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**SCHOOL & MASS EDUCATION DEPARTMENT**

**RESOLUTION**

The 6th August, 2013

**Subject : Guidelines for engagement of Sikshya Sahayaks for Multi Lingual Education Programme.**

The Right of Children to Free and Compulsory Education Act, 2009 came into force with effect from 1st April, 2010 (hereinafter called the said Act).

The said Act proposes to provide free and Compulsory Education to every child of the age group of 6 to 14 years.

Section 8 (a) (ii) of the said Act, stipulates that the appropriate Government shall ensure Compulsory admission, attendance and completion of elementary education by every child of the age of 6—14 years.

In Odisha Tribal people constitute 22.13% of Orissa's population .The ST communities in Odisha speak 72 Mother tongues broadly grouped into 38 languages. Compared to other social categories, the STs in Odisha fare the worst in literacy. Incidence of educational failure and drop out among the STs are very high. Causes of poor educational performance of the ST children are mainly due to the language barrier that most tribal children face when they join in the school in a dominant language, which is not their mother tongue.

In view of this focus has to be provided for main streaming the tribal children for their quality education. This can only happen when these children get the opportunity to learn in their mother tongue. In absence of this initiative there is apprehension of alienation, which may give rise to the resentment. Such phenomena are observed in many tribal districts of the State and this situation is exploited by LWE to misguide the community.

Recognizing the importance of languages influencing the quality and equity issues in education the RCFCE Act, 2009 has emphasized on use of mother tongue as medium of instruction. Section 29 (2) of the Act stipulates that, the academic authority, while laying down the curriculum and the evaluation procedure shall take into consideration the following namely:—

**(f) Medium of instruction shall, as far as practicable, be in child's mother tongue.**

Much before the enforcement of the RCFCE Act, 2009 and the RCFCE Rules, 2010, the State Government has introduced the Multilingual Education Programme in tribal languages as per the decision of the State Tribal Advisory Committee. For implementation of the programme and to provide equitable quality education to the tribal children the language knowing teachers have been transferred and deployed to the MLE schools as first step. Since sufficient language knowing teachers are not available, government have decided to engage Siksha Sahayaks (teachers) for effective implementation of the MLE programme. Government has also approved the policy of MLE in which it is articulated that the MLE programme in Odisha must be continued and extended to all tribal children in the State.

There is also need to revisit the strategies for providing human resources not only to the existing MLE Schools but also to schools to be adopted under MLE programme recently. Government have been pleased to issue the present resolution, namely:—

1. That, all the functions of elementary education will be transferred in phases to Zilla Parishad and other Panchayati Raj Institutions and as MLE programme is a part of the elementary education same procedure shall be followed for this .

2. That, there will be a special recruitment and Sikshya Sahayaks will be engaged for the MLE programme. The engagement is coterminous with that of Sarva Sikshya Abhiyan scheme.

3. That engagement of all Sikshya Sahayaks for MLE programme will be made by respective Zilla Parishad in the same manner as it is done for Sikshya Sahayak on need basis for the programme of Multi Lingual Education (MLE), under Sarva Shikshya Abhiyan (SSA) and for implementation of the RCFCE Act, 2009.

***The posts of Sikshya Sahayak shall be filled up by the ST candidates of the community having requisite qualification .***

#### **4. ELIGIBILITY :**

The candidates of the following categories are eligible for applying for the posts of Siksha Sahayaks for MLE Programme—

- (i) ST Candidates of the same tribal community having the qualification of +2 Science/Arts/Commerce or its equivalent examination declared by

appropriate authority, with CT training and OTET pass. The candidate must have proficiency in the language which is operational in the schools under MLE programme of the State.

- (ii) ST candidates of the same tribal community having the qualification of +2 Science/Arts/Commerce or its equivalent examination declared by appropriate authority, with CT training. The candidate must have proficiency in the language which is operational in the schools under MLE programme of the State.
- (iii) ST candidates of the same tribal community having the qualification of +2 Science/Arts/Commerce or its equivalent examination declared by appropriate authority, with OTET pass. The candidate must have proficiency in the language which is operational in the schools under MLE programme of the State.
- (iv) ST candidates having the qualification of +2 Science/ Arts/ Commerce or its equivalent examination declared by appropriate authority, having proficiency in tribal language of the community and having the experience of working as an Education Volunteer/ Language Instructor in MLE Schools for the same language minimum for 1 (one) year.
- (v) ST candidates having the qualification of +2 Science/ Arts/ Commerce or its equivalent examination declared by appropriate authority and proficiency in tribal language of the community which is operational in the schools under MLE programme of the State.

**4.1.** In respect of Santhali language the candidates shall have to pass the language test in Olchiki script as followed for admission into Olchiki CT course.

