complexes'.
- b) Imparting of special training to teachers of these schools to teach in a single teacher school.

PROGRAMMES, PRIORITIES AND STRATEGY FOR EDUCATIONAL DEVELOPMENT UNDER FIVE YEAR PLAN : 1973-83

GENERAL EDUCATION

For formulation of proposals for development of education during the Five Year Plan, 1973-83, the approach and strategy followed is based on the National Policy on Education, recommendations of the Education Ministers Conference, guidelines from Planning Commission, recommendations of the Working Groups set up by the State Government and experience gained during the first four years of the 5th Plan. Following programmes and priorities have been identified to be taken up during the Five Year Plan: 1973-83 alongwith the strategy to achieve them:-

1: Universalisation of Elementary Education:

A far greater priority will be given to the programme of universalisation of elementary education in the age-group 6-14. Comprehensive operational plans at district level have already been prepared for all areas of the State to achieve the goal of Universal elementary education. The following strategy shall be adopted in this respect:

A : Provision of facilities

- i/ By 1973-79, almost all the scheduled habitations with 100 or more population as per the All India Educational Survey would be provided with Primary schooling facilities. However, 200 schools per year will be opened to cater to the normal expansion programmes due to increase in population.
- ii/ At middle stage of education, the following strategy for expansion programmes would be on the following lines:
 - a/ All the 432 incomplete Middle schools with 6th Classes and 396 with 7th class will be upgraded to complete middle standard on first priority. This process is planned to be completed by 1980-81.
 - b/ Only those new primary schools will be upgraded to middle standard which conform to the departmental norms. Long term plans for upgrading of these schools on the basis of prescribed norms have already been prepared for all the districts of the State for next five years.
 - c/ Part-time and continuation Centres of non-formal education will be opened wherever the children are not able to avail of regular educational facilities. These centres will be opened at places and timing convenient to the children. One centre is proposed to cater to about 30 students.

E) Deployment of Teachers Specially Lady Teachers in backward and far-flung areas.

It is proposed to solve the problem of deputing teachers specially lady teachers to backward areas by:-

- a) Effective implementation of the scheme of condensed courses for preparing local girls to become teachers.
- b) Special incentives to teachers deputed to such identified areas.
- c) Sending husband - wife teams to such areas where there is justification for sending two teachers and where there is no justification, the husband can be a full time teacher and the wife can work in a part-time education centre or Vice-Versa.
- d) Construction of residential quarters for teachers especially for women.

F) Other Programmes

Following main programmes of quality improvement and of providing Physical facilities in elementary schools are also planned to be undertaken:-

- a) Development of special curricula for part-time education centres according to the needs and local environment of the children.
- b) Organisation of regular re-orientation courses in content and the methods for elementary teachers through proposed District Institutes of Education.
- c) Providing Science Kits to all primary and middle schools.
- d) Providing separate supervisory machinery for mobile and seasonal schools.
- e) Providing minimum essential physical facilities in terms of equipment and teaching material in schools.
- f) Mobilising local resources for construction of school buildings especially in backward primary and middle schools.
- g) Involvement of local community in development of the school by forming 'School Improvement Committee' and Panchayats.
- h) Linking elementary education with the programmes of adult education.
- i) Starting of Ashram Schools in backward areas.
- j) Introduction of work-experience programme in accordance with local needs in almost all schools.
- k) Clearance of backlog of untrained teachers at elementary stage by 1975-80.

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G) Research & Evaluation

The various programmes of universalisation of elementary education have not proved successful in the past because of lack in built system of research and evaluation. But now it forms part of our new plan of action. Empirical studies in this field have been conducted in Ganderbal Tehsil of Kashmir Division, village Kanachak and Bhalwal Block of Jammu Division. Study of three blocks of Baramulla District is being finalised. These studies have produced considerable information on pattern of provision and utilisation of educational facilities, reasons for dropouts and those who never attend the schools, special problems of scheduled castes and Gujjars and Bakerwals.

Involvement of teachers and field officers has made these studies not only information oriented but educative also. It is proposed to cover one village in every tehsil for such studies to be undertaken in-dependently by the concerned field education officers of the area.

H) Enrolment Targets

The enrolment targets at elementary stage in full-time and part-time courses have been fixed so as to achieve the national target under minimum needs programme in 6-14 age-group i.e 90% by 1982-83. Phasing of enrolment targets has been worked out as under:-

Enrolment in classes (in thousands)

	<u>I-V Classes</u>			<u>VI-VIII Classes</u>			<u>I-VIII Classes</u>		
	<u>Boys</u>	<u>Gi-rls</u>	<u>Total</u>	<u>Boys</u>	<u>Girls</u>	<u>Total</u>	<u>Boys</u>	<u>Girls</u>	<u>Total</u>
<u>Full-time</u>									
1978-79	317	170	487	113	48	161	430	218	648
1979-80	338	209	545	118	53	171	458	263	721
1980-81	360	253	613	123	60	183	483	313	796
1981-82	363	320	683	127	70	197	490	390	880
1982-83	364	394	758	132	80	212	496	474	970
<u>Part-time</u>									
1978-79	5	3	8	4	2	6	9	5	14
1979-80	7	4	11	5	5	11	11	8	19
1980-81	10	5	15	7	8	15	17	13	30
1981-82	17	8	25	8	8	16	25	16	41
1982-83	20	20	40	8	10	18	28	30	58
<u>Total</u>									
1978-79	322	173	495	117	50	167	439	223	662
1979-80	345	213	558	123	58	181	469	271	740
1980-81	370	258	628	130	68	198	500	326	826
1981-82	380	328	708	135	78	213	515	406	921
1982-83	364	394	758	132	80	212	496	474	970

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On the basis of above enrolment targets and the revised age-wise population projections supplied by the Registrar General of India, the year-wise enrolment ratios have been worked out as under:-

	Enrolment (in 000)			Population (in 000)			Enrolment Ratio (in percentage)		
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
<u>I-V Class/6-11 Age-group</u>									
1978-79	322	173	495	352	366	712	91	48	70
1979-80	345	213	558	351	364	715	90	59	73
1980-81	370	250	620	350	368	718	106	70	87
1981-82	380	328	728	349	372	721	109	88	98
1982-83	384	414	798	348	376	724	110	110	110
<u>VI-VIII Classes/11-14 Age-Group</u>									
1978-79	117	50	167	198	195	393	59	26	42
1979-80	124	58	182	198	198	396	63	29	46
1980-81	130	68	198	199	201	400	65	34	49
1981-82	135	78	213	199	203	402	68	38	53
1982-83	140	90	230	199	206	405	70	44	57
<u>I-VIII Classes/6-14 Age-group</u>									
1978-79	439	223	662	550	555	1105	80	40	60
1979-80	469	271	740	549	562	1111	85	48	67
1980-81	500	326	826	549	569	1118	91	57	74
1981-82	515	406	921	548	578	1126	94	70	82
1982-83	524	504	1028	547	582	1129	96	87	91

I) Requirement of Teacher

The total requirement of teachers has been worked out on the following assumptions:-

- a) 10% of additional enrolment at primary and middle stage under formal education system would be catered to by the optimum utilisation of the existing manpower requirements;
- b) Teacher-pupil ratio for primary stage has been taken as 30 and at middle stage as 25;
- c) One part-time centre teacher has been taken for 20 students under non-formal education; and
- d) For 1978-79, actual figures of 465 posts of teachers created at primary stage and 400 posts of teachers created at middle stage have been taken into account.

