

Working Conditions of Teachers in Karnataka and Jharkhand

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Why this comparison?



Karnataka has been an economically and politically stable state

Jharkhand is a new state with some degree of political instability

Profile of the Teachers

	KARNATAKA	JHARKHAND
Full Time Teachers	Yes, almost 100 per cent	About 50 per cent
Contract Teachers	On contract for a single academic year – to fill vacant posts	About 50 per cent
Educational Qualifications: Primary	Class XII + D.Ed	Class XII + D.Ed
Educational Qualifications: Upper Primary	Class XII + D.Ed	Graduate + D.Ed
Educational Qualifications: Secondary	Graduate + D.Ed	Graduate + B.Ed

Recruitment Processes : Karnataka

Teachers' Eligibility Test (TET)
introduced in 2014




Centralised Entrance Test (CET) for
eligible teacher applicants



Preparation of merit list based on
Social Category

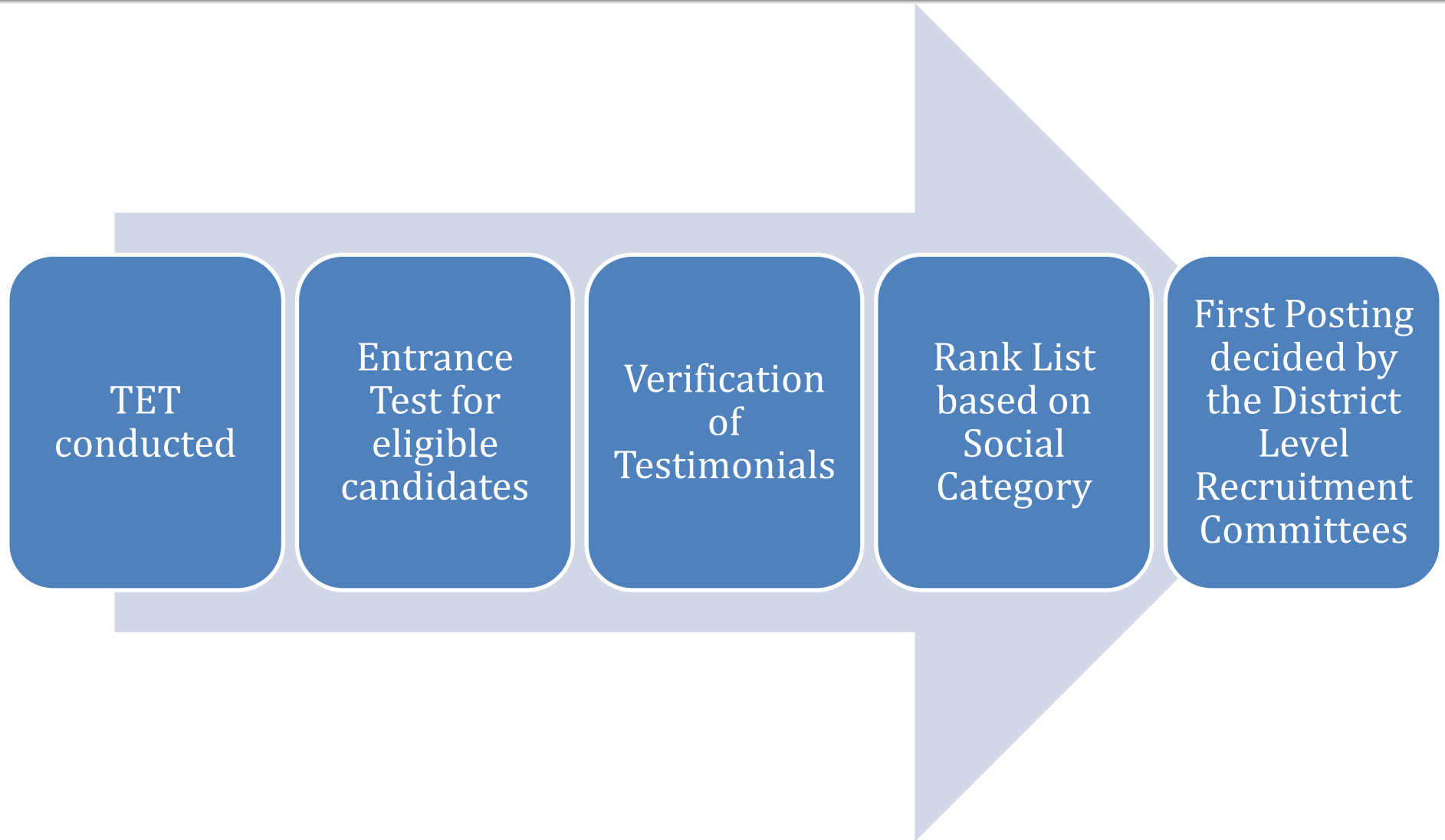


Total number to be recruited as per
reservations calculated

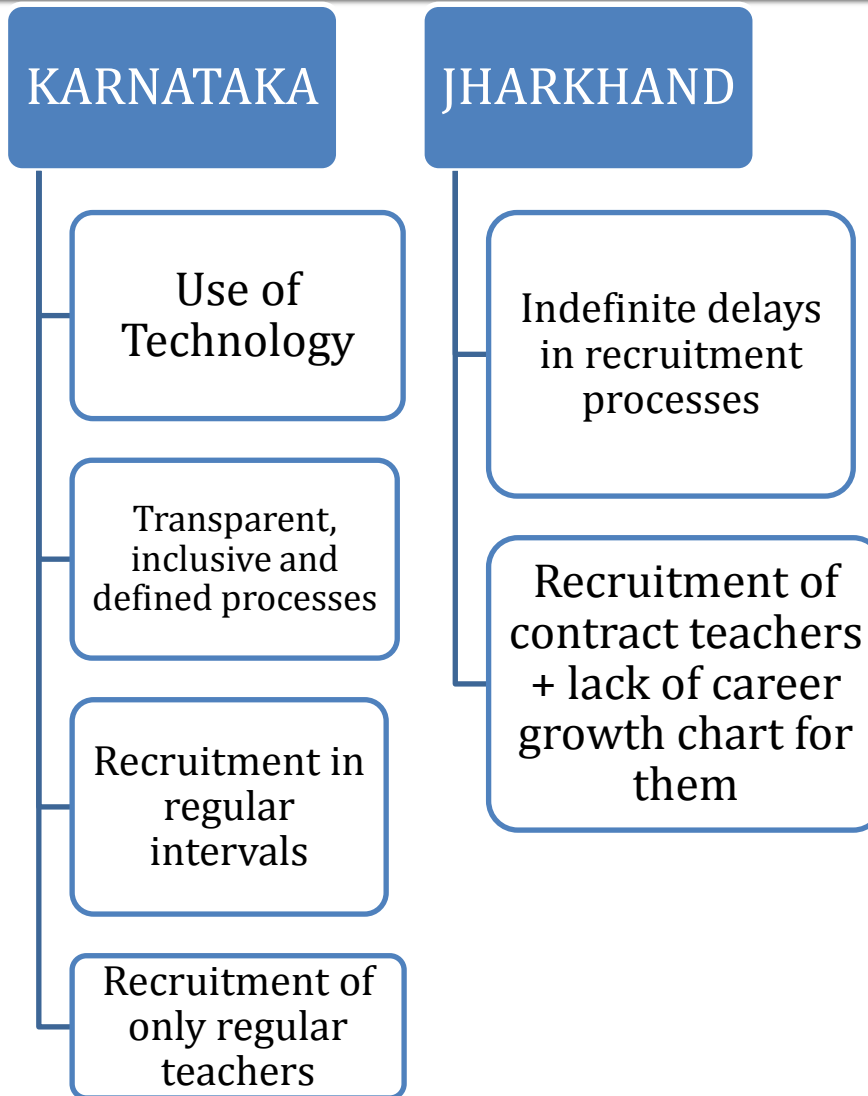


Computerised counselling for selection
of first posting location

Recruitment Process: Jharkhand



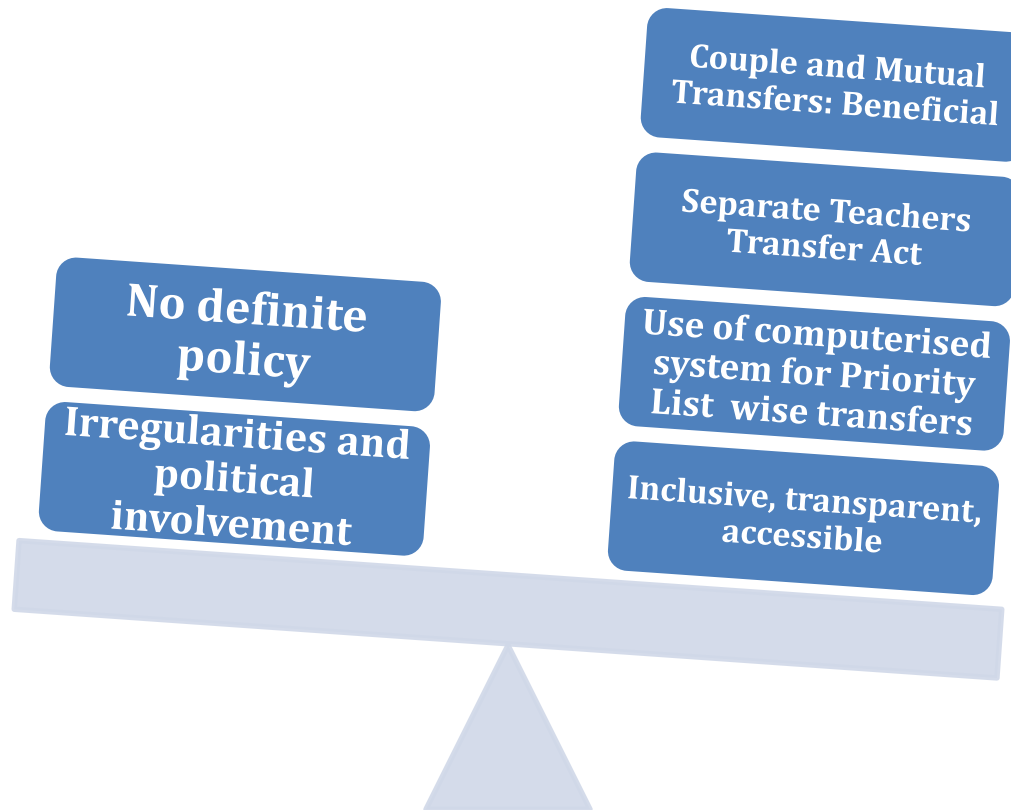
How do they fare?



