

# Teacher Related Indicators

## INTRODUCTION

A part from information on school and enrolment indicators, a good amount of information on teachers is also collected under DISE. Comprehensive profile of more than 3.67 million teachers is being maintained under DISE. The rich set of information is useful in developing teacher education plans. The following set of data and indicators with respect to teachers have been presented both at the state level and as average of 539 districts. The SCERT and DIET faculty across the country are the potential users of this mine of information on teachers. If needed, the same can also be obtained at disaggregated levels.

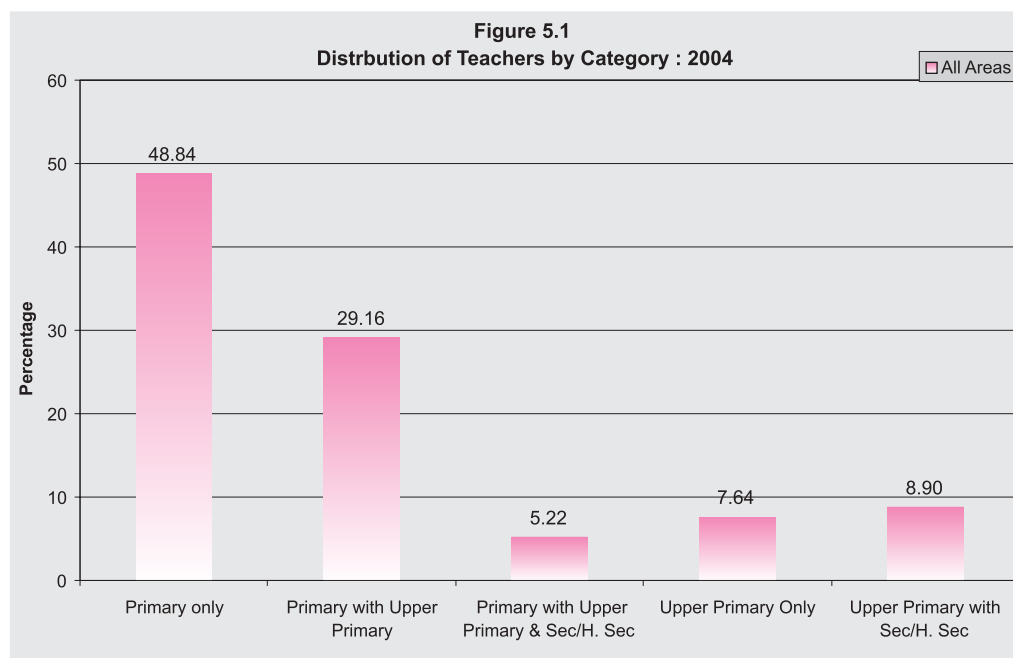
- ◆ Number of teachers by school category
- ◆ Age and sex distribution of teachers
- ◆ Teachers profile by caste
- ◆ Professional & educational qualification
- ◆ Number of teachers provided in-service training
- ◆ Pupil-teacher ratio
- ◆ Average number of teachers by school category
- ◆ Distribution of female teachers
- ◆ Type of teachers
- ◆ *Para*-teachers: number, academic and professional qualification
- ◆ Average number of days engaged in non-teaching assignments etc.

# PART V

## NUMBER OF TEACHERS

Number of teachers distributed by school category suggests that about 3.67 million teachers are engaged in teaching in schools imparting Elementary education in the

every fourth teacher is teaching in independent Elementary school (29.16 per cent). In other types of schools, the percentage varies between 5.22 in integrated Higher Secondary schools to 8.90 in Upper Primary attached to Secondary &



country. About 79 per cent teachers are located in the rural areas and in 87 per cent of schools. Primary schools have more than 1.67 million of the total 3.67 million teachers.

Higher Secondary schools (Table E1). Obviously, because of its size, the highest number of teachers is in Uttar Pradesh (0.40 million), that is, 10.90 per cent of the total

**Table E1**  
**Distribution of Teachers by Category: 2004**

School Category	Percentage		
	All Areas	Rural Areas	Urban Areas
Primary Only	48.84	52.45	34.48
Primary with Upper Primary	29.16	27.75	34.89
Primary with Upper Primary & Secondary/Hr. Secondary	5.22	3.43	12.34
Upper Primary Only	7.64	8.42	4.52
Upper Primary & Secondary/Hr. Secondary	8.90	7.74	13.50
Total Teachers (No)	3667637	2897476	759875

Note : Total may not add to hundred because of missing values and rounding of figures.

More than 85 per cent Primary school teachers are located in the rural areas. On the other hand, it has been observed that

teachers in the country. On the other hand, among major states, Haryana has the least number of teachers (46.41 thousand; 1.27 per

cent). Uttar Pradesh also has the highest number of teachers in Primary schools (0.29 million), which is 17.36 per cent of the total Primary teachers in the country. On the other hand, Chandigarh has the least number of teachers in Primary schools (249) in 2004.

The total number of teachers cannot provide any information about the availability of teachers in an individual school type unless the same is linked to the total number of schools in a school category. For this purpose, average number of teachers by school category is presented and is briefly analysed below.

### AVERAGE NUMBER OF TEACHERS

The all-India average of 539 districts reveals that, on an average, there are 3.94 teachers in a school that imparts elementary education. A significant difference is noticed in the availability of teachers in the rural areas (3.58) and in the urban areas (7.03) and also in schools managed by the Government (3.43) and Private

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noticed that the average number of teachers in Government schools is more than half of the average in the Private managed schools. Amongst the states, Kerala has the highest average number of teachers (10.15) and Jharkhand the lowest average (2.71).

Chandigarh too has a very high average of 20 teachers compared to 3 teachers in Bihar and 8.71 in Tamil Nadu. North-eastern states also have adequate number of teachers in its schools. States, such as Gujarat (5.20), Maharashtra (6.17), Mizoram (5.23), Nagaland (8.05), and Sikkim (6.90) have on an average more than 5 teachers.

The average number of teachers by school category reveals that the highest number of teachers per school is observed in case of integrated Higher Secondary schools (10.45) followed by Upper Primary attached to Secondary and Higher Secondary schools (8.84), independent Elementary (6.79) and Upper Primary (4.25) schools. However, the same is noticed the lowest in case of Primary schools.

**Table E2**  
Average Number of Teachers by Category: 2004

School Category	Number of Teachers				
	All Areas	Rural Areas	Urban Areas	All Government Managements	All Private Managements
Primary Only	2.72	2.56	4.47	2.55	4.76
Primary with Upper Primary	6.79	6.30	8.96	6.35	8.45
Primary with Upper Primary & Secondary/ Hr. Secondary	10.45	9.24	12.26	9.18	11.36
Upper Primary Only	4.25	4.11	5.63	4.09	4.93
Upper Primary & Secondary /Hr. Secondary	8.84	7.91	11.62	7.46	10.80
All Schools	3.94	3.58	7.03	3.43	7.23

managements (7.23) (Table E2). Schools in the rural areas have fewer teachers than the schools in the urban areas. Further, it is

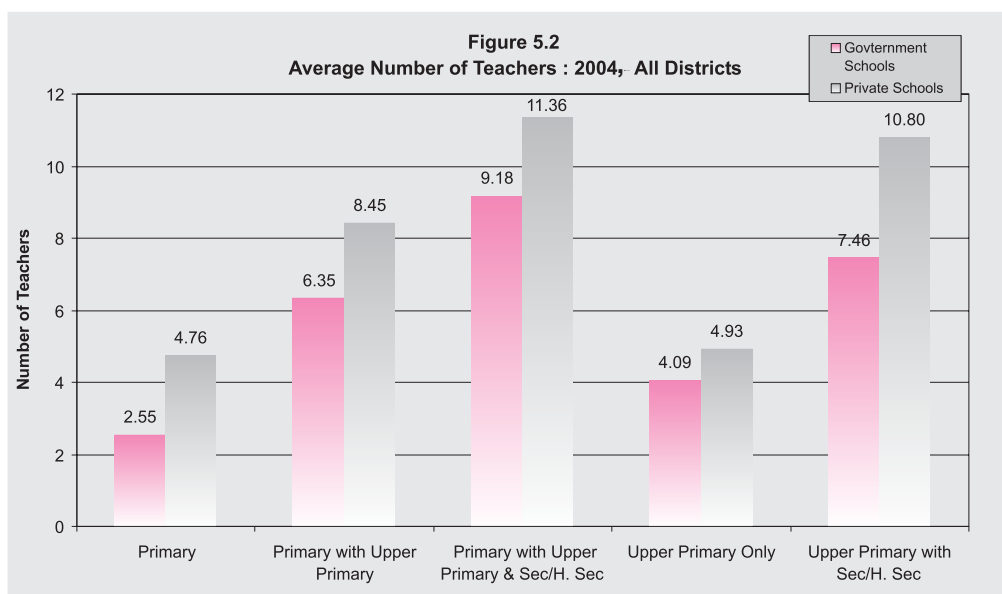
The scheme of Operation Blackboard was initiated in 1987. One of the provisions was to provide at least two teachers to each of the

Primary schools covered under the scheme. Primary schools have an average of 2.72 teachers per school. Schools located in the rural areas have an average of 2.56 teachers compared to 4.47 teachers in schools located in the urban areas. All Primary schools managed by the Government have an average of 2.55 teachers per school compared to 4.76 teachers in Private managed schools. The improvement in average number of teachers in Primary schools may be attributed to the scheme of Operation Blackboard and programmes

**Improvement in average number of teachers in Primary schools may be attributed to the scheme of Operation Blackboard and programmes like DPEP and SSA**

Nagaland, 4.04 in Tripura and 3.04 in West Bengal.

The analysis further reveals that, irrespective of the school type and state, private-managed schools have better average number of teachers per school than the government-managed schools. Compared to 2.55 teachers in government-managed Primary schools, the corresponding number in private-managed schools is as high as 4.76 teachers. Even in a few states, the average number of teachers in government-managed Primary schools is

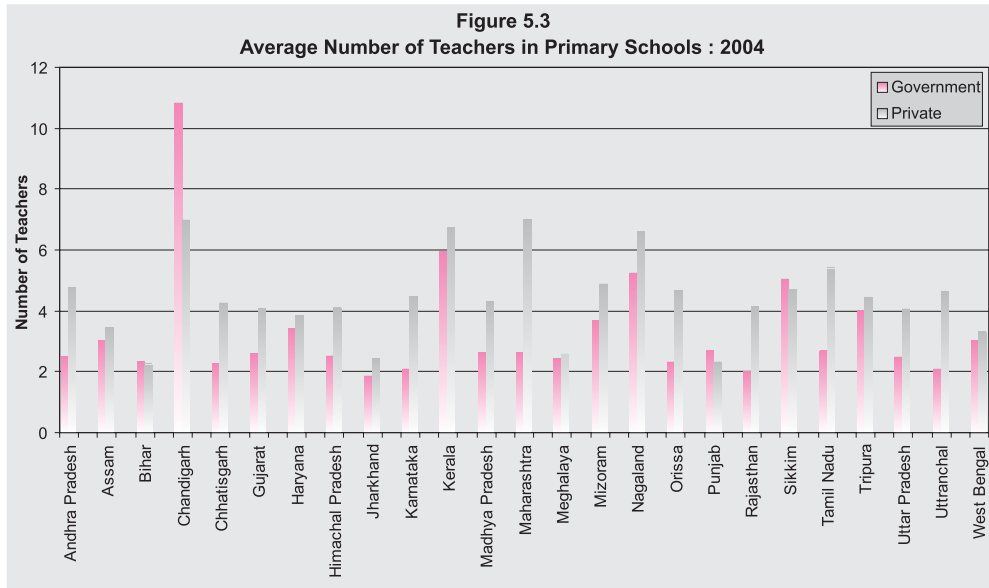


like DPEP and SSA. The disparity noticed in rural and urban areas and also in Government and Private managed schools is also true for all other school types. Except Jharkhand (1.89), all other states have an average of more than 2 teachers per school in their Primary schools. It is in sharp contrast to Kerala where the average per school is as high as 6.40 teachers at this level of schools. This is true for both the rural and the urban areas. All the Primary schools in Bihar have an average of 2.36 teachers. The average is as high as 10.38 in Chandigarh, 6.40 in Kerala, 5.39 in

lower than the national average of 2.72 teachers. In the states of Bihar (2.36 teachers), Chhattisgarh (2.28), Jharkhand (1.87) and Rajasthan (2.01), the average number of teachers is even lower than 2.72. Except Meghalaya (2.41), all other states from the north-eastern region have higher number of teachers in their Primary schools than the national average. The private managed Primary schools in all the states have more than two teachers. The same is significantly high in Rajasthan which has 4.17 teachers in every private-managed Primary school. The average number of teachers in