Therefore, the requirement of teachers from 1979-80 to 1982-83 would be as under:-

Year	Formal Education			Non-formal Edu.				
	Net enrolment for which Teachers are required (in 000)			No. of Teachers Required			Enrolment for Part-time Tx. Required (in Thousand)	
	I-V	VI-VIII	Total	Prvy.	Middle	Total		
1979-80	54	9	63	1800	225	2025	8	400
1980-81	59	11	70	2000	275	2275	8	400
1981-82	63	13	76	2100	325	2425	11	550
1982-83	67	13	80	2200	325	2525	17	850

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ADULT EDUCATION PROGRAMMES

The increased minimum needs programme envisaged by the Planning Commission also includes adult education. As such the Adult Education Programme has been accorded the top most priority in the proposed draft Five Year Plan 1978-83. A detailed comprehensive plan of Action has been prepared on the basis of 'National Adult Education Programme' so as to provide adult education to the illiterate population especially in the age-group of 15-35 years by the end of this plan i.e 1982-83. The main features of this plan are:-

A) Literacy Scheme of J&K

The State of Jammu & Kashmir is one of the most backward State in the country where literacy percentage of 21.71 is woefully low. Despite increase of literates in terms of percentages, rise in population for out-strips the number of people becoming literate. Even within the State, the low percentage of literacy in rural areas as compared to urban areas and sex-wise variations add other dimensions to the problem. So, any programme of adult education would assume special dimension and require gigantic efforts to achieve the goal of mass literacy.

B) Past Experience

The first literacy programme for adult in the State was organised sometime in 1936 which could not make any headway due to out break of the second world war. 1949-59, this programme was revised in form of social educations which was also abandoned in 1951-52 but was again introduced in 1961 which continued upto 1969-70 with all above experience, now the programme of adult education has been started with utmost care. In the draft plan of 1978-83, the factors of motivation and preparatory action have been given top most priority.

C) Present Position

Non-formal Education Programmes for adults in form of 'Functional Literacy Projects' especially for the age-group 15-25/15-35 were started in 1975-76 in one of the Districts of the State i.e. District Jammu. The position upto the end of 1977-78 was as under:-

<u>Year</u>	<u>No. of Additional Districts Covered</u>	<u>No. of Centres sanctioned/Opened</u>		<u>No. of admissions</u>
1975-76	1	60	35	1050
1976-77	2	220	100	1600
1977-78	2	380	355	6628

By the end of 1977-78, the Districts of Jammu, Srinagar, Ladakh, Anantnag and Doda were covered under this programme. In 1978-79 i.e. the current year and also the first year of the next Five Year Plan, the following main programmes have been finalised and are under implementation:-

- i) Covering all the remaining five districts of Kathua, Udhampur, Poonch, Rajouri and Baramulla under this Programme;
- ii) Opening of 720 new centres of Functional Literacy for adults;
- iii) Provision of diesel Jeep to each district for effective implementation of this programme; and
- iv) Covering a target of 26,000 illiterates under this programme.
- v) Setting up of State Resource Centre in the University of Kashmir.

The District-wise break-up of number of Centres for adult education in each district by the end of 1978-79 would be as under:-

<u>District</u>	<u>No. of Centres</u>
1. Srinagar	150
2. Anantnag	150
3. Baramulla	100
4. Ladakh	100
5. Jammu	150
6. Udhampur	100
7. Kathua	100
8. Doda	100
9. Poonch	50
10. Rajouri	100
Totals:-	1100

In addition there would ~~5133~~ be 444 Centres of part-time education for adults in Handicraft Training Centres being run by Central and State Handicraft Boards.

The main difficulty which at present is coming in the way of implementation of this programme is preparation of suitable curriculum and follow-up material.

B) Magnitude of the task

The National Adult Education Programme is primarily concerned with illiterate population in the age-group of 15-35. As such the State Programme of Adult Education has been developed for this age-group. The percentage of literacy in this age-group is 20.8 as compared to national average of 42%. Whereas the J&K has only 0.84% of the population in the age-group of 15-35, it has more than 1% of illiterates of the country. The comparative statement of illiterates in 1961 and 1971 in the age-group of 15-35 as per Census is as under:-

	<u>1961- Census</u>	<u>1971- Census</u>	<u>Difference</u>
a) Population	12.05	14.19	+2.14
b) Literates	1.34	4.09	+2.25
c) Illiterates	10.21	10.10	-0.11

(in lakhs)

Unlike the national position, the number of illiterates in the age-group of 15-35 has registered decreasing trend from 1961-71. On the basis of population projection released by the Registrar General of India and trend of percentage of illiterates from 1961-to 1971 in the age-group of 15-35, the projection upto 1983 have been worked out as under:-

Year	<u>Population (15-35)</u>			<u>No. of Illi. rates</u>		
	<u>Males</u>	<u>Females</u>	<u>Total</u>	<u>Males</u>	<u>Females</u>	<u>Total</u>
1961	6.15	5.85	12.00	4.69	9.52	10.21
1971	7.47	6.72	14.19	4.29	5.81	10.10
1979	8.81	8.53	17.34	3.85	6.02	9.87
1980	9.00	8.76	17.76	3.78	6.04	9.82
1981	9.20	9.02	18.22	3.70	6.06	9.76
1982	9.40	9.27	18.67	3.62	6.08	9.70
1983	9.61	9.53	19.14	3.54	6.10	9.64.

From above it is clear that we have to move from the present target of 2600 lakh learners to 9.64 lakh learners in 1982-83. It is really a stupendous task.

B) Phasing of Targets

The target of making 9.64 lakh persons literate by 1982-83 is proposed to be phased out as under:-

Year	15-35 age-group (in lakhs)		
	Population of Illiterates	Learners to be covered Additional	Target Cumulating
1978-79	9.87	0.26	0.26
1979-80	9.82	1.00	1.26
1980-81	9.76	2.00	3.26
1981-82	9.70	3.00	6.26
1982-83	9.64	3.38	9.64

The above phasing has been done on the assumption that the duration of the course would be one year and all the learners would be made literate during that period. The District-wise break-up of the above targets is given below:-

District	Learners to be covered during the year					Total
	1978-79	1979-80	1980-81	1981-82	1982-83	
1. Srinagar	5	19	38	57	66	185
2. Anantnag	5	20	40	60	66	191
3. Baramulla	5	21	42	63	69	200
4. Ladakh	1	2	4	6	7	20
5. Jammu	3	10	20	30	36	99
6. Udhampur	2	8	16	24	27	88
7. Kathua	1	4	8	14	15	42
8. Doda	2	9	18	27	29	85
9. Poonch	1	4	8	10	12	35
10. Rajouri	1	3	6	9	11	30
Total:-	26	100	200	300	338	964

For above coverage, the approximate number of centres required (@ one centre for 30 learners) would be as under:-

District	No. of Centres required during					Total
	1970-71	1971-72	1972-73	1973-74	1974-75	
1. Srinagar	150	401	630	690	510	2481
2. Anantnag	150	520	680	700	200	2250
3. Baramulla	100	400	700	700	210	2300
4. Doda	100	-	30	70	30	230
5. Jammu	150	100	337	330	21	1200
6. Udhampur	100	170	260	200	110	900
7. Kathua	100	30	150	200	40	500
8. Doda	100	200	300	300	70	970
9. Poonch	50	50	100	100	70	370
10. Rajouri	50	50	100	100	70	370
Total:	1100	2260	3240	3360	1310	11270

G) Administrative Structure

A State Board of Adult Education under the Chairmanship of the Chief Minister is being set up to lay down general policy, guidelines, create general awareness amongst the people, develop effective Co-ordination with different agencies in the field of adult education and development departments etc. similarly, there shall be steering Committee under the Chief Secretary for Planning, evaluation, monitoring, Co-ordination ^{of} the programmes of adult education and to advise the State Board. There shall be Co-ordination Committees at District, Tehsil and Villages levels also.