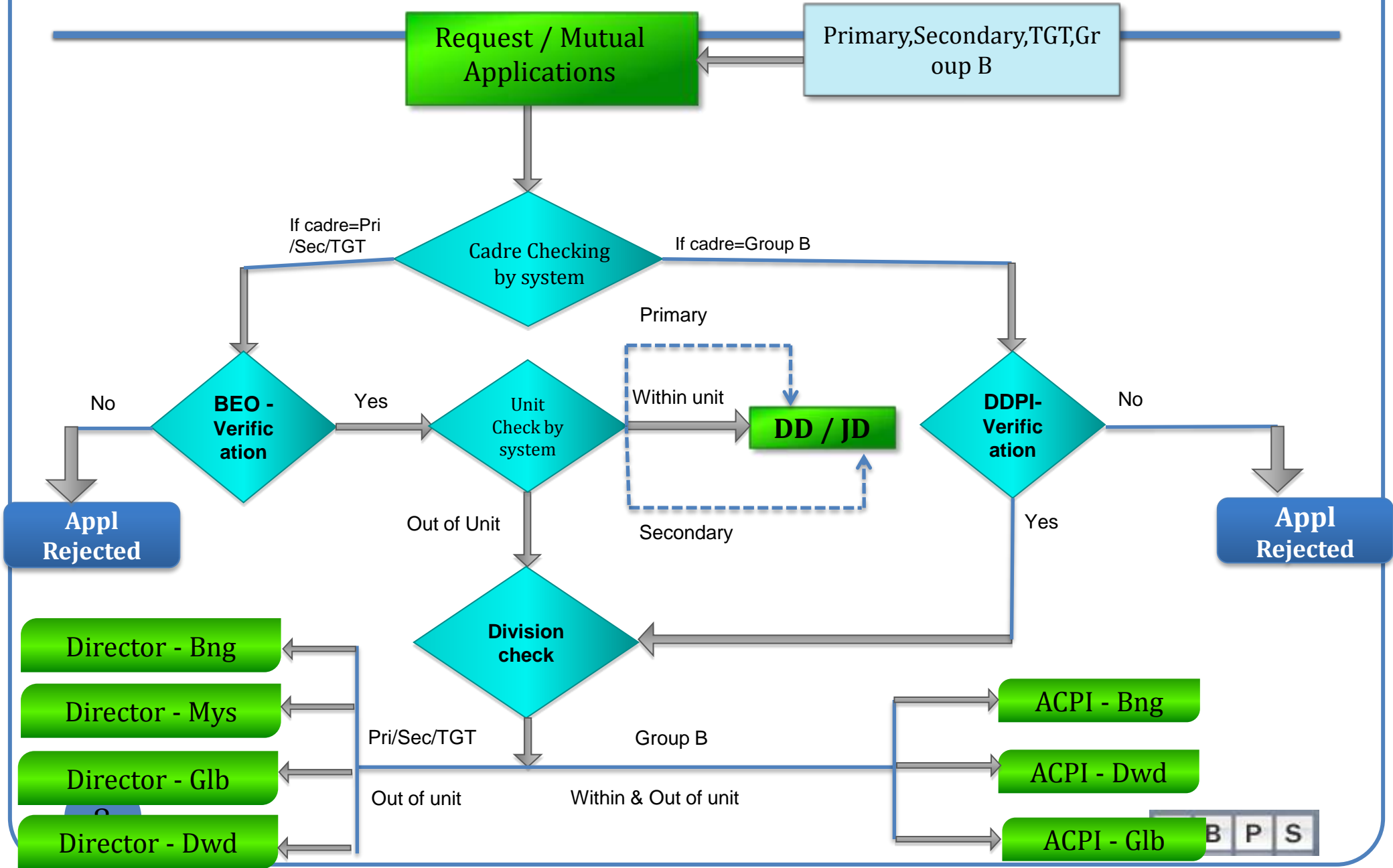
Transfer Policies: a comparison

Jharkhand

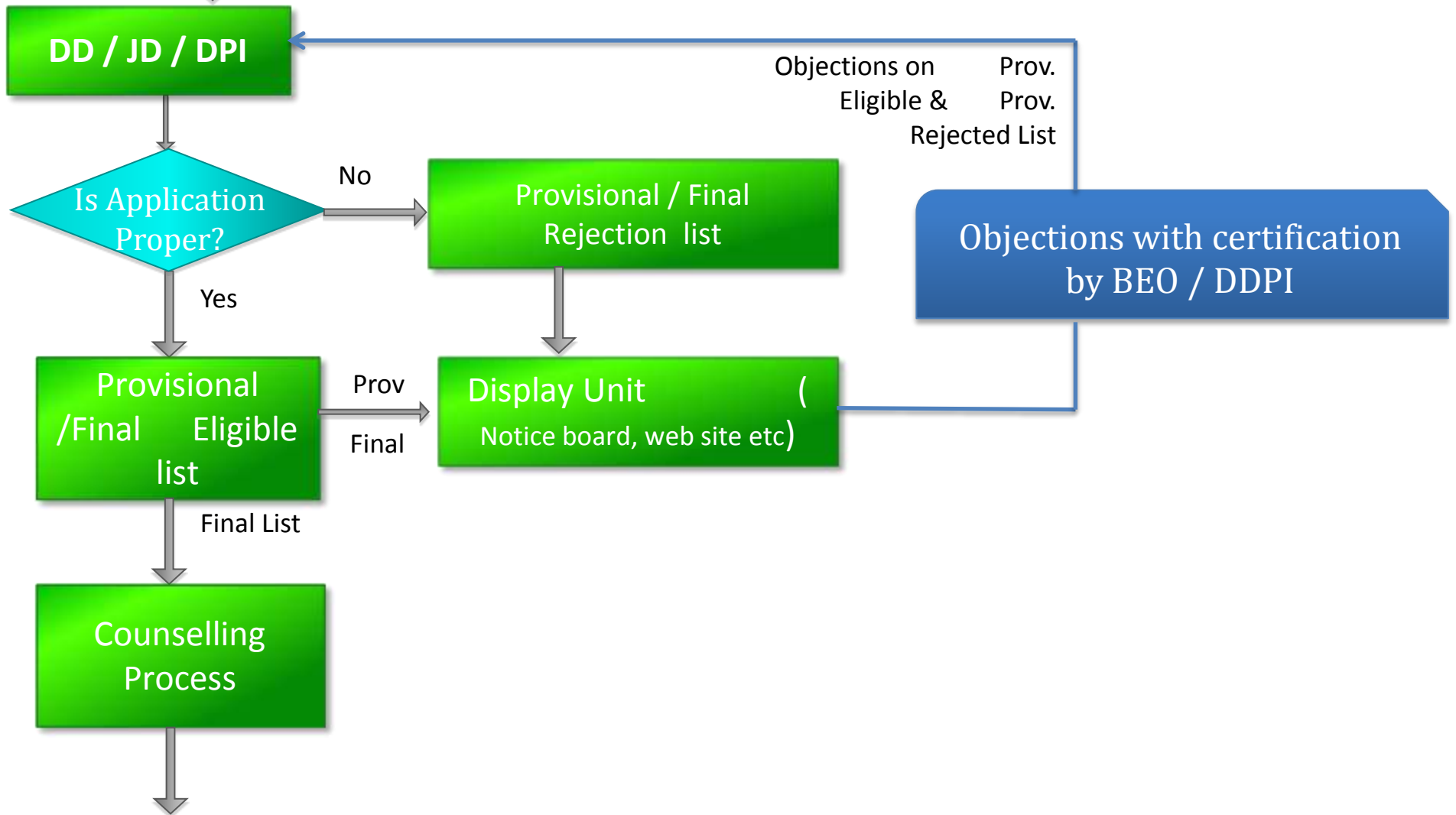
Karnataka



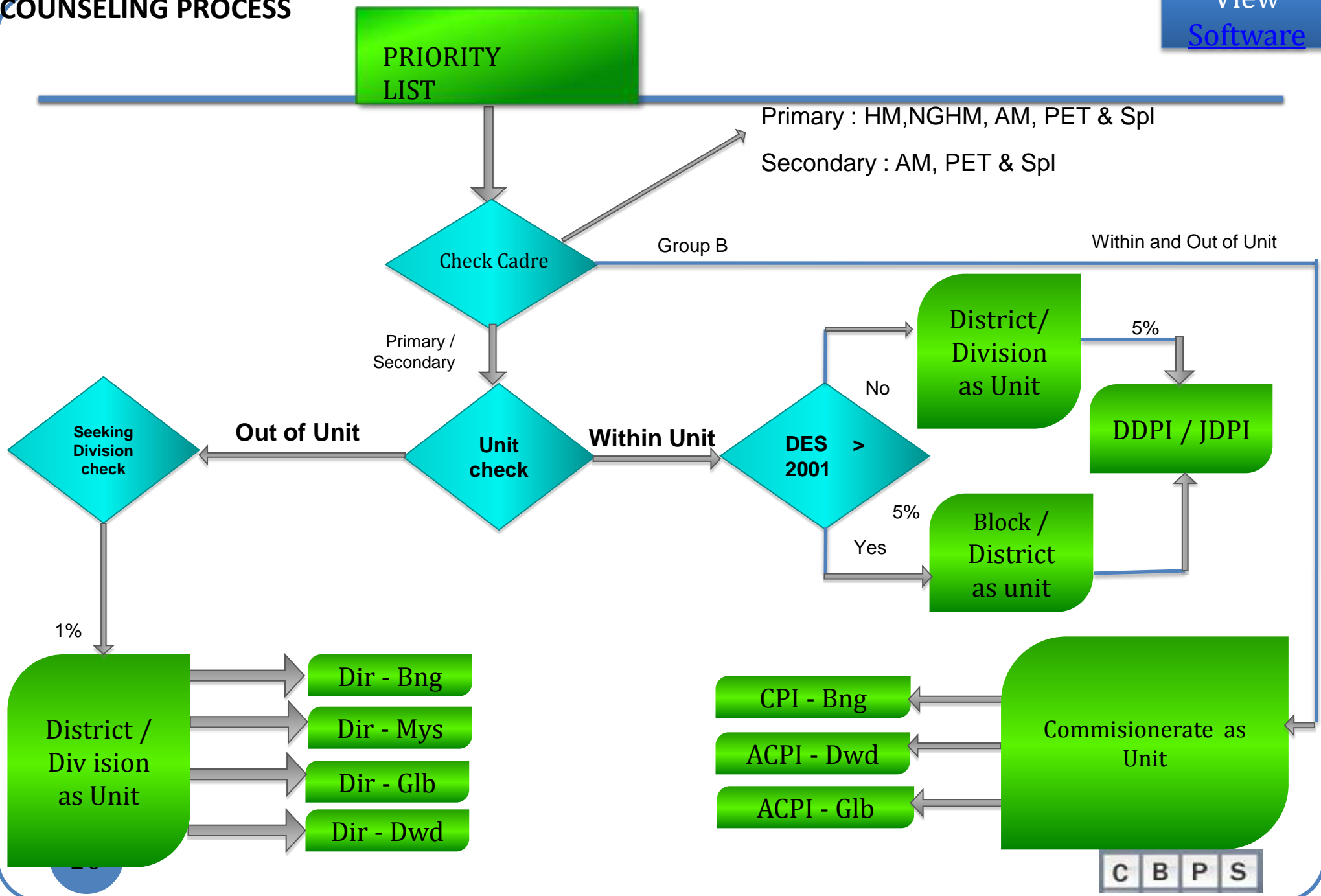
APPLICATION PROCESSING



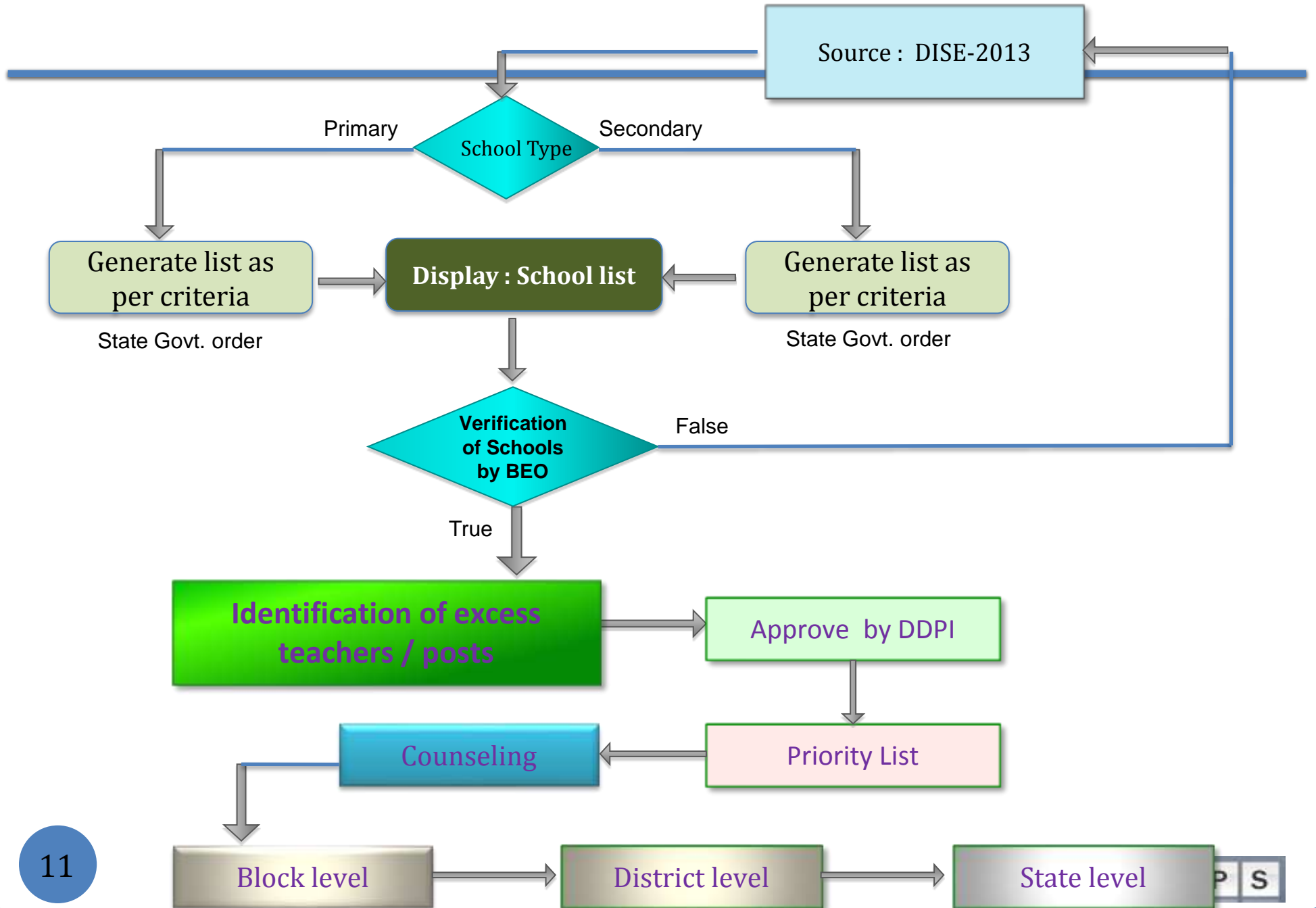