**4.2.** The candidates must have Odia as MIL up to class- VII.

**4.3.** All the above categories of candidates must have registered their name in any Employment Exchange of the State.

## **5. ENGAGEMENT:**

**5.1.** Sikshya Sahayaks (SS) for MLE Programme for each language will be engaged in each Revenue District Unit wise by the respective Zilla Parishad through a Selection Committee to be headed by the Collector-*cum*-Chief Executive Officer, Zilla Parishad as Chairman and District Education Officer, Block Education Officer, District Project Coordinator (SSA), Principal, District Institute of Education and Training, District Employment Officer and the District Welfare Officer as members. The District Project Coordinator (SSA) will act as Convener of the Committee, who shall prepare the draft select list and place the same before the Zilla Parishad with due approval of Collector-*cum*-CEO, Zilla Parishad. The final selection will be made by Zilla Parishad

within a period of maximum 15 days. In case the Zilla Parishad does not finalise the select list within the stipulated time, the draft select list submitted by the Collector-cum-CEO, Zilla Parishad will be deemed to be approved.

**5.2** The newly identified posts of language teachers for schools under MLE Programme under elementary education will be filled up by the eligible candidates having the qualification mentioned under Para. 4.

**5.3** The selection shall be made only on merit basis i.e. on the basis of percentage of marks with proficiency in tribal language of the community.

- (a) In case of ST candidates of the same tribal community having the qualification of +2 Science/Arts/Commerce or its equivalent examination declared by appropriate authority with CT training and OTET pass, the merit list will be prepared based on the total percentage of marks secured by the candidates in HSC examination, Higher Secondary (+2) examination and 2 years Diploma in Elementary Education (C.T.) examination.
- (b) In respect of ST candidates of the same tribal community having the qualification of +2 Science/Arts/Commerce or its equivalent examination declared by appropriate authority with CT training, the merit list will be prepared based on the total percentage of marks secured by the candidates in HSC examination, Higher Secondary (+2) examination and 2 years Diploma in Elementary Education (C.T.) examination.
- (c) In respect of untrained candidates of the same tribal community having qualification of Higher Secondary (+2 or its equivalent) and OTET pass, the merit list will be prepared based on the total percentage of marks secured in HSC examination and Higher Secondary (+2) examination.
- (d) In respect of candidates having the requisite qualification as at Para. 5.3 a/b/c above & having experience of working as education volunteer/language instructor in MLE school for the same language, the merit list will be prepared based on the total percentage of marks secured in academic, training qualification and weightage given for experience.
- (e) In respect of untrained candidates of the same tribal community having qualification of Higher Secondary (+2 or its equivalent), the

merit list will be prepared based on the total percentage of marks secured in HSC examination and Higher Secondary (+2) examination.

**Explanation:** (i) For the purpose of equivalence of Higher Secondary (+2), examinations conducted by the institutions declared equivalent by the council of Higher Secondary Education, Odisha shall be considered.

(ii) For the purpose of equivalence of two years diploma in elementary education (C.T.), examinations conducted by the institutions declared equivalent by the Board of Secondary Education, Odisha shall be considered.

(iii) The marks secured in 4th optional or extra optional subject in HSC examination/Higher Secondary (+2) examination is to be deducted from the total marks for arriving at the effective percentage of marks.

(iv) In case of compartmental examination the fail marks secured in the subject(s) is to be deducted from the total marks and pass marks of the compartmental examination shall be added to the total marks for arriving at the effective percentage of marks.

(v) In case of experience of education volunteer/ language instructor the weightage will be given for a period of minimum 01 year and maximum 05 years @ 1% mark for completion of 01 month.

**5.4.** The posts will be filled up by the candidates giving priority to Trained with, OTET pass, Trained, Untrained with OTET pass, Education Volunteer/Language Instructors and Untrained candidates respectively.

**5.5.** In case of two or more candidates securing the same marks in the above mentioned categories as at Para. 5.3. a, b, c, d & e the candidates older in age and if ages are same, the candidates passing High School Certificate Examination earlier will be placed above the other in the select list.

**5.6.** The select list for each Revenue District will be valid for a period of one year from the date of its finalization or till the next date of advertisement whichever is earlier. The select list will be 150% of the posts advertised for such Revenue District unit.

**5.7.** Orders of engagement shall be issued by the Zilla Parishad through its CEO, Zilla Parishad of the District.

**5.8.** The engagement will be on an annual contract basis. Contract will be renewed in subsequent years depending on the performance of the candidate. While renewing the contract of the Sikshya Sahayaks (SSs), the Zilla Parishad / Collector-cum-CEO, Zilla Parishad must see that the Village Education Committee of the concerned

school has given positive certificate in his/her favour about regular attendance and satisfactory teaching. The Sikshya Sahayak (SS) can be removed from engagement with a prior notice of 30 days, if she/he violates the conditions of the contract on the basis of adverse report of the Village Education Committee or submission of fraudulent testimonials or if she/he is criminally proceeded against or if she/he remains absent unauthorised.