Unlike the proposed national, ^{pattern} the State Government do not intend to create a separate administrative set-up for implementation of adult education programmes. It is proposed to strengthen the existing structure at State, Provincial, District and Tehsil Levels. The Education Commissioner assisted by two Directors of Education (Boys and Girls) will be the over-all incharge of this programme through a Joint Director for Adult Education. In each of the District of the State, there is already a Project Officer for non-formal education who will be provided with necessary ministerial assistance. However, there will be whole-time supervisors for 20 to 25 centres.

H) Operational Strategy

i) Selected Area Approach:

Instead of spreading the centres throughout the length and breadth of a district, selected area approach will be followed. All efforts would be concentrated in an area upto Block or Tehsil level and after achieving the targets, the other areas would be selected. To start with, such areas would be selected where prospects of success are bright.

ii) Opening of Centres

The selection of centres where new centres are to be opened shall be made by the District Committees on the basis of survey and needs of the area. All Social Welfare and Handicraft Centres are proposed to be covered under this programme.

iii) Selection of Instructors.

The success of the programme will greatly depend on the type of participants instructors engaged for the job. So, a criteria will be developed to ensure recruitment of proper persons as instructors.

iv) Curricula and Duration

The duration of the programme will be 10 months with minimum of 350 hours for which such curricula will be developed that education in all its aspects is imparted to the learners.

I) Motivation

The factor of motivation will be the major consideration and the basic element for success of the adult education programmes. Following steps are proposed to be undertaken in this regard:-

- i) Instructors of Adult Education Centres will help the Social Welfare Department in distribution of Nutrition packages among 0 to 6 age group and thereby motivate women to join the centres.
- ii) The Information Department and Cultural Academy, T.V. and Radio Station will undertake a massive programme of films shows, dramas, plays etc etc to create awareness in the community and motivate amongst the learners.
- iii) The village and block functionaries of the developmental and Health Departments will visit centres to acquaint learners with various development programmes in the area of health and hygiene problems.
- iv) Yearly targets will be fixed for each selected area and special developmental grants will be provided to the Panchayats which fulfil the target before the expiry of the stipulated time.
- v) A rotating shield on yearly basis will be given to the district with the most impressive performance.
- vi) Best instructor in each District will be given a cash award of Rs.500/- on the Republic Day every year.
- vii) One days' conference of District Development Commissioners will be held to discuss the operational strategy of the programme with special emphasis on its motivational aspect.

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- viii) All the developmental departments will accept that development programmes can be effectively implemented only when literacy input is made an indispensable component of their plans and accordingly the provision of funds for the same is made.

J) Preparation of Learning/Teaching Material

1) Preparation of curricula and teaching material will be the responsibility of State Resources Centre, Kashmir University, Srinagar. Following considerations will be kept in view while preparing the material:-

- i) Curriculum must be learner oriented rather than teacher-oriented.
- ii) The content should emerge from the problems expressed by the learners.
- iii) It would have flexibility and fulfil the needs of the learners.

2) S.R.C. will take following steps in order to achieve the above mentioned objective:-

- i) Identify material prepared outside the state and adopt the same for use in the State.
- ii) Train persons for preparation of relevant material at State and District Level. District Institutes of Education will act as agencies of the SRC at District level.

K) Training

- i) The State level training course of District and Project Officers will be organised by the SRC;
- ii) District level training course of Assistant Project Officers, Supervisors and Instructors will be undertaken by the Project Officer in collaboration with District Institutes of Education.
- iii) SRC will prepare a hand-book of training for functionaries at various levels.

L) Monitoring and Evaluation

A suitable strategy for monitoring and evaluation, internal and external will be prepared by the SRC. A format will be prepared so as to bring about uniformity in evaluation. Regular monitoring of the programme shall be done with the assistance of the Planning wing of the Department.

M) Supervision

- a) Main instrument of the supervision will be Village and Block Level Committees.
- b) Whole time supervisors will provide guidance (technical and academic) and co-ordination.
- c) Project and Assistant Project Officers will conduct selective supervision and provide academic guidance by giving functional lessons.

N) Follow up Action

- a) Setting up of small libraries at the Panchayat and Block level for the use of neo-literates. Books will be collected on donation basis from the general public.
- b) Directorate of Libraries will link up opening of Public Libraries with the School system. locate new libraries in the Schools for the rural areas. ^{and} keep these libraries open for neo-literates for two hours after the school working hours and pay Rs. 50/- per month to the School Librarian for this job.
- c) Literature and periodicals published by Information Department and other Govt. agencies will be regularly supplied to the centres for the use of learners and neo-literates.
- d) Cultural Academy will institute special prizes for writing of books for neo-literates and the same will be used for their continuing education.
- e) Director Youth Welfare and Sports will prepare a special plan under the Rural Sports Programme and link the same with Adult Education Programme.

D. Vocationalisation

The third priority area shall be vocationalisation of secondary and higher secondary education. No major headway could be made during the 5th Plan in this regard except introduction of Commerce stream at +2 stage and programmes of work-experience upto 8th class. During 1978-79 various programmes of work experience requiring special skills in 9th & 10th classes have been planned to be introduced so as to provide a link to work experience programmes being implemented upto middle stage of education. For this purpose, the services of master craftsmen of the area are proposed to be based on part-time basis. The selection of the programmes at this stage would be based on the needs and requirements of the locality. Like existing programme at middle stage, the basic non-recurring grants shall be provided by the Government and the recurring grants shall be met by the Institutions. 50% of the profit earned by the Institution shall go to the students and 50% to the institution and thereby revolving fund shall be built by the institution to meet the recurring costs.

Vocational Survey of District Kathua has been conducted and its report is being finalised. For want of sound industrial base, this survey has not provided very useful information for formulation of plans for vocationalisation. Similar Survey of District Anantnag is being conducted.

In view of the experience gained in the 5th Plan and policy frame' proposed for 6th Plan, following strategy shall be adopted in respect of vocationalisation:-

- i) Vocationalisation programme at various levels shall be linked to the manpower requirements and the levels of skills required for various types of jobs of the development departments.
- ii) Plan shall be prepared to meet these requirements through the I.T.Is, Polytechnics and vocational stream at plus 2 stage also, depending upon the skill levels indicated by various developmental departments. This would help to make use of the available inputs in existing I.T.Is and Polytechnics and avoid duplication of expenditure as far as possible. In this content, it is also proposed to utilise similar facilities

will be identified as a provision for bridge courses & either through correspondence or evening classes so that a product of plus 2 with vocational competence can upgrade the educational and professional competence.

- iv) The programmes of vocationalisation shall not be confined only to I.T.Is, Polytechnics or plus 2 stage but would also cover post higher secondary degree and post-degree courses also.