BEO/DDPI



COUNSELING PROCESS



REDEPLOYMENT PROCESS



What does their pay-package include?

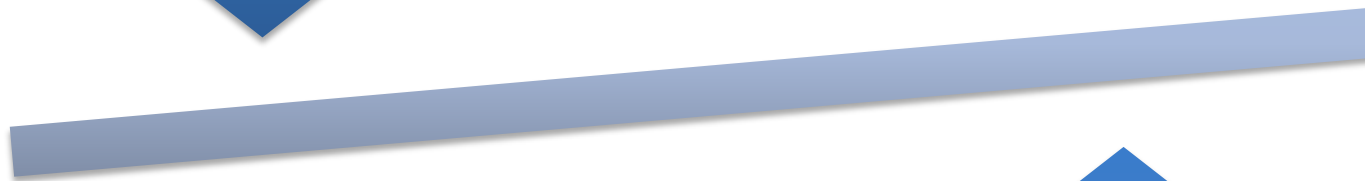
	JHARKHAND	KARNATAKA
6 th Pay Commission	Yes	No
Salary for new recruits for elementary schools (regular teachers)	Rs. 26,000 – Rs 31,000	Rs 15,000 – Rs 21,000
Salary for Contract/Honorary Teachers	Rs 5,700 – Rs 6,700	Rs 10,000
Incentive to study further	No	Yes
Location based allowance	No	Yes
Time bound increments	Yes (but hardly given)	Yes
Funds for Teachers' welfare	No	Yes
Awards	No	Yes
Medical Allowance	Yes	Yes
PF and Gratuity	Yes (Contributory)	Yes (Contributory)
Travel Allowance	Yes	Yes
HRMS and electronic transfer of salaries	Yes	Yes

