

EASTERN RAILWAY

WORK STUDY REPORT
ON
NECESSITY OF RETENTION OF PRIMARY SECTION AT ERHS/LLH AFTER
IMPLEMENTATION OF CHILDREN EDUCATION ALLOWANCE
TO THE RAILWAY EMPLOYEES.

(STUDY NO.WSER- 05/20-21)

(Study submitted on 30.09.20)

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ACKNOWLEDGEMENT

The study team is thankful to CWM/LLH, WPO/LLH and all teaching staff of LLH Hindi High School for their heartiest co-operation and guidance in conducting the subject work study successfully.

AUTHORITY AND TERMS OF REFERENCE:

AUTHORITY

As desired by the competent authority, the subject work-study has been undertaken by the GM's Efficiency Cell during the current financial year 2020-21.

TERMS OF REFERENCE

The study team has conducted the subject work-study based on the following terms of references –

- i) Existing strength of students particularly railway pupil in Primary section of Hindi School at LLH.
- ii) To evaluate the necessity of retention of Primary section in Hindi School in present scenario, where so many Govt./Public/Private schools are there.

SUMMARY OF RECOMMENDATION

Sl.No.	Recommendation	Para ref.
1	The study team recommends that 3 teaching staff (PRT) in primary section at ERHS/LLH should be surrendered immediately from the existing sanctioned strength of 12 and thus proposed sanction strength will be 9 instead of 12 at ERHS/LLH.	2.8

CHAPTER-I

1.0 INTRODUCTION:

1.1 Indian Railway is the largest public sector undertaking of Govt. of India with staff strength of about 12 lacks employees. The Railways in India are not only a mere transport agency, but also have deep social obligations to serve efficiently and fully the increasing needs of the country.

1.2 Indian Railway has a welfare organisation under Personnel department to look after all types of grievances of employees as well as to provide various infrastructures for the benefit of its employees and their family members.

Ab initio, the Railway colonies were generally established outside the civil area. Then situation needs to provide infrastructure for education, inside the Railway colony especially for primary section.

Indian Railway organizes various types of schools to provide education to employee's son with a view to provide education to Railway employee's children by using best possible resources within the railway premises.

1.3 In 21st century Indian economy is growing faster than many other countries. Indian economy is now contributing a major portion of global economy and many Indians are leading the various industries, offices and institutions through out the world. So, in India education is not now to learn letter, it is the essential instrument for Indians to compete the world. Indian parents are now trying to educate their ward with English medium instead of regional language to cope up their child with present need. Moreover, India is a developing country, the Indian city, village, township are growing faster and stretched its width and breadth. Railway colonies are now within the greater civil area or adjacent the stretched civil area.

1.5 In 6th pay commission Indian Railway has decided to grant children education allowance to their employees to facilitate modern education to their children from a well established and well equipped institution to compete with the civilians. Keeping in mind on the above view the Railway authority has directed the Efficiency Cell of Eastern Railway to conduct a work study whether the Primary section in Hindi high School at LLH is necessary or not in respect to the present scenario. Accordingly, the subject workstudy has been undertaken by the GM's Efficiency Cell of Eastern Railway.