Key Programmes of other Sectors

Secondary Education

The main emphasis under this sector would be on vocationalisation and consolidation of existing facilities. The policy with regard to expansion of facilities at this stage shall be governed by the following factors:-

- a) First priority will be given to upgrade incomplete High and Higher Secondary Schools (+2 pattern) to their complete standard; and
- b) to open new High and Higher Secondary Schools (+2 pattern) strictly in accordance with the planned programme based upon departmental norms and to discourage haphazard and unplanned opening of schools so that there may not become uneconomic and academically non-viable units.

As such, the main thrust of the programmes under this sector would be on quality improvement, vocationalisation and controlled expansion. Some of the major programmes under this sector would be:-

- a) The transitional period of switching over to new pattern of 10+2 would be completed. The +2 stage shall be totally delinked from Colleges and form part of Higher Secondary Schools. The Board of School Education has already taken the decision to abolish P.U.C examination i.e. 1st year of +2 stage. There shall be only one examination in the final year of +2 stage.

6.ii) In order to improve the quality of Senior Masters appointed for teaching 1-2 stage, various training programmes, both in contents and methodology, will be undertaken on a large scale through the newly re-organised State Institute of Education and District Institutes of Education. Utilisation of method of correspondence courses for this purpose will also be explored to a great extent.

6.iii) The existing policy of restricting admissions to failures would continue. At the same time, 'Special Coaching Facilities' on payment of fees would be popularised for failures and other academically weak students.

6.iv) Various Schemes of Scholarships and incentives would continue on a large scale with more coverage from backward areas and weaker sections of the society.

6.v) Coverage under scheme of general improvement of schools will be stepped up.

5. Board of School Education

a) In 1975, the erstwhile Board of Secondary Education was reconstituted as Board of School Education and the academic and examination responsibilities of the entire school stage i.e. from class I to class XII under 10+2 pattern were brought under its purview.

b) The Board has taken a number of steps to bring about reforms in the existing system of examinations. The 'Re-appear System' has been introduced for its various Examinations. With the abolition of P.U.C. examination, it has been decided that new evaluating criteria be evolved. For ensuring uniformity among and within the institutions in evaluation, it is proposed to set-up a Research and Statistical Cell so that any deviation from a norm by an institution can also be monitored by this Cell. This cell will also help the Board to evaluate samples of internal tests for which question papers will be set by the Board.

c) The programme of introducing N.C.E.R.T. books by the Board in various classes shall be completed in the 6th Plan as per following programme:-

1975-80	-	Classes I, III & VI
1980-81	-	Classes II, IV, VII, IX & X
1981-82	-	Classes V, VIII & XI
1982-83	-	Class XII

d) For various subjects also, the Board has prepared a time-bound plan for introduction of text books.

d) The Board has also decided to prepare manuscripts for various text books e.g. Primary classes (Hindi/Urdu), Books in Hindi and Urdu as second language for 6th, 7th & 8th classes, History and Geography books for Jammu & Kashmir for Middle and Higher Stages, Text books in Hindi and Urdu at Middle, High and Higher Secondary stages with the 6th plan period.

e) The Board also proposes to set-up a separate wing to organise various programmes of physical education for student of +2 stage.

f) It also plans to develop special curricula for part-time education centres according to the needs and local environments of the children upto elementary stage and also for adults.

g) The Board proposes to set-up two study halls, one each at Jammu and Srinagar for providing reference books, text books, journals etc. to teachers where they can come for consulting this material.

h) The Board also proposes to set-up 15 sub-centres at District/Tehsil levels so as to cater to the needs of students of various far-flung areas.

i) It also proposes to open 'Text Book Godown' at all District headquarters.

7. Sainik School.

a) During the 4 years of the 5th Plan, the strength of Sainik School, Nagrota has gone up from 250 boys in 1974 and 425 in 1978. It is likely to go up to 545 in 1983. Thus, the provision for scholarships to students has been stepped up.

b) The construction of the School was started in 1969 but the works-in-progress have not been able to keep pace with the rapid expansion of the school. It is proposed to complete this long pending project during the 6th plan.

8. Educational Technology

With the establishment of this cell during the current year in the State, the existing schemes of School Broadcasting and Audio-Visual have been merged into it. It is proposed to develop this scheme so as to cover both the formal and non-formal education and also Adult education.

TEACHER EDUCATION

This sector has given top priority during the 5th Plan period in order to lay emphasis on qualitative aspect of school education. With the introduction of capsule courses, the backlog of untrained teachers has been removed to a considerable extent. Upto Feb. 1979, nearly 3000 teachers would get training under this scheme.

The major programme of in-service training courses has been the 'Crash Programme of Science Education'. With UNICEF assistance, the science Kits have been provided to a large number of primary schools and 2500 teachers have been given training from 1974-75 to 1977-78. Similarly, the other major programme has been the training of in-service primary school teachers in languages (Hindi/Urdu) whereunder about 8000 teachers would get training by the end of the current year.

The State Institute of Education has been re-organised on functional basis and to provide it functionary Units in various districts, District Institutes of Education have been established in each of the 10 Districts of the State. It has also resulted in closure of all T.T. Schools of the State. State Council of Educational Research and Trainings, District Teacher Education Committees and District Advisory Boards have also been recently set-up.

During the 6th Plan it is proposed to continue the various schemes of teacher education on a much wider scale. It is proposed that every in-service teacher should get atleast one re-fresher course both in content and methodology atleast once in three to four years. It is also proposed to provide residential quarters/teachers specially lady teachers.

UNIVERSITY AND OTHER HIGHER EDUCATION

Development of Universities of Kashmir & Jammu

Both the Universities of the state are preparing their academic plans with long term perspectives after taking into account the University Grants Commission guidelines and academic standards of Central Universities. In case of Kashmir University, the recommendations of 'University Grants Commission Committee on Kashmir University (Tyabji Committee)' have been considered by its competent authorities and it has been found necessary to undertake activities like the establishment of a Centre of Education for Development, a Centre of Research for Development, A Centre of Central Asian Studies and a Publication Unit besides establishing a department of Geography and strengthening the teaching of Arabic and a few other departments.

The impact of recommendations of Tyabji Committee on the 6th Plan proposals of Jammu University has also been taken into account. The major proposal of Jammu University is the development of its new Campus.

State Resources Centre for adult education has been located in the Kashmir University. Both the Universities are taking keen interest in various programmes of adult education and continuing education.

Colleges

No new College was opened during the 5th Plan. The policy of restricting admissions to failures and introduction of correspondence courses solved the problem of over-population in Colleges. For academically weak and failures, the system of Evening Coaching classes in Colleges has become very popular. Introduction of various applied courses as elective subjects has given a vocational touch to the existing courses. A number of schemes for faculty improvement in Colleges have been introduced during 5th Plan in Colleges. The College teachers are encouraged to go in for M.Phil and Ph.D Courses during service. Buses were provided to three Colleges of the State. W.R.S.Cs, Cycle Sheds and hostels have been provided in most of the Colleges as a part of various programmes of providing student services. A large number of U.G.C. assisted schemes have been implemented.

During the 6th Plan, the major emphasis will be laid on the following programmes:-

- i) Honours Courses shall be started in Colleges as a part of new educational pattern of 10+2+3.
- ii) A number of applied courses shall be started in various Colleges.
- iii) Adequate Hostel facilities shall be provided in various Colleges.
- iv) Various Schemes for improvement of existing Colleges, improvement of student-services, faculty improvement shall be continued on a much larger scale.