Comparing pay-packages



1. Differential pay for regular and contract teachers

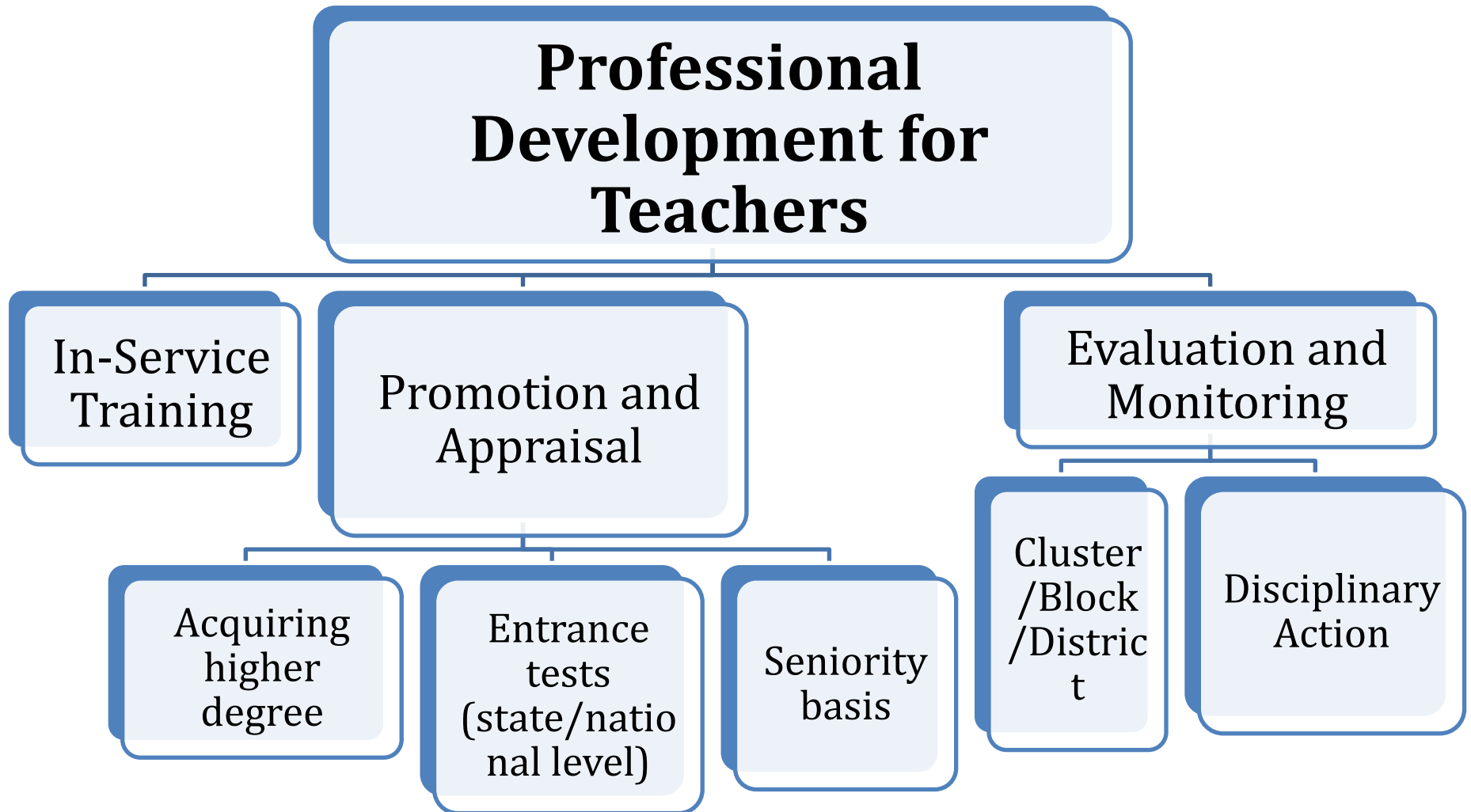
2. Delays in promotions, and increments – getting better with HRMS introduction



1. Wide range of incentives and awards
2. Career growth chart defined
3. Inclusive allowances e.g. location/time based



Types of Professional Development



Concerns about Professional Development across both States

- **Promotions based on Seniority = long wait for individual teachers**
- **Visits from Cluster and Block Resource Persons dependent upon the distance from the cluster/block office**
- **No special treatment for appearing for education-related entrance exams (e.g. KES, JPSC)**
- **No formal feedback mechanism for teachers**

Rights of the Teachers to form Associations

Wide number of Registered / Recognised teachers' associations:

1. Karnataka State Primary School Teachers Association
2. Karnataka State High School Assistant Masters Association
3. Jharkhand Rajya Prathamik Shikshak Sangh
4. Akhil Jharkhand Prathamik Shikshak Sangh
5. Rashtravadi Shaikshik Manch
6. Para Shikshak Sangh (two associations)
7. Minority Schools Teachers Union
8. Jharkhand State Secondary School Teachers Association

Grievance Redressal Rights of Teachers

KARNATAKA

1. Shikshana Adalats at block, district, division and state level (Teacher specific)
2. Karnataka Administrative Tribunal (for all employees)
3. Legal cases (very few)

JHARKHAND

1. Application submitted to seniors (no definite time frame for process)
2. Filing legal cases (large numbers)

Major learnings

Karnataka:

1. Revised pay scales

Jharkhand

1. Definite state level policies for recruitment and transfer
2. Use of technology for a transparent and inclusive process
3. Career path for contract teachers if their recruitment continues
4. Teacher grievance mechanisms at block/district/state levels

Questions and further discussion.....