## **6. MODE OF APPLICATION :**

**6.1.** Application will be submitted through online.

**6.2.** A candidate may make an application for any Revenue District unit of the State irrespective of her / his home District subject to condition that she / he shall apply in respect of one Revenue District unit only.

**6.3.** The candidate shall have to furnish an affidavit with undertaking to the effect that she / he has not made application for engagement of Sikhya Sahayak in any Revenue District other than the Revenue District applied for. If, on verification it is found that the candidate has applied in more than one Revenue District for engagement as Sikhya Sahayak, her / his application shall be rejected without assigning any reason thereof.

**6.4.** The candidates shall have to furnish a copy of the employment registration card to the effect that she/he has registered his/her name in any Employment Exchange in the State

## **7. AGE :**

Candidates shall not be below 18 years of age and above 40 (35+5) years of age. In case of PH candidates the upper age limit is 45 years (35 +10).

## **8. RESERVATION :**

33 $\frac{1}{3}$ % posts will be reserved for women candidates. For PH category candidates provisions contained in the Persons with Disabilities (Equal Opportunities, Protection of Right and Full Participation) Act, 1995 and General Administration Department Instructions thereof shall be followed.

## **9. ASSIGNMENT :**

The Sikshya Sahayaks for MLE shall perform the following duties—

- (i) They must maintain regularity and punctuality in attending school.
- (ii) They must impart teaching in their respective languages along with other languages.
- (iii) They must ensure completion of entire curriculum within the specified time.

- (iv) They must assess the learning ability of each child and accordingly supplement additional instructions, if any, as required. They must ensure minimum level of learning (MLL) for the students as prescribed by the Competent Authority (School & Mass Education Department).
- (v) They must ensure at least 90% attendance of the children in respective schools in all classes.
- (vi) They shall reduce the drop out of the children in school below 10%.
- (vii) They shall motivate the parents / guardians of the village in which the school is situated for enrolment of children within the age group of 6 to 14 years. It will be their duty to contact parents / guardians in case children fail to attend classes regularly and get back such children to the classes.
- (viii) They will hold regular meeting with parents and guardians and apprise them about the regularity in attendance, ability to learn, process made in learning and any relevant information about the child.
- (ix) They will motivate the children to develop respect for their language and culture.
- (x) They shall perform all such other duties as assigned to them by the Competent Authority as and when required.

**9.1.** The candidates who have not cleared OTET shall clear the same by the period as stipulated by the Govt. positively failing which she or he may face disengagement.

**9.2.** The untrained Sikshya Sahayaks shall have to acquire the requisite training qualification by the period as stipulated by the Govt. positively failing which she or he may face disengagement.

**9.3.** The Sikshya Sahayaks (trained and un-trained) will get consolidated monthly remuneration as decided by the Govt. from time to time.

**9.4.** The untrained sikshya Sahayaks will start getting the remuneration of trained Sikshya Sahayaks on acquiring training qualification.

**9.5.** The Sikshya Sahayaks (SSs) would attend training programme as may be fixed by Government, from time to time.

**9.6.** The engagement would be on the basis of annual contract. In case Zilla Parishad decides not to renew the contract, appeal shall lie with the Government within three months of non-renewal of contract.

**9.7.** The Sikshya Sahayak shall be eligible for casual leave of 12 days during one Calendar year. She / He shall not be entitled to any other authorised absence beyond the above-mentioned period. If she/he remains absent with permission and if she/he does not

have any authorised leave at her/his credit, the proportionate amount from consolidated remuneration shall be deducted.

**9.8.** Any Lady Sikshya Sahayak who is having less than two surviving children is entitled to avail leave on account of maternity as decided by Government from time to time.

**9.9.** The agreement as prescribed by the Government, between the Collector-*cum*-C.E.O., Zilla Parishad and Sikshya Sahayak (SS) is to be executed on stamped paper.

**10.** Funds as required for remuneration of Sikshya Sahayak (SS) for each district will be placed with the respective Zilla Parishads who shall pay to the Sikshya Sahayaks (SSs).

**11.** Decision taken in the matter of engagement of Sikshya Sahayak (SS) for MLE will also be applied *mutatis-mutandis* to the institutions looked after by the ST & SC Development Department.

This Resolution will take effect from the date of issue.

By Order of the Governor

USHA PADHEE

Commissioner-*cum*-Secretary to Government