PHYSICAL EDUCATION AND YOUTH WELFARE

1. Development of N.C.C.

In addition to normal activities of NCC, Social Services Projects have been organised by the NCC at the instance of the State Government. e.g. cleaning of Water Channels^{and}/Village Ponds, Anti-rodent and anti-termite operations etc. Necessary steps have also been taken to raise NCC. Air Sqn. in the valley. Similarly, one Bn. with 4 Coys is being raised in District Baramulla.

During 6th Plan it is proposed to take steps for introduction of NCC in Higher Secondary Schools at +2 Stage. One Bn. and 5 Troops are proposed to be raised every year. NCC House in Srinagar is under construction and in Jammu, its construction will be started in the newly developed Complex of the Jammu University Campus. The coverage of Social Service Projects will also be widened.

2. Youth Welfare and Physical Education

With the establishment of a separate Directorate of Youth Welfare and Sports in 1977, there has been a remarkable progress in various programmes of Youth Welfare and Physical Education in the State. The coverage of student Youth under Sports, tournaments, Camps, adventure programmes, scouting and other items has risen to over 10% of the total strength studying in secondary schools of the State. Over 50,000 youth have participated in various programmes in the course of last 4 years. The main other achievements of 5th Plan under this Sector are:-

- i) 272 Schools and 42 Offices of T.E.Os have been provided with the posts of Physical Education teachers.
- ii) The College of Physical Education with an intake of 50 seats in B.P.Ed Degree Course has started functioning since March 1978.
- iii) Winter sports have been introduced in the State and 3 basic courses of 3 week's duration are annually held at Gulmarg.
- iv) 200 outstanding sportsmen have been awarded sports scholarships.
- v) Youth Hostels at Jammu and Srinagar renovated and adequately furnished.
- vi) More/^{than} 100 secondary schools have been provided funds for the development of their play fields and bands have been raised in 30 schools.

During the 6th Plan, not only the existing programmes will be continued and expanded but a number of new programmes are proposed to be introduced. The major thrust will be on diversification of the programme content and to correlate the youth services programme with adult education and universalisation of elementary education. The existing in-frastructure is proposed to be strengthened to meet the new changes. The subject of 'Physical Education' is planned to be introduced as a compulsory subject in all elementary schools of the State. The indigenous sports, cultural activities and festivals will be organised on a large scale.

A net work of Testing Centres for the conduct of National Physical Efficiency Drive tests (an ongoing Government of India Scheme) aimed at including fitness consciousness among the Youth will be spread in the rural areas to involve youth under various age-groups.

3. State Sports Council

It was only from 1976-77 onwards that development grants under plan have been given to the State Sports Council for developing stadia in various districts and also as matching grants to avail of various centrally sponsored schemes. During 6th Plan all districts are expected to be covered under the scheme and at least 100 stadia so that a large number of

ARTS AND CULTURE

4.4 Promotion of Arts & Culture

The Jammu & Kashmir Academy of Art, Culture and Languages was set-up in 1958 with a view to foster and co-ordinate activities in the spheres of letters and languages, visual and plastic arts, music, dance and drama and to promote through them all the cultural unity of the State and of the State with other States of the Country. Grants are given by the government - both under plan and non-plan to the Academy to undertake its various activities.

During 5th Five Year Plan the Academy introduced a number of new schemes and successfully undertaken a large number of projects. These schemes include opening of two schools, one each for development of Calligraphy Art and Sofiyana Mausiqui in the State. A Modern Auditorium with the latest technical and other facilities was constructed at Jammu at a cost of about Rs.45.00 lakhs. A separate wing for promotion of Gojri Culture and Language has also been established. So, the Academy has done a fair amount of work to create a climate in which the Contemporary movement of art and culture can flourish.

There are two Institutes of Music and Fine Arts under the Academy. It has been decided to transfer these Institutes to the respective Universities of Kashmir and Jammu during the current year for their fuller academic growth and development.

During the 6th Plan period, it is proposed to lay emphasis on consolidation of achievements already made as well as on the starting of some new schemes. Emphasis will be laid on the development of literary and cultural activities, development of theatre movement, development of Gojri culture and language and on consolidation of other expansion schemes undertaken during the 5th Plan. The new schemes include compilation of an Encyclopaedia, construction of cultural complex at Srinagar, Art Gallery at Jammu, documentation of ancient arts architecture, folk dances and songs etc.

11. Directorate of Archives, Libraries and Museums

In order to co-ordinate, strengthen and for effective administration, all the numerous erstwhile directorates have been merged and a new Directorate of Archives, Libraries and Museums has been set-up under a Director. It has helped to co-ordinate the activities of all the various departments. It is proposed to strengthen the administrative machinery for its various wings, specially on technical side during the 6th Plan.

12. Archaeology

During the 5th Plan, provision for development of archaeology was not adequate. During the 6th Plan it is proposed to undertake the various programmes e.g. preservation of monuments, documentation of loose sculptures, establishment of Reproduction Division etc.

13. Archives

The existing situation in the State in respect of Archives is not so happy. During the 6th Plan a comprehensive plan has been prepared for development of archives in the State. It is proposed that the State Archives should aim at conforming to the approved pattern with a Record Division to hold custody of records, a Record Management Division for administration of non-current records, a National Register Division for location and survey of important papers, a Publication Division, an Oriental Records Division, a Reperography Division to prepare and supply microfilm copies of records; and a Repair Division for repairs and preservation of old documents. Apart from State Archives at Srinagar and Jammu, it is proposed to have Archives repositories at District and Divisional levels in a phased programme.

14. Museums

In addition to development of existing museums and setting up of new museums at various district headquarters, it is proposed that the Museums should set-up their educational programmes and for this purpose material of special interest to children should be collected by them and every museum to have a conservation laboratory, library and auditorium. It is also proposed to have Central Asia Museum at Srinagar.

B. Gazetteers of the State

Under the Cultural Heritage Series Scheme, it is proposed to bring out booklets dealing with history and culture of three Regions of the State namely Kashmir, Jammu and Ladakh during the 6th Plan. It is also proposed to undertake projects like compilation of District Gazetteers, State Encyclopaedia etc.

C. Libraries

It is proposed to undertake a massive library movement through non-traditional methods in J&K. In addition to improvement of State and District Libraries, setting up of Tehsil and Block libraries, it is proposed to involve the educational institutions in this movement. In the evening their buildings would be utilised for providing library facilities to the locality. Details are also being worked out to involve the formal system of libraries to undertake follow-up programmes for adult education. Library Centres have already been started in community centres of the Handicrafts Department. All the Social Welfare Centres and Handicraft Training Centres are proposed to be covered under the scheme.

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TECHNICAL EDUCATIONAll Regional Engineering College, Srinagar

There is only one Engineering College in the State. During the first three years of the Plan, this College could not get its share under plan for development of its Campus. However, an amount of Rs.1.00 lakh in 1977-78 and Rs.3.00 lakhs in 1978-79 was provided to this College for development of its Campus. The scales of pay of the faculty of the College have also been at par with University Grants Commission scales.

The College has prepared a Comprehensive 6th Plan proposals which it has already submitted to the Ministry of Education. The share of the State is limited to the developments of its Campus for which adequate provision has been made under 6th Plan proposals.