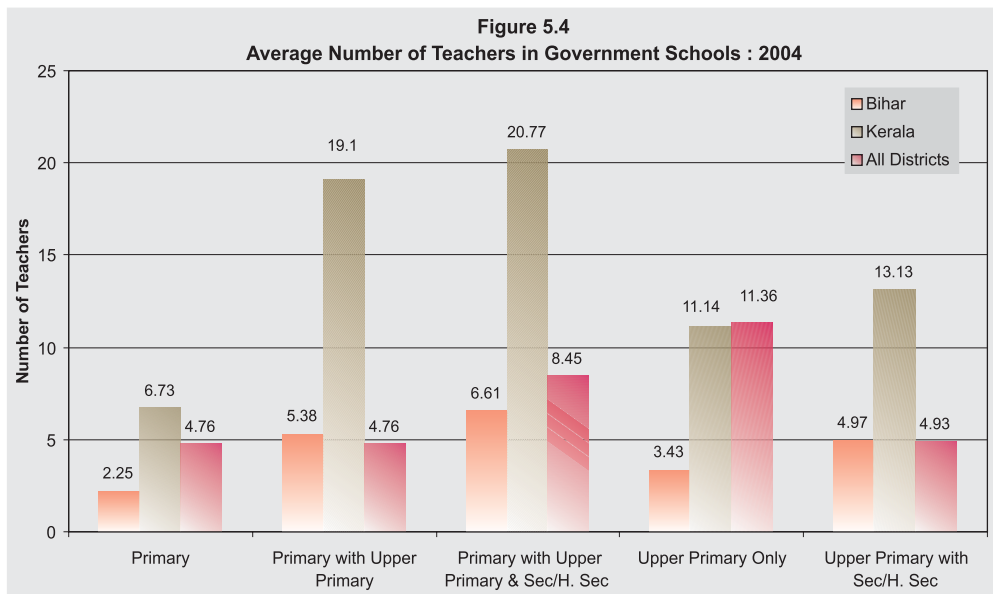
Primary schools in Nagaland is high at 6.62 which is the highest among all the states that

preferably be the female. There are about 75 districts across 25 States & UTs that have more



reported DISE data in 2004. Kerala too has an average of 6.73 teachers in its private-managed Primary schools.

than 50 per cent female teachers. All schools together have 38.18 per cent female teachers. Urban areas (64.40 per cent) have



**FEMALE TEACHERS**

One of the other provisions of the scheme of Operation Blackboard was to ensure that one of the teachers appointed would

much high percentage of female teachers than the rural areas (31.61 per cent). A significant difference is also noticed in case of female teachers in schools managed by Private and Government managements. Compared to 51.26 per cent in case of

Private managements the corresponding percentage in case of Government schools is low at 34.20 per cent (Table E3). Above 93 per cent teachers in Private management schools in Chandigarh are female compared to 70.15 per cent in Gujarat, 70.65 per cent in Karnataka, 73.40 per cent in Kerala, 62.04 per cent in Sikkim, and 77.91 per cent in Tamil Nadu. Chandigarh also has the high percentage of female teachers (79.14 per cent) in case of its Government schools. Further, it is noticed that female teachers in government-managed schools outnumbered their male counterparts in Kerala (68 per cent) and in Tamil Nadu (64 per cent). The percentage of female teachers in government-managed schools in Bihar is as low as 19.86 per cent compared to 25.15 per cent in West Bengal and 24.73 per cent in Rajasthan.

The percentage of female teachers by

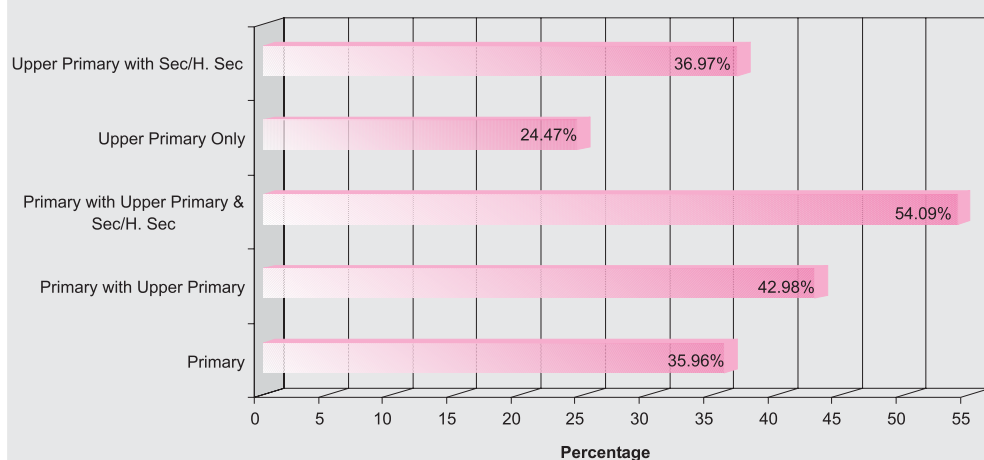
**All schools together have 38.18 per cent female teachers. Urban areas have much high percentage of female teachers than the rural areas**

satisfactory. In Higher Secondary schools, female teachers outnumber their male counterparts, as their percentage is as high as 54.09. However, a few states like Bihar (22.99 per cent), Jharkhand (30.28 per cent), Rajasthan (23.96 per cent),

Uttar Pradesh (36.04 per cent) and West Bengal (29.55 per cent), have very low percentage of female teachers in this category. On the other hand, in Tamil Nadu (83.52 per cent), Karnataka (73.70 per cent) and Kerala (74.37 per cent), majority of teachers in integrated Higher Secondary schools are female. North-Eastern states of Meghalaya (71.99 per cent) and Mizoram (49.85 per cent) also have high percentage of female teachers in such schools.

So far as the primary schools are concerned, one out of every three teachers is female. In states like Kerala (73.00 per cent) and Tamil Nadu (69.49 per cent), majority of Primary

**Figure 5.5**  
**Percentage of Female Teachers : 2004, All Districts**

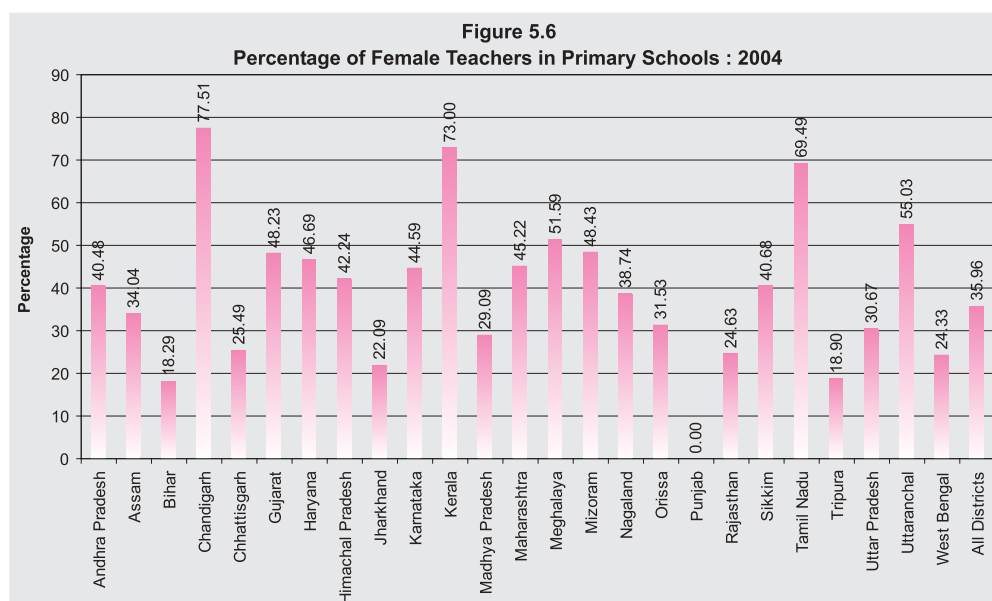


school category across 25 states reveals that irrespective of the school type, barring integrated Higher Secondary schools, in none of the other school type the percentage of female teachers is

school teachers are female. Chandigarh (77.51 per cent) and Meghalaya (51.59 per cent) too have a high percentage of female teachers in its Primary schools. On the other hand, in states such as Bihar (18.29 per cent),

Chhattisgarh (25.49 per cent), Jharkhand (22.09 per cent), Madhya Pradesh (29.09 per cent), Rajasthan (24.63 per cent), Uttar

schools is only 24.47 per cent but a few states such as Kerala (68.31 per cent) and Tamil Nadu (51.63 per cent) have more female



Pradesh (30.67 per cent) and West Bengal (24.33 per cent), female teachers are in minority and their number is much lower than their counterpart male teachers.

In Elementary schools, the percentage of

teachers in such schools than the male teachers. Sikkim too has a high percentage (68.75) of female teachers in this school category. In Upper Primary attached to Secondary & Higher Secondary schools, the percentage of female teachers is about 37.

**Table E3**  
**Distribution of Female Teachers by Category: 2004**

School Category	Percentage				
	All Areas	Rural Areas	Urban Areas	All Government Managements	All Private Managements
Primary Only	35.96	30.92	66.51	32.65	56.33
Primary with Upper Primary	42.98	35.75	65.97	39.42	53.31
Primary with Upper Primary & Secondary/ Hr. Secondary	54.09	40.39	69.32	42.17	60.96
Upper Primary Only	24.47	21.16	48.94	23.00	29.72
Upper Primary & Secondary /Hr. Secondary	36.97	28.79	55.74	34.69	39.75
All Schools	38.18	31.61	64.40	34.20	51.26

Note: Total may not add to hundred because of no-responses and rounding of figures.

female teachers is a bit higher than the same in the Primary schools (42.98 per cent). On the other hand, the percentage of female teachers in independent Upper Primary

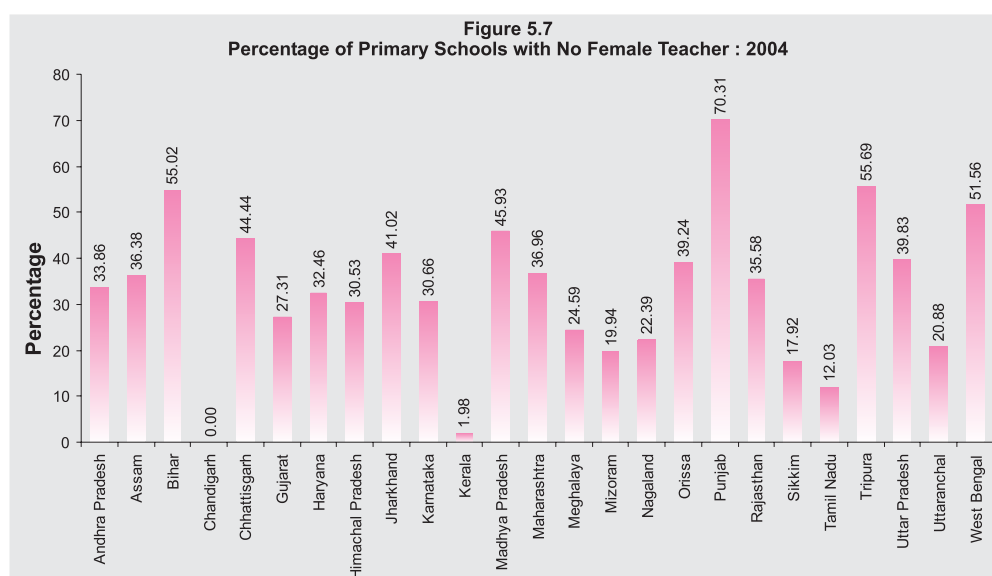
Karnataka (70.46 per cent), Kerala (74.55 per cent), Tamil Nadu (61.36 per cent), Chandigarh (65 per cent) and Sikkim (54.35 per cent) have a very high percentage of

female teachers in this category also.