B.2 Development of Polytechnics

There are only two Polytechnics in the State, one at Jammu and other at Srinagar. No new polytechnic has been opened or proposed to be opened during 6th Plan. The policy of consolidation and improvement of quality has been followed during the 5th Plan and would continue during 6th Plan also.

During 1978-79, in view of the manpower requirements of the State, the intake capacity for diploma courses in Civil Engineering in Jammu Polytechnics has been increased from 60 to 100 for Draftman from 20 to 30. ^{for diploma} Similar increase in intake of Kashmir Polytechnic has been made. The Jammu Polytechnic has also been selected by the Ministry of Education for providing 'Audio-Visual Equipment' under the Centrally Sponsored Scheme.

During the 6th Plan, no new I.T.I. is proposed to be opened but Women Wing is proposed to be attached in both the existing polytechnics. The new courses which are planned to be introduced during the 6th Plan are:-

- i) 3 Years diploma course in Electronics & T.I;
- ii) 3 Years diploma course in Hotel Management;
- iii) 3 Years Diploma course in Agricultural engineering;
- iv) Architecture course.
- v) Horology course specially for Kashmir Polytechnic
- vi) Photography course.

Before starting these courses, detailed proposals on the basis of manpower requirements shall be prepared. Even the selection of Polytechnic, where these courses are to be introduced will be carefully done so that there may not be any duplication or wastage of resources.

It is also proposed to start 'Production-cum-Training Centres' in both the Polytechnics.

The most important aspect of planning for development of Technical Education is to develop various types of bridge-courses so as to establish some vertical and horizontal link between I.T.Is, Polytechnics, Engineering Colleges and Vocational Courses under 10+2+3 pattern. A Working Group has been constituted to prepare plans on these basis.

To ease the accommodation problem of both the Polytechnics, adequate provision has been made for Staff quarters and additional accommodation in existing polytechnics.

G. Loans to students in Technical Education

Loans upto the level of payments upto 1978-79 will be debited to non-plan side of the budget. During 6th plan provision for this scheme is meant for new loans above the level of 1978-79.

INDUSTRIAL TRAINING SCHEME

(Industrial Training Institutes)

To bring about Co-ordination among various sectors of Technical Education and also to have link with various programmes of vocationalisation under 10+2+3 pattern, the Industrial Training Institutes, Polytechnics and Regional Engineering College of the State, were all brought under the control of Education Department, during the 5th Plan period. It was only during the last two years i.e. 1977-79, that a proper planned approach could be followed for development of I.T.Is. In view of the manpower requirements, the intake capacity of I.T.Is has been rationalised. Special incentives have been introduced to make the trades of Carpentry and Building Construction as popular trades as the experience has shown that these trades continue to be unpopular due to peculiar social reasons inspite of the fact that there is an acute shortage of trained persons in these trades. The other main achievement of the 5th Plan is that the I.T.I., Jammu has been selected under UNDP assistance for conversion into a Model Industrial Training Institute in the State popularly known as A.V.T.S. (Advanced Vocational Training System). During the current year i.e. 1978-79 it is proposed to set-up three new I.T.Is at Ramganj, Bandipore and Shopian.

During the 5th Plan the main emphasis, alongwith marginal expansion, will be on consolidation of the existing programmes. New I.T.Is are proposed to be opened at Basoli, Tetwal, Baribrahma, Zanikote, Doda and Ganderbal. Adequate provision has also been made for improvement of existing I.T.Is. The distribution of trades in all the I.T.Is will be reviewed on the basis of needs and requirements of the area so as to have rational distribution of trades. Plans have also been formulated to ease the accommodation problem of some of the Industrial Training Institutes.

Most of the schemes of the 5th Five Year Plan would continue during the sixth five year plan also. In addition this, it is proposed to introduce some new scheme for the welfare of the labour and also to strengthen the labour organisation for better implementation of the labour laws. The proposals have been discussed in two parts consisting of (i) Continuing Schemes and (ii) New Schemes:

A) Continuing Schemes

1. Augmentation of drug grants.

The Department has 8 dispensaries located with in the State for use of the Labourers of the organised and unorganized sectors and four dispensaries situated outside the State for use of the migratory labourers. At present, we are allocating Rs.30,000 per annum for these dispensaries. Keeping in view the fact that these dispensaries are catering to the needs of over one lakh workers. It has been that the financial outlay of Rs.30,000 per annum is to meagre. During the last year of the 5th Five Year Plan grants have been sought to be increased to Rs.52,000. It is proposed to increase this grant progressively to Rs.1.00 lakh by the end of sixth five year plan. It is proposed to have a provision of Rs.4.00 lakhs for this purpose as against fifth five year plan's provision of Rs. 1.10 lakhs.

b) Statistical Cell.

The Statistical Cell consisting of one Statistician and Seven Statistical Assistants was created in the year 1974 to conduct surveys for implementation of the Payment of Minimum surveys Wages Act and to collect and compile the information regarding the implementation of the other labour laws. Total outlay on the existing staff is expected to be of the order of Rs.1.50 lacs as against the 5th plan provision of Rs.1.16 lakhs.

provisioned to be of the order of Rs.1.50 lacs as against the 5th plan provision of Rs.1.16 lakhs.

Labour Publicity:
The Scheme was taken up during the year 1977-78

with an allotment of Rs.0.15 lakhs for printing of labour laws and prescribed proformas for inspection notices and challan etc. It has been seen that the workers even in the organized sector are not fully aware of their rights and duties. It is necessary to translate some of the labour laws into the local languages and make these available to the workers at subsidized rates. Provision of Rs. 1.25 lakhs is accordingly proposed.

d) Study Tour and Labour:

The enlighten the workers about the industrial development going on in various parts of the country and to educate them in healthy trade union activities and to broaden their vision, study tour of labourers was organized for the first time in the year 1977-78 at a cost of Rs. 10,000 but it was seen that the amount provided was too meagre because only one study tour could be organized and even in that the workers from the Sericulture Industry who were interested in knowing the latest techniques in their field could not be taken to Bangalore and Assam. It is, therefore, proposed to have an allocation of Rs. 2.00 lakhs for this purpose, so that it is possible to have two meaningful tours every year.

e) Additions to Labour Sarai Pahalgam.

The Department had a Labour Sarai at Pahalgam which is being converted into a Labour Holiday Home which would be even economical than the proposal Janta Hotels but its use would be restricted to the working class only. Present accommodation being insufficient, proposed to provide additional accommodation during the 6th Five Year plan at an estimated cost of Rs. 4.00 lakhs so that more workers can make use of the accommodation.

(B) N E W S C E M E Sa) Construction of Labour Sarai at Jammu.

Four kanals of land at a cost of Rs.1.00 lakh was acquired during the fifth five year plan for construction of labour sarai at Jammu but the construction could not be taken in hand due to the paucity of funds. It is proposed to complete the Sarai at Jammu during the sixth five year plan at an estimated cost of Rs. 4.00 lakhs.

b) Construction of Labour Sheds at Yusmarg, Sonamarg, Gulmarg, Katra, Rajouri, Poonch & Ramban:

A majority of the workers from the rural areas come to Gulmarg, Yusmarg, Sonamarg, Katra, Rajouri, Poonch and Ramban to earn their livelihood but are forced to live in the open in extreme climate conditions for want of any shelter. It is, therefore, proposed to acquire land at these places and provide shelters for the labourers at an estimated cost of Rs.14.05 lakhs as per detail given below:-

9	1.	Const. of Labour Shed at Yusmarg	= Rs.1.5. lakhs.
	2.	-do-	Sona-marg = Rs.1.5. -do-
	3.	-do-	Gul-marg = Rs.1.5. -do-
	4.	-do-	Katra = Rs.2.00 -do-
	5.	-do-	Rajouri = Rs.2.00 -do-
	6.	-do-	Poonch = Rs.2.00 -do-
	7.	-do-	Ramban = Rs.2.00 -do-
	8.	-do-	Ach-Kari = Rs.2.00 -do-

		Total:	= Rs. 14 16.5 -do-

c) Construction of shelters for migratory labour.

The Statistical data maintained by this department reveals that the migratory labour from Jammu and Kashmir generally move down to Simla, Jullundur, Chandigarh, Amritsar and Delhi. Out of these places, Simla and Chandigarh are the only two cities which provide some residential facilities to the migratory labourers whereas there are no similar facilities at other places mentioned above. The labourers have to face lot of hardships and inconvenience due to this.

Therefore, with a view to alleviate the difficulties which are being faced by the migratory labour of Jammu & Kashmir State, it is proposed to construct the labour sheds/sarais at these Centres by debit to our own state funds. It is, therefore, proposed that a provision of Rs.12.00 lakhs (three lakhs each) may be provided in the 5th Five Year Plan, 1978-83 which would include the cost of the land for construction of labour sarais for migratory labourers at Chandigarh, Jullundur, Amritsar and Simla.

d) Construction of Labour Welfare Centres:

The present Labour Welfare Centres of the Deptt. are housed in unsuitable accommodation with the result that the workers have been requesting for better welfare centres. It is, therefore, proposed that three labour Welfare Centres one each at Srinagar, Jammu & Bari Brahmana may be constructed. In addition to the library, recreation facilities and dispensaries, the centres would also have a class room where classes can be held for the education of the workers. Two posts of teachers, for imparting education to the workers at these schools and also in the factories have also been sought to be created under the head strengthening of the staff. It is proposed to construct these three Centres at an estimated cost of Rs. 5.00 lakhs.

e) Stipended and Scholarships:

It has been seen that with the prevalent low level of wages the workers of the organized and the un-organized sector find it very difficult to give proper education

to the their children. At times, very bright students cannot continue their studies due to the financial hardships. It is proposed to award scholarships to the dependents of the workers of the unorganized sector from 9th class onwards at the following rates:-

- | | |
|------------------------------------|-------------------------|
| 1. 9th Class | ... Rs.20/- per month ; |
| 2. 10th Class | ... Rs.20/- -do- |
| 3. I.T.I.Students | ... Rs.30/- -do- |
| 4. Hr.Sec.Elective & PUC Students. | ... Rs.40/- -do- |
- in respect of
day scholars;
Rs.60/-per month in
respect of
boarders.

5. Post-graduate Students & Professional colleges... Rs.50/-per month in respect of boarders.

It is proposed to have a provision of Rs.5 lakhs for grant of scholarships and stipend to the students and trainees of the workers during the 6th five year plan.

Sports & Recreation;

The sports equipment available in the Welfare centres is very old and is inadequate. It is proposed to supply this equipment directly to the units at a subsidy of 50% subject to a maximum of Rs. 200/- per establishment per annum. Estimated expenditure during the sixth five year plan on account of this would be Rs. 50,000/- approximately. Similarly it is proposed to give 50% subsidy on transport, if the workers organise group pionies etc. The approximate expenditure would be Rs.50,000 during the sixth five year plan.

g) It has, therefore, been felt necessary to consolidate all these workers at one point by providing residential accommodation to them. In this connection the following three places are proposed where the construction the labour colony could be taken in hand:-

1. Barai Brahamina, Jammu;
2. Zainakote, Srinagar.
3. Pampore, Srinagar.

As would be seen, a sizeable number of industrial units have been set up at these places where bulk of workers are working in the factories. It is therefore proposed that a provision of Rs. 100.00 lakhs may be provided during the 6th five year plan under this scheme for construction of labour colonies consisting of about 1000 dwelling units.

5:45

ADMINISTRATION SET UP.

Strengthening of Staff:

About 25 labour laws for the betterment of working class are enforced in the State. This includes not only the enforcement of various provisions of labour Laws about working conditions, Safety health and welfare of thousands of workers both in organised sector and unorganised sector but also settlement of the labour claims compensation, gratuity and bonus etc. of these workers in public and private sector. To administer these laws the present set-up of Labour Department is as under:-

1. Labour Commissioner -1
2. Dy. Labour Commissioner 3
3. Asstt. Labour Commr. -9
4. Inspector of Factories -2
5. Labour Officers -18
6. Labour Inspectors. -15.

Out of the above two Dy. Labour Commissioners one each for Kashmir Jammu region. One Dy. Labour Commissioner for Headquarter.

Eight Assistant Labour Commissioners for eight district and one for headquarters, except for Ladakh where Labour Department has also coreated a post of Labour Welfare Officer in the Gazetted Cadre.

- a) Up-grading the post of Dy. Labour Commissioner (C) to Joint Labour Commr. in any scale of 750-1350.

In the present set-up of Labour Department the Labour Commissioner is assisted by three Dy. Labour Commissioners one each for Jammu Division & Kashmir Division and one at the Direction Office to look after proper enforcement of 25 labour laws, promoting healthy industrial relations and over all welfare of labour in all sectors of economy. The Deputy Labour Commissioner (Central) whereas assists the Labour Commissioner in over all administration matter he in particular looks after Migratory Labour Wing and other more important technical matters involving enforcement of Labour laws, I.L.O. Resolutions/Conventions, Failure Reports/Awards under Industrial Dispute Act etc.

In the interest over all administration of enforcement machinery which attends to our 25 central/ State Labour Laws it is essential that one post of Dy. Labour Commissioner (Central) in scale of 520-900 is up graded to post of Joint Labour Commissioner in pay scale of Rs. 750-1350. This will in addition provide chances of promotion to the present Dy. Labour Commissioners who

have very many years of practical experience in the department, to next higher post of Joint Labour Commr. The proposed up-gradation will not involve much financial implications as the present officers are already drawing more than the minimum of the scale of the proposed post.

- b) Creation of a post of legal counsel in the Labour Commissioners Office in the pay scale of 750-1350.

The Labour force has become conscious of his rights and demands and all the privileges and benefits that he is entitled to get under the roof of the constitution with these factors about 25 labour Laws are in force in the State.

Cases pertaining to these Laws are generally received in this office for forwarding judgements etc. It is therefore, necessary to have a post of legal counsel sanctioned during the 6th Five Year Plan to assist the Labour Commissioner for the disposal of the cases and for, attending to the urgent cases in the Courts.

- c) One post of Dy. Chief Inspector of Factories.

There are 228 factories and 184 factories licenced under the Factories Act in Jammu & Kashmir Provinces respectively. The Inspector of Factories Jammu & Kashmir are mainly responsible for the implementation of the Factories Act who have fairly large jurisdiction. Besides the distances involved in the supervision work, the number of factories to be kept in charge of a Factory Inspector in pursuance of the decision of the Government of India is only 150. This decision had been taken only after the matter had been discussed in Labour Ministers Conference at Delhi. In order to enable the Factory Inspectors to exercise a close supervision over the working of factories and conduct a statutory inspections of all the units under their charge, it is essential to have a post of Dy. Inspector of Factories in the scale of 750-1350 who could guide the Provincial Chief Inspector of Factories from time to time. It is, therefore, proposed that a post of Deputy Chief Inspector of Factories may kindly be provide in the plan of 6th Five Year Plan. This involve financial implication of Rs.12,000/- P.A.