Further, in the case of Primary schools, it is noticed that in as many as 38.33 per cent schools (245 thousand schools), no female teacher has been posted. The percentage of schools without female teachers is as high as 55 in the state of Bihar, 45.93 in Madhya Pradesh, 44.44 in Chhattisgarh, 41.02 in Jharkhand, 55.69 in Tripura and 51.56 in West Bengal. Rajasthan (35.58 per cent) and Uttar Pradesh (39.83 per cent) too have a large number of Primary schools without female teachers. Except Kerala, Mizoram, Sikkim and Tamil Nadu, in all the other states, Primary schools without female teachers are above 20 per cent. However, percentage of such schools is only 1.98 in Kerala and 12.03 in Tamil Nadu. Chandigarh did not have any Primary school without female teacher in 2004, which is also true for other school types.

As many as 35.72 per cent schools (332 thousand all categories schools) that impart elementary education, did not have any female teacher in 2004. The percentage of such schools in the urban areas is low at 12.91, compared to 39.17 per cent schools in the rural areas. More than 95.55 per cent of schools without female teachers are located in the rural areas. A significant difference is also noticed in case of schools managed by the Government (37.46 per cent) and Private managements (24.54 per cent) (Table E4).

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## SCHOOLS WITHOUT FEMALE TEACHERS

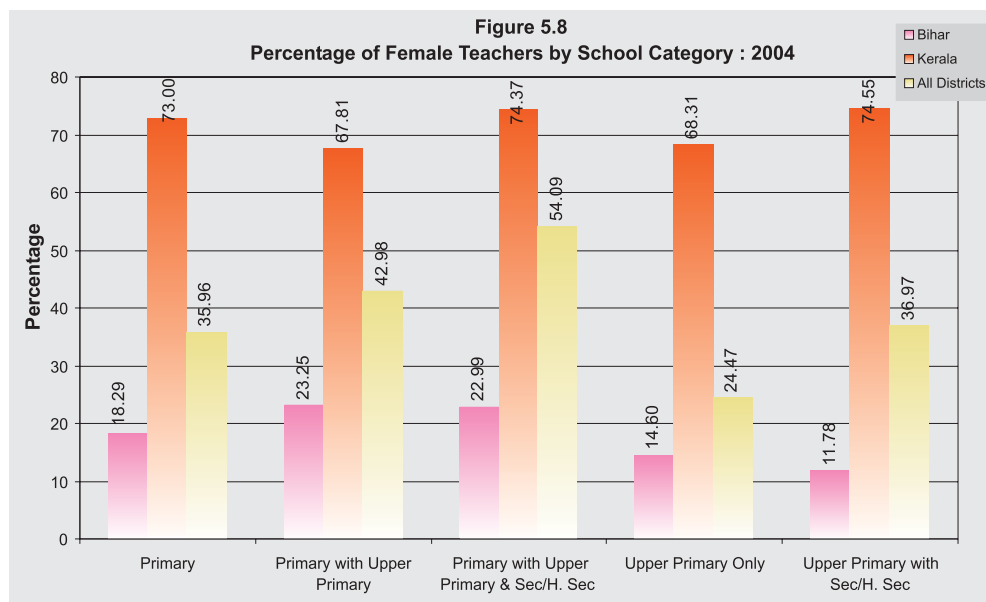
In addition to the percentage of female teachers presented above, percentage data of schools with no female teacher has also been analysed. Schools having two and more teachers are considered in the analysis.

Bengal. Rajasthan (35.58 per cent) and Uttar Pradesh (39.83 per cent) too have a large number of Primary schools without female teachers. Except Kerala, Mizoram, Sikkim and Tamil Nadu, in all the other states, Primary schools without female teachers are above 20 per cent. However, percentage of such schools is only 1.98 in Kerala and 12.03 in

Tamil Nadu. Chandigarh did not have any Primary school without female teacher in 2004, which is also true for other school types.

So far as independent Upper Primary schools

cent Upper Primary schools in Tamil Nadu do not have female teachers. Further, it has been observed that irrespective of the type of school, a large number of schools in the country do not have any female teacher.



are concerned, in as many as 48.12 per cent schools no female teacher is posted. The percentage of such Upper Primary schools in

This is also applicable to Elementary schools (24.95 per cent) and integrated Higher Secondary schools (20.10 per cent). Kerala

**Table E4**  
**Schools Without Female Teachers by Category: 2004**

School Category	Percentage				
	All Areas	Rural Areas	Urban Areas	All Government Managements	All Private Managements
Primary Only	38.33	40.58	14.61	39.64	23.38
Primary with Upper Primary	24.95	28.70	8.16	26.47	19.21
Primary with Upper Primary & Secondary/Hr. Secondary	20.10	27.89	8.58	26.91	15.28
Upper Primary Only	48.12	50.85	20.63	48.45	46.71
Upper Primary & Secondary/Hr. Secondary	32.54	38.26	15.35	35.55	28.25
All Schools	35.72	39.17	12.91	37.46	24.54

Note: Total may not add to hundred because of no-responses and rounding of figures.

2004 was as high as 59.89 in Bihar, 73.52 in Orissa, and 66.48 in Uttaranchal. It was the lowest in Kerala (1.50 per cent). Chandigarh did not report any such school. Only 6.35 per

and Tamil Nadu too have only few such schools. Majority of teachers, irrespective of the school type, in Kerala and Tamil Nadu are female teachers.

## PUPIL-TEACHER RATIO

One of the important indicators that influence classroom transaction is the pupil-teacher ratio which is presented by school category. The highest-pupil-teacher ratio is

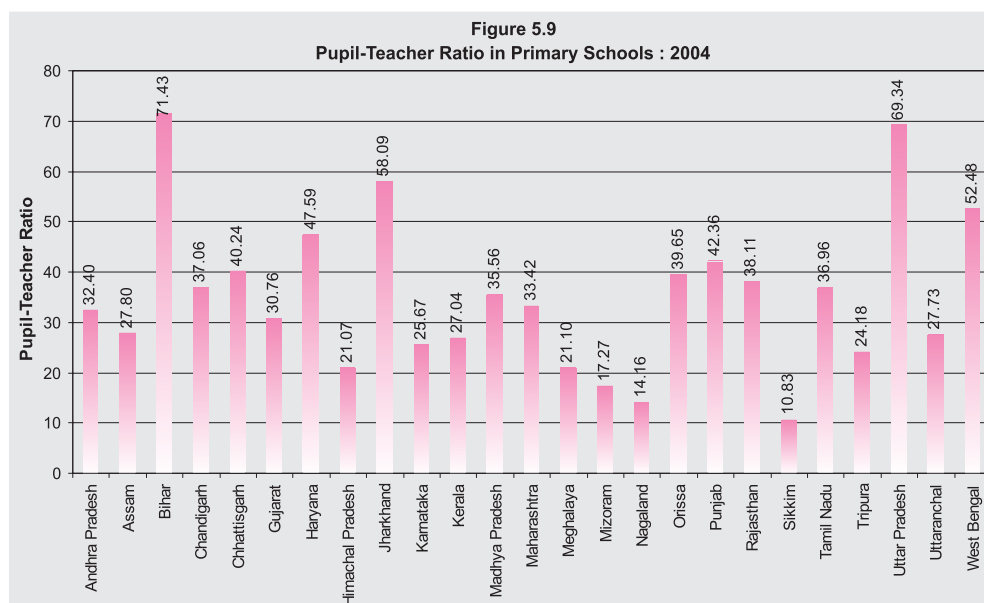
in the case of a few states is observed to be higher than the national average which is true for all types of schools. All categories schools together had a pupil-teacher ratio of 39 in 2004. The corresponding figures in the rural and urban areas are 40 and 36

**Table E5**  
Pupil-Teacher Ratio by Category: 2004

School Category	PTR				
	All Areas	Rural Areas	Urban Areas	All Government Managements	All Private Managements
Primary Only	44	44	40	45	37
Primary with Upper Primary	38	38	36	39	33
Primary with Upper Primary & Secondary/Hr. Secondary	32	31	33	33	31
Upper Primary Only	30	30	28	29	34
Upper Primary & Secondary /Hr. Secondary	34	35	31	35	32
All Schools	39	40	36	41	34

observed in the case of the Primary schools (44: 1), followed by Elementary schools (38: 1), Upper Primary attached to Secondary & Higher Secondary schools (34: 1), integrated

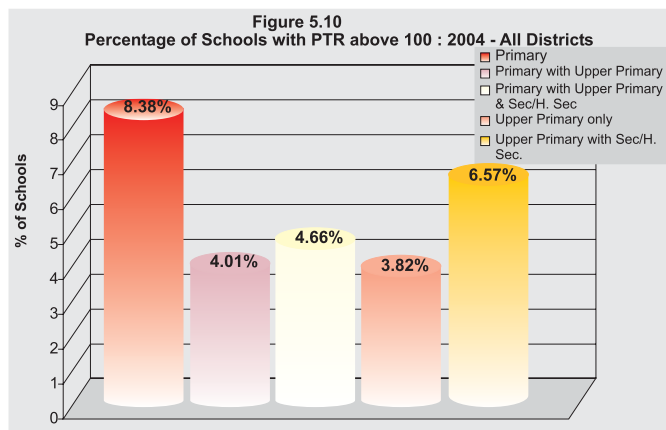
respectively. Government-managed schools have slightly a higher pupil-teacher ratio (41) than the same in the private-managed schools (34). All schools together show that



Higher Secondary schools (32:1) and independent Upper Primary schools (30:1). Almost similar picture was observed during the previous year. Further, pupil-teacher ratio