- d/ Creation of one post of Assistant Labour Commissioner at Rajouri in pay scale 745-850.

Almost of every district has an office of Assistant Labour Commissioner with the one Labour Officer and Labour Inspector but there is only one Asstt. Labour Commissioner for both the districts of Poonch and Rajouri. The Assistant Labour Commr, finds it quite difficult to attend the cases under Workmen's Compensation Act,

Payment of Wages Act, Industrial Dispute Act etc. in both the District with the result that the workers are handicapped to get immediate relief. It is, therefore, suggested that a post of Asstt. Labour Commissioner (475-850) may be created for district Rajouri also ~~ix~~ that the officer is fully available to settle the claim cases under different labour laws in the minimum possible time and to afford essentially required relief to the working class in the District. Already one Labour Officer and Labour Inspector with one Junior Clerk and Orderly are working in the Labour office, Rajouri. This will bring the District at par with other districts of the State in the matter of enforcement of labour laws. This will involve financial implication of Rs.0.10 lakh per annum.

- e) Creation of one post of Asstt. Director (Statistics) one Sr. St. Assistant & one Jr. Assistant, /Statistical.

A Statistical Cell consisting of one Statistician, 2 Statistical Assistants and 5 Junior Statistical Assistants are already functioning in the Head Office in connection with essential survey for purpose of the implementation of Minimum Wages Act in the scheduled industries and allocation of 0.30 lakhs as a plan scheme is already sanctioned. The Cell has already completed survey work in respect of some categories of employment. It has been experienced that the services of one Senior Officer to supervise such a highly technical job are essentially needed. This office has to depend on the Statistical organization which hamper the speedy work of this cell. In order to supervise and coordinate the working of the Cell it is felt that one post of Asstt. Director (Statistics) alongwith one Statistical Assistant, one one Junior Assistant may be created in this office itself. This will expedite the finalization of survey work for purpose of fixation of Minimum Rate of Wages for the covered industries. The Asstt. Director, Statistics will be in the pay scale of 520-900 and Senior Statistical Asstt. and Jr. Statistical Assistant in the pay scale of 280-520/220-430. This will involve an expenditure of Rs.0.15 lakhs per annum.

- f) Creation of six posts of Labour Officers.

There are presently 18 posts of Labour Officers who are deployed at the District Level to ensure proper enforcement of different Labour Laws such as payment of Wages Act, Contract Labour (R&A) Act, Employment of Children Act, Transport Workers Act, Payment of Bonus Act etc. will increased the quantum of work they are already overburdened with the result that an important section of working class engaged in forests remain neglected. It is being felt that this section requires more and more attention in order to ensure that the working conditions are regulated in accordance with the provisions of law such as contract Labour Act, Minimum

h) Creation of 10 posts of process servers
& 6 posts of Orderlies. (170-230)

The Asstt. Labour Commissioners posted at District level have to discharge quasi-judicial functions under payment of Wages Act, Workmen's Compensation Act, Payment of Gratuity Act etc. and have to issue summons to the parties concerned. Presently they have only one Orderly each except Doda & Poonch who have two orderlies each and it becomes difficult for them to ensure proper service of the summons issued them from time to time. Any unwanted delay in the service of summons to the parties concerned adversely affects the interest of the aggrieved workers as this causes un-necessarily delay in finalisation of the claims. It is, therefore, felt that all the 10 Asstt. Labour Commissioners (including the one proposed to be created at Rajouri) should be provided with one process server each for the purpose. The newly proposed posts of Labour Officers at Anantnag/Baramulla/Doda/Reasi will also require one Orderly each in their office which will be an independent office in order to carry on the work smoothly. Ten posts of process servers and 6 posts of orderlies as mentioned above are, therefore, proposed to be created which would involve an annual financial implication of Rs.0.50 lakhs.

i) Creation of two posts of teachers for
adult literacy in pay scale of 220-430.

During the sixth plan the department proposes to run adult literacy classes at one Labour Welfare Centre each at Jammu & Srinagar for workers in order to cultivate essential basic/elementary education among them during spare time. It is also proposed that with the teaching staff as proposed the department will be able to organise such adult education classes at plant level in the organised sector to enable the workers to make the use of it during rest intervals or at close of their normal, working hours in the factory. The proposed creation of two posts of teachers will involve annual expenditure of Rs.0.10 lakhs.

j) Creation of three posts of Asstt. Labour Welfare Officers, three posts of Compounders, three posts of chowkidars and three posts of Orderlies. - - - - -

During the 6th five year plan, it is proposed to open three new labour welfare centres at Zainakot, Bari Brahamina and Kathua. It is, therefore, proposed to create three posts of Asstt. Labour Welfare Officers (220-430) three posts of Compounders (220-430) three posts of Chowkidars (170-230) and three posts of Orderlies (170-230) for these centres at an estimated expenditure of 50,000.00 per annum.

Wages Act etc. and the claims under Payment of Wages Act and Workmen's Compensation Act are finalized as speedily as possible. This department, therefore proposed to have one more Labour Officer, each at Lantnag/Baramulla/Doda ~~xxx~~ and Reasi in order to cater to the requirements of thousands of forest labour at those places. Also with the likely fixation of minimum rate of wages under the Minimum Wages Act in the near future for Industries like carpet weaving, shops & establishment, Rice & Flour Mills, Cinema & Theatres, Hotels & Restaurants (Survey work of which has already been completed) it is proposed to create two posts of Labour Officers one each at Jammu and Srinagar to ensure proper implementation of Minimum Wages Act in particular Jammu and Srinagar. 6 posts of Labour Officers in the pay scale of Rs.450.700 are, therefore, proposed to be created for the purpose. This will involve annual financial implication of Rs.0.50 lakhs.

- g) Creation of 10 posts of Senior Assistants,
& 11 Posts of Junior Assistants.

In the matter office assistance, the field machinery which has to implement 25 labour laws, is very much handicapped. This, where as, retards the speedy disposal of complaints, labour claims and such matters relating to the welfare measures for the working class, also proves detrimental to their interests. The Asstt. Labour Commissioner's posted at the district level presently are provided with office assistance to the extent of only one Junior Assistant and one Orderly. The Dy. Labour Commissioner's at the divisional level are also provided with only one Head Assistant one Jr. Asstt. one Accounts Clerk and One Jr. Statistical Assistant with the result that they find it difficult to cope with the increased work. Five Labour Officers & 3 labour Inspectors each at Jammu & Srinagar are too provided with no clerical assistance with the result that in addition to their field duties they have to attend to the office work also. This is done definitely at the cost of their field performance for which they are primarily meant. It is, therefore, need of the time that the field machinery is provided with atleast bare minimum office assistance.

It is, therefore, proposed that 10 posts of Sr. Asstt. one each for Asstt. Labour Commissioner and 11 posts of Junior Assistants two for 2 Dy. Labour Commissioner, Srinagar/Jammu one for newly proposed post of legal counsel, 6 for newly created posts of Labour Officers & 2 posts one each for present Labour Officers Srinagar/Jammu, may be created. This will involve annual financial implication of 0.70 lakhs.