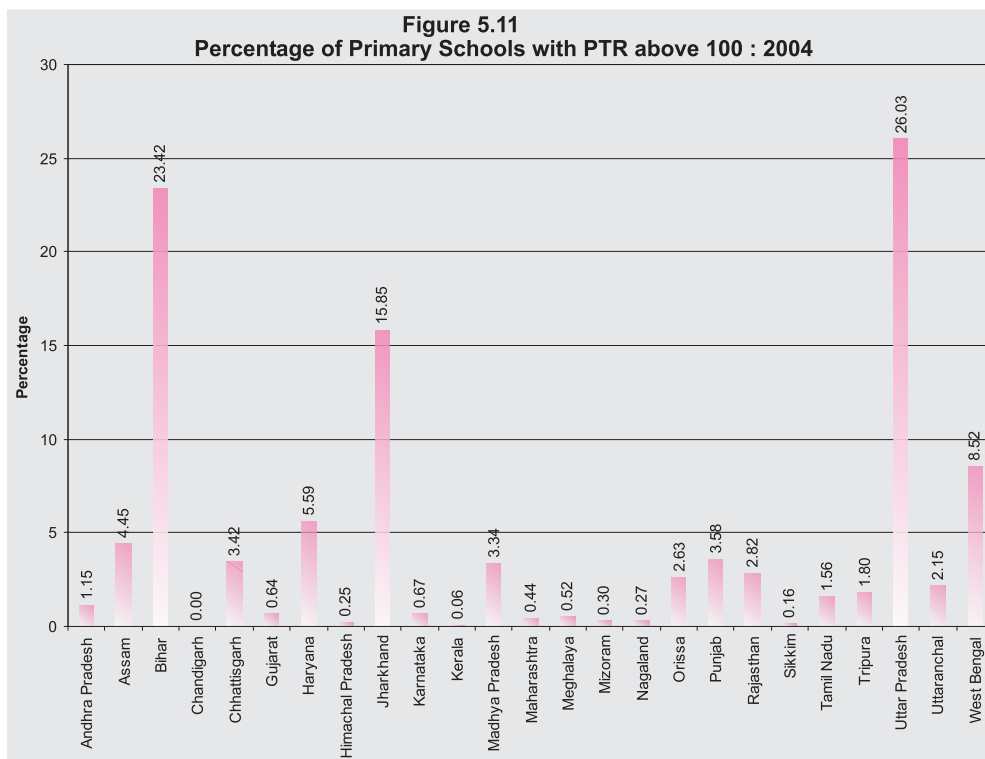
Bihar with 71 students per teacher had the highest ratio, and Mizoram with 14, the lowest ratio in 2004. Bihar too has a high pupil-teacher ratio of 47 even in case of

schools managed by the Private managements.



About 18 out of 25 states have below 40: 1 pupil-teacher ratio in Primary schools. The highest pupil-teacher ratio in Primary schools is observed in Bihar (71: 1), followed by Uttar

classroom conditions where pupil-teacher ratio is as high as 71: 1. In addition, many schools are single-teacher and single-classroom schools, all of which further deteriorate the situation within the classroom. The high pupil-teacher ratio is also indirectly reflected when student-classroom ratio is analysed which is as high as 85 in case of Bihar and 62 in Uttar Pradesh. On an average, the student-classroom ratio in a Primary school is 46, which in other school types, is lower than that in Primary schools. In Bihar, it is not only student-classroom ratio in Primary schools that is high but the same is also very high in the case of independent Elementary schools (92), Upper Primary schools (59) and Higher Secondary schools (66). On the other hand states like Assam (28: 1), Himachal Pradesh (21: 1), Karnataka (26: 1) and Kerala (27: 1) have almost an ideal



Pradesh (69: 1) and West Bengal (52: 1). Bihar too has a high ratio both in case of government (71) and private-managed (76) schools. One can easily imagine the

pupil teacher ratio. All the states from the north-eastern region also have a comfortable below pupil-teacher ratio of (25: 1). Comparatively, pupil-teacher ratio in Upper

Primary schools (30: 1) is better than that in Primary schools. Bihar has a very high pupil-teacher ratio even in independent Elementary schools (74: 1), while integrated Higher Secondary schools in Bihar have a pupil-teacher ratio of (58: 1). In a good number of other states like Assam (18: 1), Himachal Pradesh (14: 1) and Uttaranchal (22: 1) the pupil-teacher ratio in Elementary schools is satisfactory.

The analysis of pupil-teacher ratio reveals

**All categories schools together had a pupil-teacher ratio of 39 in 2004. The corresponding figures in the rural and urban areas are 40 and 36 respectively**

schools also have the pupil-teacher ratio above 100 (Table E6). It is also observed that 26.03 per cent Primary schools have a PTR of 100 and above compared to only 0.06 per cent schools in the Kerala. Bihar and Jharkhand too have a large number of such schools. Himachal Pradesh and all the states from the north-eastern region have negligible number of such schools.

**Table E6**  
Percentage of Schools Having PTR Above 100 by Category: 2004

School Category	Percentage				
	All Areas	Rural Areas	Urban Areas	All Government Managements	All Private Managements
Primary Only	8.38	8.68	5.22	8.53	6.67
Primary with Upper Primary	4.01	4.05	3.97	3.88	4.51
Primary with Upper Primary & Secondary/Hr. Secondary	4.66	3.83	5.89	4.35	4.88
Upper Primary Only	3.82	3.96	2.43	3.34	5.88
Upper Primary & Secondary /Hr. Secondary	6.57	7.35	4.25	6.37	6.85
All Schools	7.08	7.49	4.65	7.26	5.89

Note: Total may not add to hundred because of missing values and rounding of figures.

that in the case of a large number of schools, it is above 100. About 7.49 per cent schools located in the rural areas have PTR above 100 compared to 4.65 per cent in the urban areas. In as many as 8.38 per cent Primary schools, the pupil-teacher ratio is above 100 (rural 8.68 and urban 5.22 per cent). The percentage in Government schools (8.53 per cent, 49,985 schools) having PTR 100 and above is much higher compared to private-managed schools (6.67 per cent, 3,415 schools). On the other hand, 3.82 per cent Upper Primary schools, 4.01 per cent Elementary schools, 4.66 per cent integrated Higher Secondary schools and 6.57 per cent Upper Primary attached to Higher Secondary

## AGE PROFILE & TYPE OF TEACHERS

The distribution of teachers in different age groups and type of teachers by school category has also been presented. Below 18, 18-25, 26-35, 36-45, 46-55 and above 55 years are the age groups in which the percentages of male and female teachers are presented. These have also been presented separately in case of the rural areas. Head Teacher, acting teacher, *para*-teacher, part-time teacher, community teacher, language teacher etc. are the type of teachers according to which percentages of male and female teachers by school category are presented. The information

presented can be of great help in developing teacher education programmes.

The average of 539 districts suggests that majority of teachers in Primary schools are between the age group of 26-45 years which is also true for other types of schools. A few teachers across school types are found to be below 18 years of age and that is true both for male and female teachers. No significant difference is

**All-India average of 539 districts reveals that, on an average, there are 3.94 teachers in a school that imparts elementary education**

male teachers and 7.06 for female teachers (Tables E7 & E8). All these teachers are expected to retire in the next 2-3 years. In view of there being a large number of teachers (3.67 million), the number of retiring teachers is as high as 358 thousand which is about 9.72 per cent of the total number of teachers. Further, it is observed that 79 per cent of the total retiring teachers will be in the rural areas. The states should, therefore,

**Table E7**  
Age Profile of Male Teachers by School Category: 2004

School Category	Percentage of Teachers						
	Below 18 Years	18-25 Years	26-35 Years	36-45 Years	46-55 Years	Above 55 Years	No Response
Primary Only	0.03	4.64	26.57	24.85	21.39	13.99	8.53
Primary with Upper Primary	0.04	6.09	30.63	27.74	19.99	8.93	6.59
Primary with Upper Primary & Secondary/Hr. Secondary	0.04	6.01	33.48	27.63	15.79	6.77	10.29
Upper Primary Only	0.02	1.90	16.81	26.17	27.56	16.78	10.76
Upper Primary & Secondary /Hr. Secondary	0.01	2.06	22.19	28.76	25.47	12.95	8.56
All Schools	0.03	4.60	26.63	26.23	21.73	12.50	8.29

Note: Total may not add to hundred because of missing values and rounding of figures.

noticed in the rural areas also. Further, it has been noticed that percentage of teachers in the age group 18-25 years across school types is very low. Teachers in this age group are treated as the young teachers. The low percentage of young teachers may be because of the teachers' recruitment which has not taken place in many states in the recent past. A large number of regular posts of teachers is lying vacant across the country. In addition, a few states have discontinued recruitment of regular teachers and have appointed a large number of *para* teachers. Further, it is observed that percentage of male and female teachers in the age group of 55 years and above is 12.50 in case of

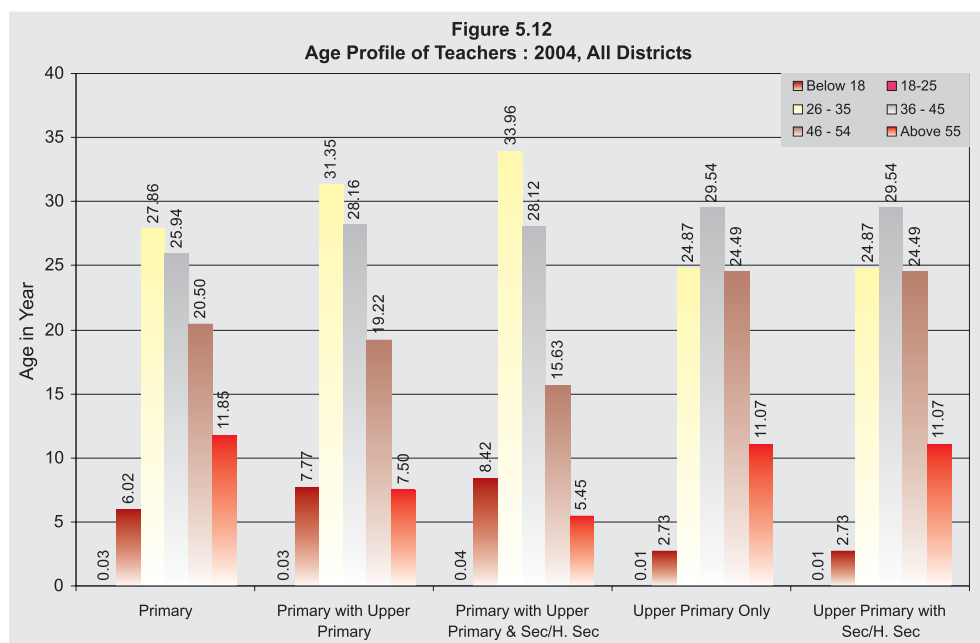
**About 7.49 per cent schools located in the rural areas have PTR above 100 compared to 4.65 per cent in the urban areas**

undertake thorough analysis of data on teachers and initiate steps for timely recruitment of teachers. A few states can expect quantum jump in *para*-teachers in the years that follow. About 17 per cent teachers' positions in Bihar and 22 per cent in Jharkhand are yet to be filled up. Himachal Pradesh too has about 18 per cent vacant posts. Even Chandigarh reported about 11 per cent such vacancies.

Further, teachers' profile by type of teacher and school category suggests that majority of the teachers are designated as Teacher which is also true for all type of schools. Language teachers are noticed in all type of

schools. Head Teacher and Acting Head Teacher are the other two categories under which a large number of teachers fall which is true for all types of schools.

This is also applicable even to integrated Higher Secondary schools, and Upper Primary attached to Secondary & Higher Secondary schools.



## QUALIFICATIONS OF TEACHERS

Both educational as well as professional qualifications of teachers across school types

The distribution of all category teachers by educational qualification reveals that a little less than half of the male (49.41 per cent),

**Table E8**

**Age Profile of Female Teachers by School Category: 2004**

School Category	Percentage of Teachers						
	Below 18 Years	18-25 Years	26-35 Years	36-45 Years	46-55 Years	Above 55 Years	No Response
Primary Only	0.04	8.49	30.15	27.89	18.92	8.05	6.47
Primary with Upper Primary	0.03	10.01	32.32	28.70	18.19	5.60	5.16
Primary with Upper Primary & Secondary/Hr. Secondary	0.03	10.48	34.38	28.53	15.50	4.33	6.76
Upper Primary Only	0.02	4.35	22.89	27.19	24.47	10.43	10.65
Upper Primary & Secondary/Hr. Secondary	0.01	3.86	29.44	30.87	22.82	7.86	5.15
All Schools	0.03	0.03	30.77	28.43	19.02	7.06	6.16

Note : Total may not add to hundred because of missing values and rounding of figures.

have been presented. Irrespective of the type of school, qualification of a good number of teachers is below Secondary level.

and 53.38 per cent female teachers are Higher Secondary and below. Altogether 50.94 per cent (all categories) teachers who

impart elementary education are Higher Secondary and below. A few of them are even below Secondary level (3.43 per cent). The percentage of teachers up to Higher Secondary level is higher in the rural areas (Total 52.77 per cent; male 50.80 per cent; and female 57.05 per cent) than the same in the urban areas (Total 44.21 per cent; male 39.49 per cent; and female 46.81 per cent). On the other hand, about 45 per cent male and 42 per cent female teachers are Graduate and

**Low percentage of young teachers may be because of the teachers' recruitment which has not taken place in many states in the recent past**

teachers in position by qualifications reveals that majority of the teachers are Higher Secondary and below (male 59.38 per cent, and female 58.55 per cent). About 4.57 per cent male and 5.14 per cent female teachers are below Secondary and another 26.76 per cent male and 27.63 per cent female teachers have completed Secondary level of education. Not much difference is noticed in percentage of teachers below Secondary in the rural and

**Table E9**  
Academic Qualifications of All Category (Regular) Teachers by Sex: 2004

Qualification	Percentage						
	All Areas			Rural Areas		Urban Areas	
	Male	Female	Total	Male	Female	Male	Female
Below Secondary	3.28	3.67	3.43	3.40	4.08	2.38	2.89
Secondary	22.85	26.66	24.32	23.37	27.63	19.19	25.01
Higher Secondary	23.28	23.05	23.19	24.03	25.34	17.92	18.91
Up to Higher Secondary	49.41	53.38	50.94	50.80	57.05	39.49	46.81
Graduate	30.65	28.63	29.88	30.11	26.77	34.50	31.98
Post Graduate	14.28	13.43	13.95	13.84	12.39	17.36	15.29
M.Phil/Ph.D	0.21	0.24	0.22	0.18	0.19	0.37	0.33
Graduate & Post Graduates	45.14	42.30	44.05	44.13	39.35	52.23	47.60
Others	0.19	0.23	0.21	0.18	0.20	0.30	0.26
No Response	5.26	4.09	4.81	4.89	3.40	7.98	5.33

Note : Total may not add to hundred because of missing values and rounding of figures.

above. Urban areas have more Graduate and above teachers than the same in the rural areas. Only 39.35 per cent female teachers are Graduate and above in the rural areas, compared to 47.60 per cent in the urban areas. Irrespective of the school type, a few teachers are even have M. Phil and Ph. D degrees.

The distribution of Primary school

**States should, undertake thorough analysis of data on teachers and initiate steps for timely recruitment of teachers**

urban areas but the same is not true in case of teachers having Graduate and Post Graduate degrees. Only 25 per cent of the total Primary school teachers are Graduates and another 11 per cent are Post-Graduates.

A few of them even have the M. Phil and Ph. D degrees. More than 39 per cent Primary schools teachers in the urban areas have Graduate and Post Graduate degrees against about 36 per cent in the rural areas (Table E10).

Further, the state-specific distribution of teachers by academic qualifications reveals that a few states have a significant number of teachers below Secondary level. Assam (males 12.37; and females 12.84 per cent), Chandigarh (males 16.67 per cent), Haryana (males 15.72; and females, 22.02 per cent), Himachal Pradesh (males 17.25; and females, 19.56 per cent), Meghalaya (males 22.02;

**Primary school teachers in position by qualifications reveals that majority of teachers are Higher Secondary and below**

62 per cent) are Graduate and above compared to about 45 per cent male and 38 per cent female Primary school teachers in Bihar being Graduate and above. Jharkhand too has about 34 per cent teachers Graduate and above. Both Uttaranchal and Rajasthan have more Post Graduate female Primary school teachers than the male teachers. Three out of 10 Primary school female teachers in Rajasthan

Table E10

Academic Qualifications of Primary Schools (Regular) Teachers : 2004

Qualification	Percentage						
	All Areas			Rural Areas		Urban Areas	
	Male	Female	Total	Male	Female	Male	Female
Below Secondary	4.57	5.14	4.77	4.67	5.54	3.38	4.12
Secondary	26.76	27.63	27.08	27.06	27.59	23.63	27.83
Higher Secondary	27.05	25.78	26.59	27.27	26.82	24.35	23.15
Up to Higher Secondary	59.38	58.55	58.44	59.00	59.95	51.36	55.10
Graduate	25.07	25.25	25.13	24.87	24.32	27.24	27.50
Post Graduate	11.10	11.95	11.41	11.02	12.01	11.86	11.77
M.Phil/Ph.D	0.14	0.16	0.15	0.13	0.15	0.18	0.18
Graduate & Post Graduates	36.31	37.36	36.69	36.02	36.48	39.28	39.45
Others	0.11	0.13	0.12	0.11	0.12	0.16	0.17
No Response	5.21	3.96	4.76	4.87	3.45	9.20	5.28

Note : Total may not add to hundred because of missing values and rounding of figures.

and females, 22.77 per cent), Mizoram (males 31.84; and females 40.47 per cent), Nagaland (males 23.34; and females 19.59 per cent), and Tripura (males 35.51; and females 33.00 per cent) are such states.

Majority of teachers in Assam (males 56.43 per cent and females 56.62 per cent), Gujarat (males 55.26; and females 54.18 per cent) have passed the Secondary level. Majority of Primary school teachers in Uttaranchal (males 55; and females 68 per cent) and Rajasthan (males 63; and females

and Uttaranchal are having a Post-Graduate degree.

It has also been observed that compared to teachers in Primary schools, teachers in other school types are better qualified. Only 2.12 per cent male and 2.78 per cent female teachers in Elementary schools are below Secondary level (all teachers, 2.57 per cent). About 45.22 per cent male and 35.74 per cent female teachers in such schools are Graduates and Post-Graduates compared to 44.23 per cent all teachers.

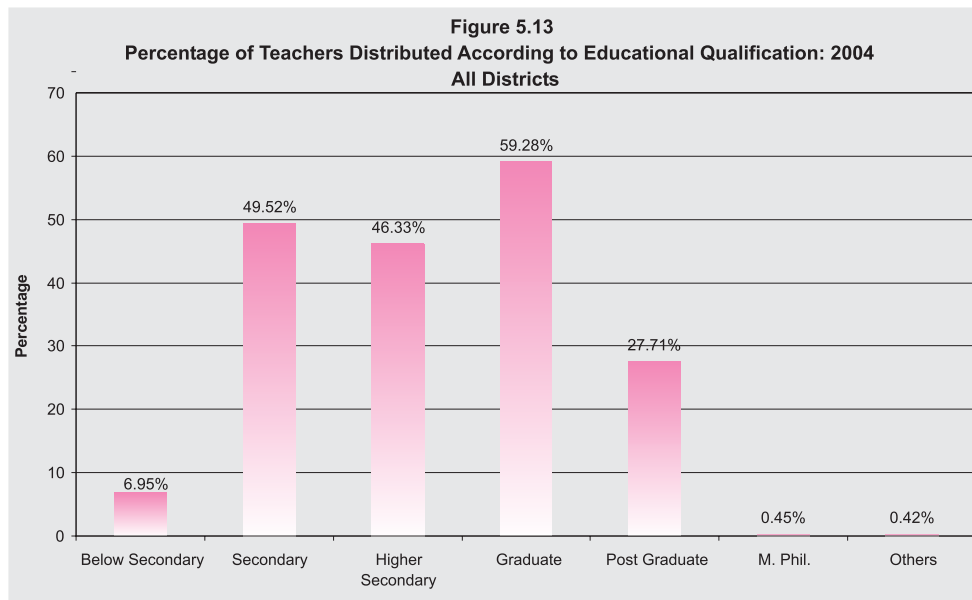
**Teachers by educational qualification reveals that a little less than half of the male (49.41 per cent), and 53.38 per cent female teachers are Higher Secondary and below**

Majority of teachers in integrated Higher Secondary schools are either Graduates (male 44.23, and female 43.56 per cent) or Post-Graduates (male 21.46 per cent, and females 23.86 per cent). About 48.05 per cent male and 58.33 per cent female teachers in such schools in Uttaranchal are Post-Graduates. Majority of teachers in independent Upper Primary schools are

observed in the case of Upper Primary integrated with Higher Secondary schools too.

### PROFESSIONAL QUALIFICATIONS OF TEACHERS

Teachers' profile by professional qualifications suggests that about 29.48 per cent male and



either Graduates or Post-Graduates. About 37.72 per cent male and 44.74 per cent female teachers in Madhya Pradesh and

25.32 per cent female teachers (all categories) in urban areas are B.Ed or equivalent. The corresponding figures in case

Table E11

Professional Qualifications of All Category Teachers (Regular): 2004

Qualification	Percentage					
	All Areas		Rural Areas		Urban Areas	
	Male	Female	Male	Female	Male	Female
J.B.T or Equivalent	23.84	21.02	25.27	25.05	13.63	13.68
S.B.T or Equivalent	25.65	36.65	25.50	36.83	26.83	36.42
B.Ed or Equivalent	25.50	21.65	24.92	19.59	29.48	25.32
M.Ed or Equivalent	1.66	1.68	1.54	1.43	2.48	2.12
No Response	23.35	19.01	22.77	17.10	27.59	22.46

Note: Total may not add to hundred because of missing values and rounding of figures.

35.01 per cent male and 43.60 per cent female teachers in such schools in Rajasthan are Post-Graduates. Similar pattern is

of teachers at Primary level are 18.47 per cent male and 18.34 per cent female teachers. In case of integrated Higher

Secondary schools as many as 39.79 per cent male and 42.75 per cent female teachers had B.Ed or equivalent degree in 2004. Upper Primary attached to Secondary and Higher Secondary schools also have 48.70 and 42.34 per cent male and female

## IN-SERVICE TRAINING OF TEACHERS

Like other indicators, percentage of teachers imparted in-service training during the previous year across all types of schools has also been presented in case of all but one

Table E12

Professional Qualifications of Primary School Teachers (Regular): 2004

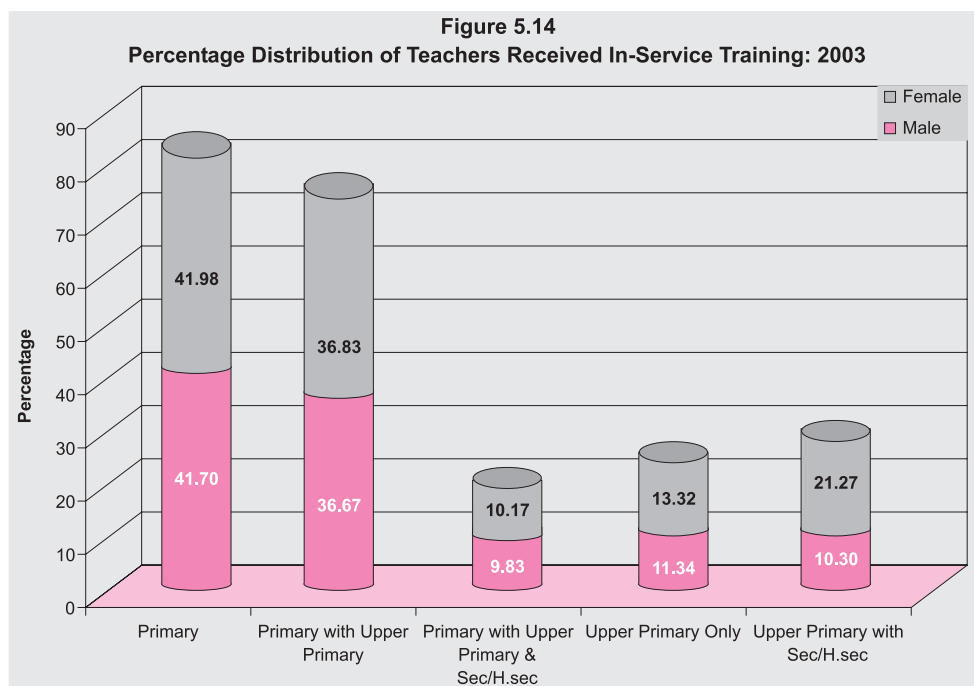
Qualification	Percentage					
	All Areas		Rural Areas		Urban Areas	
	Male	Female	Male	Female	Male	Female
J.B.T. or Equivalent	33.03	27.63	33.88	30.81	23.28	19.45
S.B.T or Equivalent	23.38	35.33	23.20	34.44	25.51	37.76
B.Ed or Equivalent	18.48	16.37	18.46	15.58	18.47	18.34
M.Ed or Equivalent	1.04	1.17	1.02	1.12	1.32	1.29
No Response	24.07	19.49	23.44	18.05	31.42	23.16

Note: Total may not add to hundred because of missing values and rounding of figures.

teachers with B.Ed degree. Further, it is noticed that compared to teachers having B.Ed degree, the percentage of teachers having M.Ed degree across school types is

state. Punjab couldn't supply comprehensive data on teachers.

About 33.09 per cent male and 44.70 per

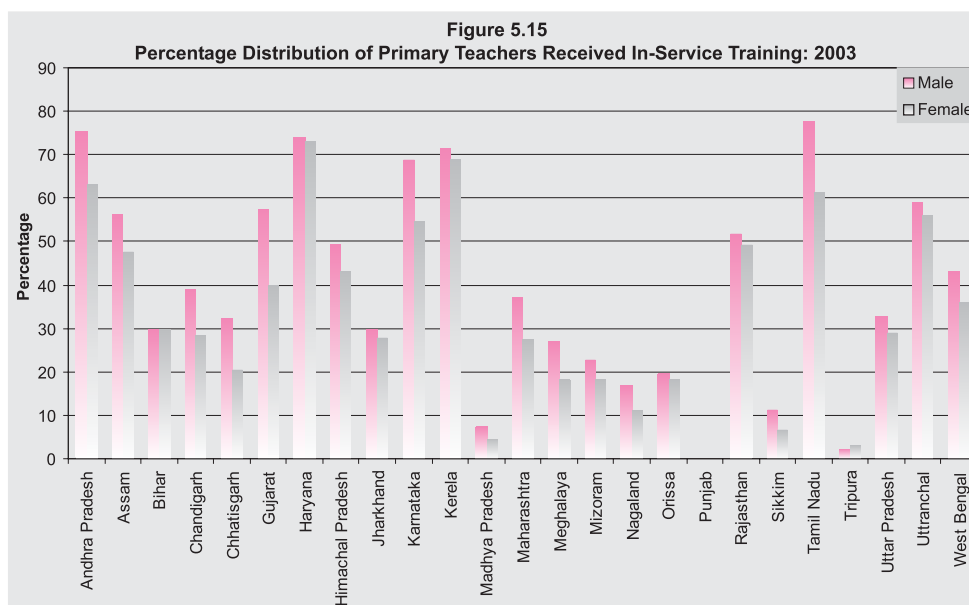


very low. On the other hand, a good number of teachers are J.B.T or equivalent (Tables E11 & E12).

cent female teachers (all categories) were imparted in-service training during the previous year i.e. 2003. Irrespective of the school types, more female teachers were

imparted in-service training than their male counterparts. Kerala has the highest percentage (66.23 per cent) and the lowest 1.62 per cent is observed in the state of Tripura. Chandigarh (7.39 per cent), Madhya

independent Elementary schools (male 36.67 per cent, and females, 36.85 per cent), Upper Primary schools (male 11.34 per cent, and female 13.32 per cent), Upper Primary attached to Secondary and Higher



Pradesh (5.05 per cent), Nagaland (9.09 per cent) and Sikkim (8.47 per cent) too have a very low percentage of teachers having been imparted in-service during the previous year.

The highest percentage of teachers imparted

Secondary Schools (male 10.30 per cent, and female 21.27 per cent) and integrated Higher Secondary schools (male 9.83 per cent, and female 10.17 per cent) (Table E13). Both male and female teachers together accounting for about 42 per cent teachers in the Primary

**Table E13**

**Percentage of Teachers Provided In-Service Training: 2003**

School Category	Percentage				
	Male	Female	Total	Rural Areas	Urban Areas
Primary Only	41.70	41.98	41.80	44.31	27.79
Primary with Upper Primary	36.67	36.85	36.75	41.27	22.80
Primary with Upper Primary & Secondary/Hr. Secondary	9.83	10.17	10.01	14.93	4.60
Upper Primary Only	11.34	13.32	11.81	12.21	8.84
Upper Primary & Secondary /Hr. Secondary	10.30	21.27	14.35	14.99	12.94
No Response	22.28	22.84	22.52	24.84	15.40
All Schools	33.09	44.70	33.64	37.20	20.29

Note: Total may not add to hundred because of missing values and rounding of figures.

in-service training is noticed in case of teachers in the Primary schools (male 41.70, and female 41.98 per cent), followed by

schools received in-service training during the previous year. The percentage of such teachers is much higher in the rural areas

(44.31 per cent) than the same in case of urban areas (27.79 per cent) (Table E13). Further, it has also been observed that a good number of Primary school teachers in the government managed schools received in-service training compared to only a few in private-managed schools.

A few states, such as Andhra Pradesh (70.39 per cent), Assam (53.34 per cent), Gujarat (49.04 per cent), Haryana (73.55 per cent), Karnataka (62.69 per cent), Kerala (69.52 per cent), Rajasthan (51.23 per cent), Tamil Nadu (66.18 per cent) and Uttaranchal (57.47 per cent), have a much higher percentage of trained teachers (Primary) than the average of 539 districts (42 per cent). On the other hand, the percentage of trained teachers in the states of Bihar (29.99 per cent), Chhattisgarh (30.00 per cent), Jharkhand (29.41 per cent), Madhya Pradesh (6.60 per cent), Orissa (19.36 per cent) and Uttar Pradesh (31.76 per cent) is very low as the majority of Primary school teachers in these states were not provided in-service training during the previous year. All the north-eastern states too have a lower percentage of teachers having been imparted in-service training than the all-India average of 42 per cent.

## PARA-TEACHERS

Comprehensive data on *para*-teachers has been collected. It reveals that all the states, except Punjab, have appointed *para*-teachers. Punjab could not supply comprehensive data on them. It has also been observed that *para*-teachers are not confined only to Primary and Upper Primary schools but a good number of them have also been appointed and posted in other types of schools. Further it has

**Only 25 per cent of the total Primary school teachers are Graduates and another 11 per cent are Post-Graduates**

been observed that in as many as 43,655 schools, only *para*-teachers were working in 2004. The number of such schools in Rajasthan, Madhya Pradesh and Chhattisgarh is respectively as high as 15,933, 13,530 and 7,139 schools, which work out to 20.39, 15.67 and 20.14 per cent of the total schools in these states. Except in the case of Uttar Pradesh (2,077 schools), Andhra Pradesh (1,158 schools) and Himachal Pradesh (1,017 schools), in the other states such schools are only a few.

Across the country, as many as 259 thousand *para*-teachers were appointed in 2004 which is 7.06 per cent of the total 3.67 million teachers. The corresponding figures for the previous year are 197 thousand and 8.19 per cent. Of the total *para*-teachers, 65 per cent are male and the remaining 35 per cent are the female teachers. The percentage of male and female *para*-teachers to total male and female teachers comes out to be 7.91 and 6.98 per cent respectively. It may also be of interest to know that 92.91 per cent of the total *para*-teachers are appointed in the rural areas. Urban areas had only 18 thousand *para*-teachers in 2004, compared to 241 thousand in the rural areas

The state-specific number of *para*-teachers reveals that majority of *para*-teachers are appointed in the states of Andhra Pradesh (19,844), Bihar (17,833), Chhattisgarh (28,703), Madhya Pradesh (79,634), Rajasthan (30,650) and Uttar Pradesh (34,495). Compared to these states, other

states have only a fewer number of *para*-teachers. Further, it is observed that 31 per cent of the total *para*-teachers are appointed alone in the state of Madhya Pradesh compared to 14 per cent in Uttar Pradesh, 12 per cent in Rajasthan, 11 per

**About 33.09 per cent male and 44.70 per cent female teachers were imparted in-service training during the previous year**

cent in Chhattisgarh and 7 per cent in Andhra Pradesh. All these states have a high percentage of *para*-teachers to the total number of teachers in the state. The percentage of male and female *para*-teachers in Chhattisgarh is as high as 27.44 and 36.09 respectively. Madhya Pradesh too has a high percentage of 24.91 male and 27.64 female *para*-teachers compared to respective percentage of 11.38 and 14.48 in Bihar, 11.77 and 14.09 in Rajasthan and 7.84 and 11.60 in the state of

**In as many as 43,655 schools, only *para*-teachers were working in 2004. The number of such schools in Rajasthan, Madhya Pradesh and Chhattisgarh is as high as 15,933, 13,530 and 7,139 schools**

The distribution of *para*-teachers by school category further reveals that 10.51 per cent (176 thousand) of the total teachers posted in Primary schools are the *para*-teachers. About 68 per cent of the total *para*-teachers in Primary schools are male and the balance 32 per cent the female teachers. Significant percentages of *para*-teachers (to total teachers) in Primary schools is observed in the states of Andhra Pradesh (7.69 per cent), Chhattisgarh (34.76 per cent), Bihar (16.23 pr

**Table E14**  
Distribution of Para Teachers by Category: 2004

School Category	Number of <i>Para</i> -Teachers				
	Male	Female	Total	Rural Areas	Urban Areas
Primary Only	118167	57868	176035	169018	7017
Primary with Upper Primary	27691	20877	48568	42517	6051
Primary with Upper Primary & Secondary/Hr. Secondary	3562	3150	6712	4369	2343
Upper Primary Only	13824	6807	20631	19440	1191
Upper Primary & Secondary /Hr. Secondary	4213	2503	6716	5023	1693
No Response	273	164	437	367	70
All Schools	167730	91369	259099	240734	18365

Uttar Pradesh. Compared to high percentage in these states, the percentage of *para*-teachers to total teachers in the remaining states is low. Kerala has only 2 per cent *para*-teachers against about 1 per cent in Gujarat. All the states from the north-eastern region of the country also reported *para*-teachers in its all types of schools. However, the percentage of *para*-teachers to total teachers in these states is quite low as compared to other states. Among these states, Mizoram reported the highest percentage of 3.96 and 4.17 *para*-teachers respectively in case of male and female teachers.

cent), Himachal Pradesh (17.24 per cent), Madhya Pradesh (28.23 per cent), Orissa (10.25 per cent) and Rajasthan (21.03 per cent). Primary schools alone in Rajasthan and Madhya Pradesh have 22,827 and 42,565 *para*-teachers, which is 12.97 and 24.18 per cent of the total *para*-teachers in Primary schools. In rest of the states, the percentage of *para*-teachers in Primary schools is very low. All the north-eastern states have only a few *para*-teachers in its Primary schools. Gujarat, Haryana, Kerala, Maharashtra, Tamil Nadu, Uttaranchal and West Bengal too have only a few *para*-teachers in its Primary schools.

Table E15

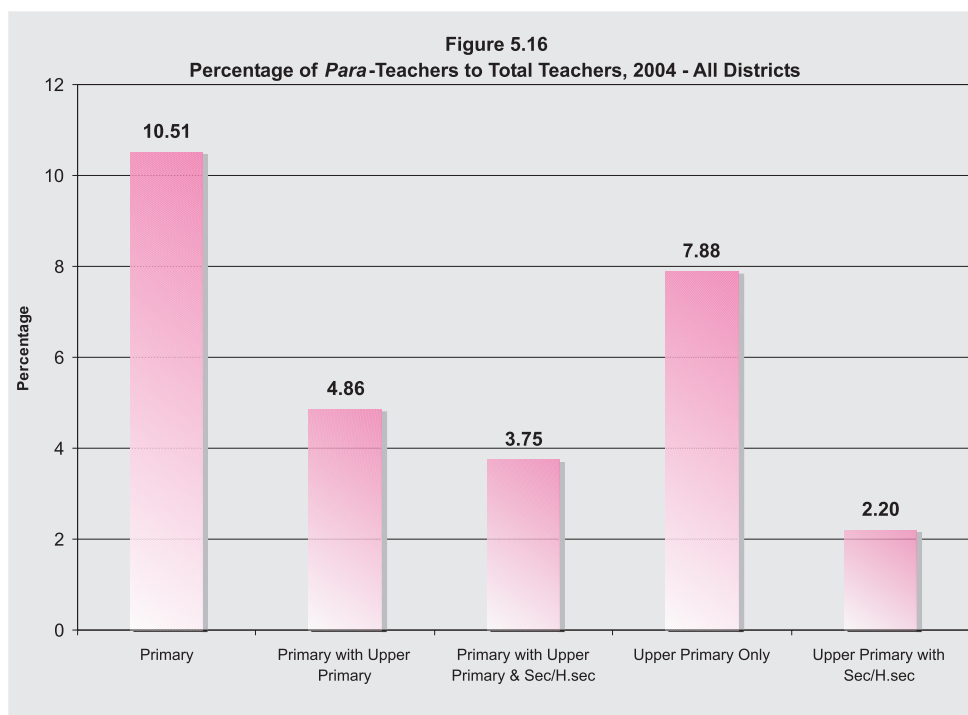
## Percentage of Para-Teachers to Total Teachers: 2004

School Category	Percentage		
	Male	Female	Total
Primary Only	11.02	9.61	10.51
Primary with Upper Primary	4.86	4.86	4.86
Primary with Upper Primary & Secondary/Hr. Secondary	4.33	3.25	3.75
Upper Primary Only	6.99	10.62	7.88
Upper Primary & Secondary/Hr. Secondary	2.19	2.22	2.20
All Schools	7.91	6.98	7.06

Note : Total may not add to hundred because of the non-responses and rounding of figures.

As has been mentioned, *para*-teachers are not confined only to the Primary schools. A good number of other types of schools also

Elementary schools. States of Andhra Pradesh (male 6.74 and female 8.01 per cent), Chhattisgarh (male 24.11, and female 18.07 per cent), and Madhya Pradesh (male 23.54, and female 23.58 per cent), have a high percentage of *para*-teachers (to total teachers) in Elementary schools. On the other hand, as many as 20,681 *para*-teachers were posted in independent Upper Primary schools which is 7.88 per cent of the total teachers in these schools. Chhattisgarh (male 23.78, and female 43.98 per cent), and Madhya Pradesh (male 27.10, and female 37.73 per cent), too have significant number of *para*-teachers in this category also. Compared to Primary schools, Upper Primary schools and Elementary schools, integrated Higher Secondary and Upper Primary attached to Secondary & Higher Secondary schools have only a few *para*-teachers. In



had *para*-teachers in 2004. However, majority of them have been posted in the Primary schools. Their number is more than 48 thousand in case of Elementary schools, which is 4.86 per cent of the total teachers in

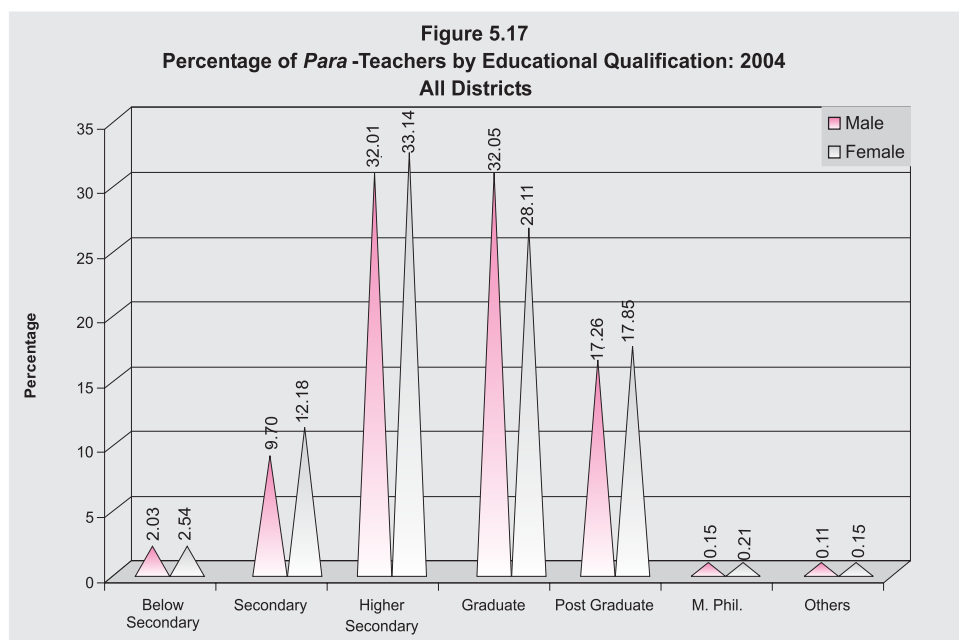
both the types of these schools, about 13 thousand *para*-teachers were appointed in 2004, which is 3.75 and 2.20 per cent of the total teachers in these schools (Table E 15).

## QUALIFICATIONS OF PARA-TEACHERS

The distribution of *para*-teachers by school category reveals that *para*-teachers are better qualified than regular teachers. About 50 per cent male and 46.17 per cent female *para*-teachers are Graduate and above compared to 45.14 per cent male and 42.30 per cent female regular (all category) teachers. On the other hand 49.41 per cent male and 53.38 per cent female regular teachers are Higher Secondary and below compared to which the percentage in case

**Distribution of *para*-teachers by school category reveals that *para*-teachers are better qualified than regular teachers**

percentage in case of regular Primary teachers is still higher at 4.67 per cent male and 5.14 female teachers. The corresponding percentages in case of *para*-teachers are 2.29 male and 2.69 female teachers. Though the number is small, a few regular teachers (0.21 per cent male and 0.24 per cent female) and *para*-teachers (0.14 per cent male and 0.16 per cent female) are even M.Phil holders. This is also true in case of teachers in Primary schools (Table E 16 & E 17).



of *para*-teachers is low. About 44 per cent male and 48 per cent female *para*-teachers are Higher Secondary and below. The distribution of teachers below Higher Secondary level further reveals that the percentage in case of regular teachers is higher than the same in case of *para*-teachers which is true for all category schools and teachers in Primary schools. Only 2.03 per cent male and 2.54 per cent (all category) female *para*-teachers are below Secondary level, compared to 3.28 male and 3.67 per cent female regular teachers. The

The state-specific distribution of *para*-teachers by qualifications suggests that a few states have higher percentage of teachers below Secondary level than the average of 539 districts (male, 2.03 per cent; and female, 2.54 per cent). Gujarat, Haryana, Himachal Pradesh, Meghalaya, Mizoram, Nagaland, Rajasthan, Sikkim and Tripura are such states. On the other hand, Chhattisgarh (male, 0.75 per cent; and female, 1.67 per cent), Madhya Pradesh (male, 1.15 per cent; and female, 1.40 per cent), Orissa (male, 1.14 per cent; and

female, 1.29 per cent), Uttar Pradesh (male, 0.87 per cent; and female, 0.77 per cent) and Uttaranchal (male 0.76 per cent; and female, 0.88 per cent) have lower percentage of *para*-teachers below the Secondary level qualifications. Similarly, in a number of states, *para*-teachers with Secondary qualification are much higher than the national average (male, 9.70 per

Nadu and Uttaranchal too have a good number of Post-Graduate *para*-teachers.

## PROFESSIONAL QUALIFICATIONS OF PARA TEACHERS

Maybe *para*-teachers are better qualified than the regular teachers, but majority of them do not possess any professional

Table E16

Academic Qualification of All Category Para-Teachers: 2004

Qualification	Percentage						
	All Areas			Rural Areas		Urban Areas	
	Male	Female	Total	Male	Female	Male	Female
Below Secondary	4.57	5.14	4.77	4.67	5.54	3.38	4.12
Below Secondary	2.03	2.54	2.21	2.03	2.57	1.91	2.26
Secondary	9.7	12.18	10.58	9.77	12.24	8.08	11.76
Higher Secondary	32.01	33.14	32.41	32.46	34.41	22.54	23.56
Up to Higher Secondary	43.74	47.86	45.20	44.26	49.22	32.53	37.58
Graduate	32.05	28.11	30.66	31.79	27.39	37.76	33.63
Post Graduate	17.26	17.85	17.47	17.02	17.39	22.35	21.39
M.Phil/Ph.D	0.15	0.21	0.17	0.14	0.19	0.31	0.41
Graduate & Post Graduates	49.46	46.17	48.30	48.95	44.97	60.42	55.43
Others	0.11	0.15	0.12	0.10	0.11	0.33	0.41
No Response	6.69	5.81	6.38	6.70	5.70	6.73	6.58

Note: Total may not add to hundred because of missing values and rounding of figures.

cent; and female, 12.18 per cent). Andhra Pradesh, Assam, Bihar, Gujarat, Haryana, Jharkhand, Karnataka, Kerala, Meghalaya, Mizoram, Nagaland, Sikkim and Tripura are a few such states. About 44 per cent *para*-teachers in Orissa are Graduates. Andhra Pradesh, Haryana, Himachal Pradesh, Madhya Pradesh, Mizoram, Nagaland, Rajasthan and West Bengal also have a good number of Graduate *para*-teachers. More than 50 per cent *para*-teachers in West Bengal are Graduates and another 23 per cent Post Graduates. In Chandigarh, about 45 per cent *para*-teachers are Post Graduates. Chhattisgarh, Haryana, Himachal Pradesh, Madhya Pradesh, Tamil

qualification (male, 61.56 per cent; and female, 62.05 per cent). However, the percentage of *para*-teachers without having professional qualifications is a bit lower in the urban areas than the same in the rural areas. Still the percentage of such teachers in the urban areas in case of male teachers is 56.73 against 53.69 per cent in case of female teachers. It is also interesting to note that 17.60 per cent male *para*-teachers and 12.11 per cent female *para*-teachers teaching in Primary schools have B.Ed or equivalent degrees. Percentage of such *para*-teachers is a little higher in the urban areas than in the rural areas. In addition, about 1 per cent *para*-teachers in

the Primary schools have M.Ed or equivalent degrees. The percentage of *para*-teachers with M.Ed degree is slightly higher in case of

category both state-wise and average of 539 districts. This has also been presented in case of all Government and Private teachers

Table E17

## Academic Qualification of Primary School Para Teachers: 2004

Qualification	Percentage						
	All Areas			Rural Areas		Urban Areas	
	Male	Female	Total	Male	Female	Male	Female
Below Secondary	2.29	2.69	2.42	2.29	2.73	2.37	2.20
Secondary	10.51	12.95	11.31	10.52	12.97	9.85	12.64
Higher Secondary	35.48	37.87	36.27	35.64	38.56	29.10	29.02
Up to Higher Secondary	48.28	53.51	50.00	48.45	54.26	41.32	43.86
Graduate	29.48	25.07	28.03	29.38	24.65	33.83	30.53
Post Graduate	14.51	14.46	14.49	14.39	14.01	19.47	20.24
M.Phil/Ph.D	0.11	0.17	0.13	0.11	0.16	0.19	0.27
Graduate & Post Graduates	44.10	39.70	42.65	43.88	38.82	53.49	51.04
Others	0.08	0.09	0.08	0.08	0.07	0.11	0.36
No Response	7.54	6.70	7.27	7.60	6.85	5.08	4.74

Note: Total may not add to hundred because of missing values and rounding of figures.

the other school types. About 8 per cent *para*-teachers teaching in Primary schools

together. The data reveals that Government is the main employer of both the SC and ST

Table E18

## Professional Qualifications of Para Teachers (All Categories): 2004

Qualification	Percentage					
	All Areas		Rural Areas		Urban Areas	
	Male	Female	Male	Female	Male	Female
J.B.T or Equivalent	8.49	8.94	8.54	8.98	7.41	8.71
S.B.T or Equivalent	9.29	12.05	9.16	11.67	11.96	14.87
B.Ed or Equivalent	19.63	15.97	19.50	15.31	22.25	20.95
M.Ed or Equivalent	1.03	1.00	1.01	0.90	1.65	1.78
No Response	61.56	62.05	61.78	63.15	56.73	53.69

Note: Total may not add to hundred because of missing values and rounding of figures.

are J.B.T or equivalent and another 8 per cent S.B.T or equivalent (Table E 18).

### CASTE DISTRIBUTION OF TEACHERS BY CASTE

The caste distribution of teachers (including *para*-teachers) is presented by school

teachers as the majority of teachers (all categories) are employed in schools run by the Government managements. About 84 per cent SC and 81 per cent ST teachers are employed respectively in the Government managed schools. Both SC and ST teachers together, Government schools share to total

SC and ST teachers is 82 per cent, compared to 18 per cent in case of the private-managed schools. As many as 0.80 million SC and 0.82 million ST teachers are engaged in imparting elementary education,

**17.60 per cent male para-teachers and 12.11 per cent female para-teachers teaching in Primary schools have B.Ed or equivalent degrees**

## WORKING DAYS TEACHERS SPENT ON NON-TEACHING ASSIGNMENTS

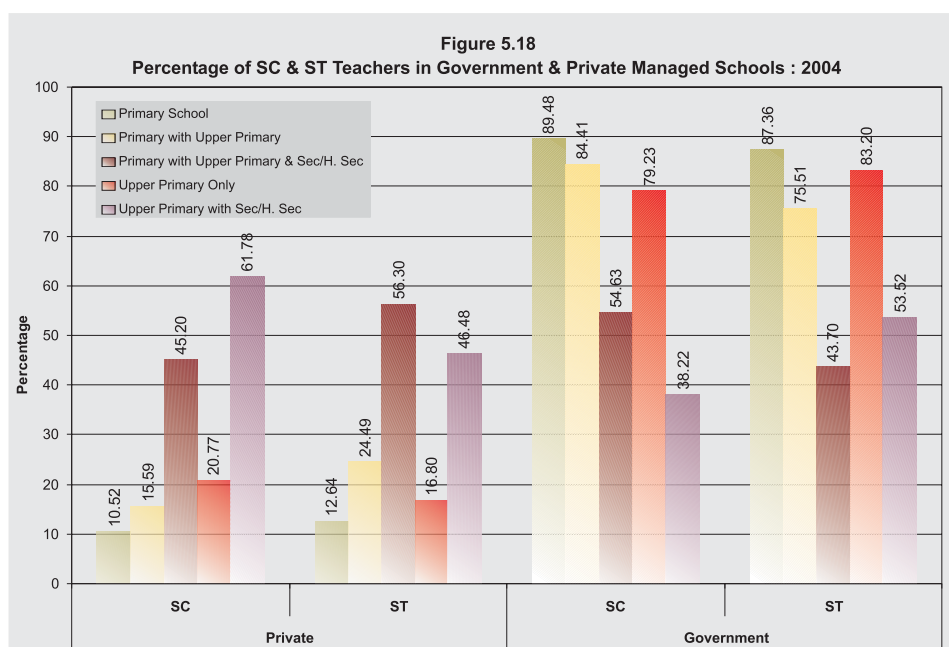
It is general belief that teachers in general, and Primary schools teachers in particular, hardly get any time for teaching because

they are mostly involved in the non-teaching assignments. Through the DISE operations, information is collected from all teachers on the number of working days spent on non-teaching assignments during the previous academic year i.e. 2003. The information collected is used to compute average number of working days spent on non-teaching assignments, which is presented by school category and also separately in case of all Government and Private managements together (Table E20).

**Table E19**

SC & ST Teachers Employed in Government and Private Managed Schools: 2004

Management	Teachers		
	SC	ST	SC & ST
Government Schools	669448	664427	1333875
%	83.70	80.96	82.31
Private Schools	130398	156208	286606
%	16.30	19.04	17.69
Total Teachers	799846	820635	1620481
% to Total Teachers	21.81	22.38	44.18



which respectively are 21.81 per cent and 22.38 per cent of the total teachers. Altogether, there are about 1.62 million SC and ST teachers, which is 44 per cent of the total teachers that impart elementary education in the country (Table E19).

The data on all schools together reveals that on an average a teacher was involved in the non-teaching assignments only for 2.92 days during the previous academic year. In the rural areas, teachers were involved in such assignments for 3.20 days compared to

1.90 days in the urban areas. Teachers in the government-managed schools were engaged for 3.48 days in non-teaching work, compared to 1.22 days in case of the schools run by the Private managements. The average number of days spent on non-

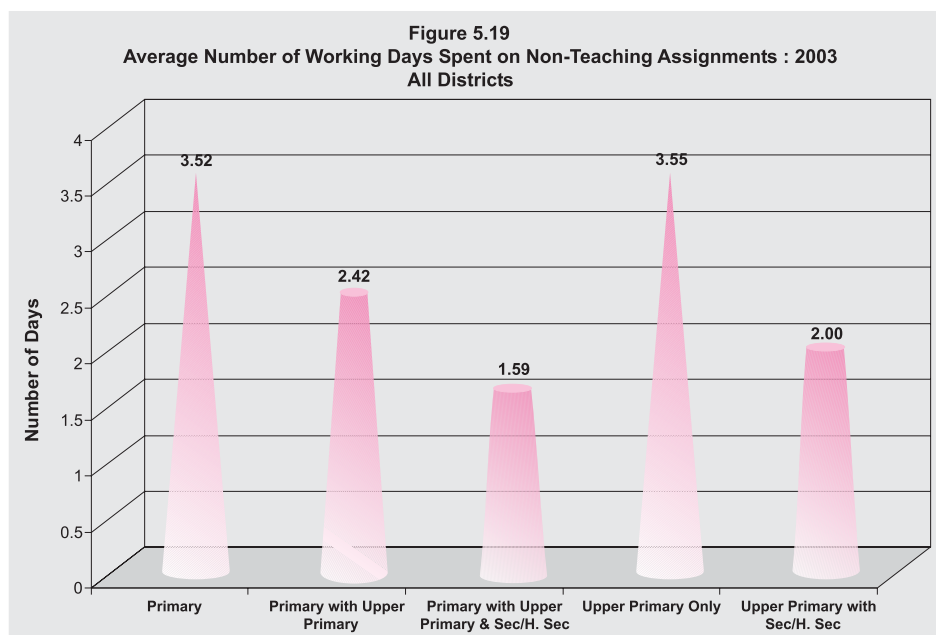
Further, it is noticed that the number of days spent on non-teaching assignments were slightly more in Primary (3.52 days) and Upper Primary (3.55) schools than in the other school types. Teachers in Elementary schools, integrated Higher Secondary schools and

**Table E20**  
Average Number of Working Days Spent on Non-Teaching Assignments: 2003

School Category	Number of Days				
	All Areas	Rural Areas	Urban Areas	All Government Managements	All Private Managements
Primary Only	3.52	3.71	2.33	3.93	0.97
Primary with Upper Primary	2.42	2.60	1.85	2.93	0.96
Primary with Upper Primary & Secondary/Hr. Secondary	1.59	1.96	1.17	2.28	1.19
Upper Primary Only	3.55	3.70	2.46	3.78	2.73
Upper Primary & Secondary /Hr. Secondary	2.00	2.19	1.62	2.56	1.46
All Schools	2.92	3.20	1.90	3.48	1.22

teaching assignments was highest (10 days) in Jharkhand and the lowest (0.56 days) in Tamil Nadu. The average number of days spent

Upper Primary attached to Secondary and Higher secondary schools were engaged in the non-teaching activities respectively for



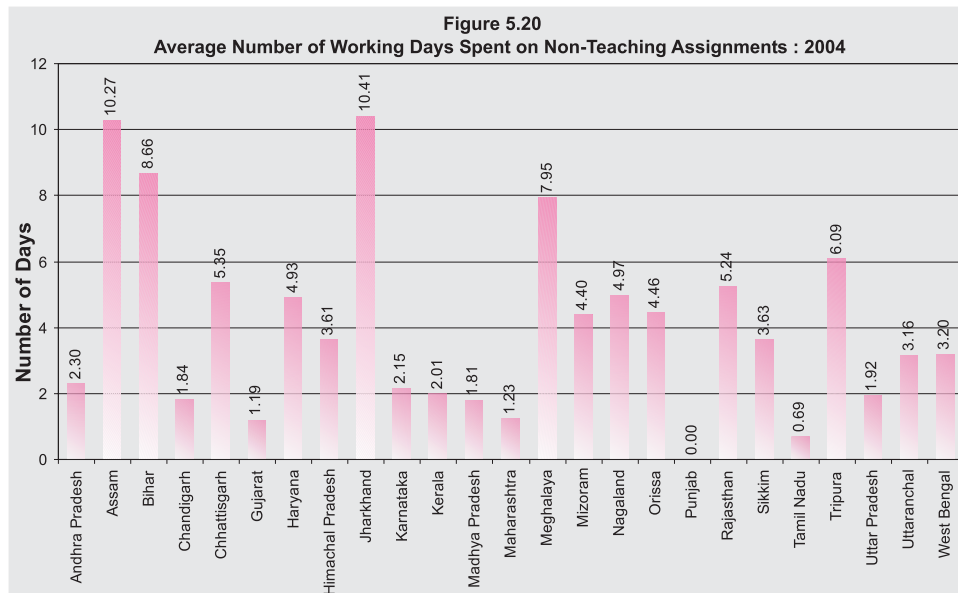
was also high in Assam (10 days), Bihar (8 days), and Meghalaya (7 days).

2.42, 1.59 and 2.00 days during the previous academic year. So far as the teachers in the

Primary schools are concerned, only seven states reported more than 5 days' involvement in non-teaching assignments during the previous academic year. Assam (10 days), Bihar (9 days), Chhattisgarh (5 days), Jharkhand (10 days),

**Government is the main employer of both the SC and ST teachers as the majority of teachers are employed in schools run by the Government managements**

The teaching-learning if not taking place regularly may not be because of the involvement of teachers in the non-teaching assignments as the teachers are involved in non-teaching assignments only for a few days. However, clearer picture will emerge



Meghalaya (7.95 days), Rajasthan (5 days), and Tripura (6 days) are such states.

next year when more information is available for further analysis.