CHAPTER-II

2.0 EXISTING SCENARIO & CRITICAL ANALYSIS:

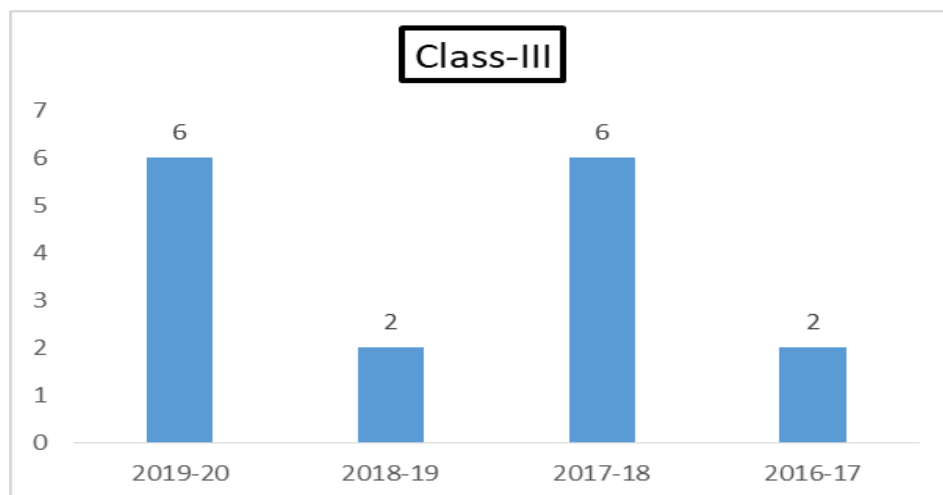
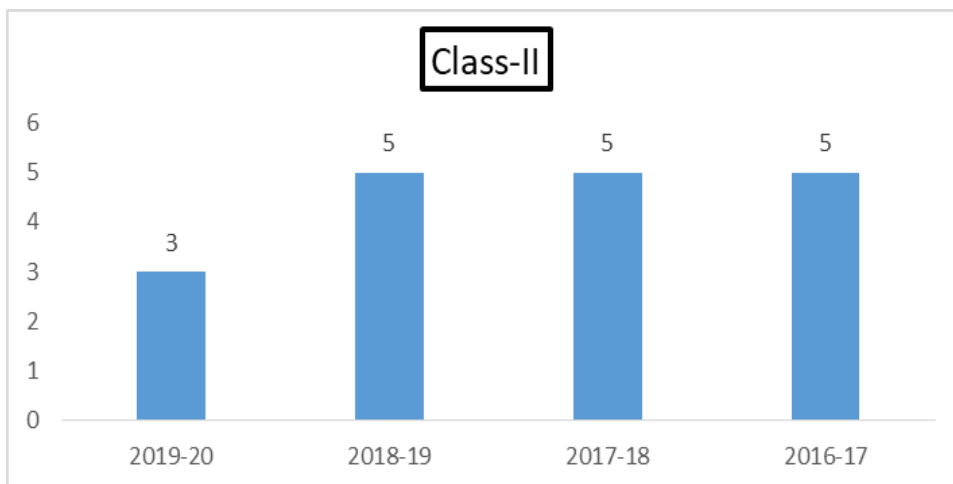
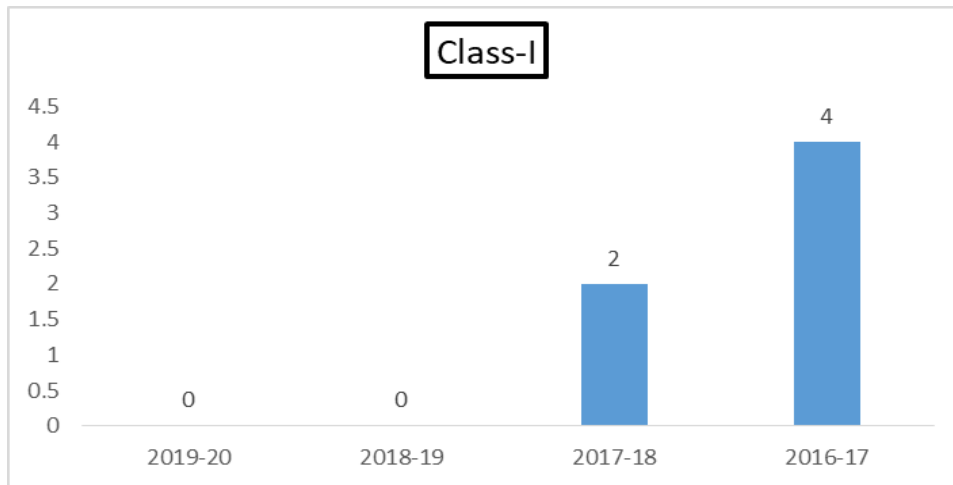
2.1 Present strength of teaching staff in Primary section at Hindi School at LLH is tabulated below-

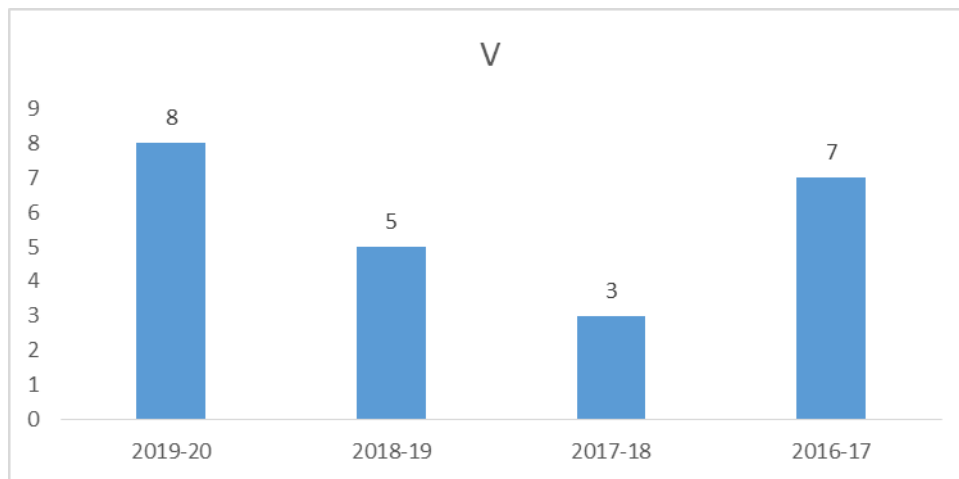
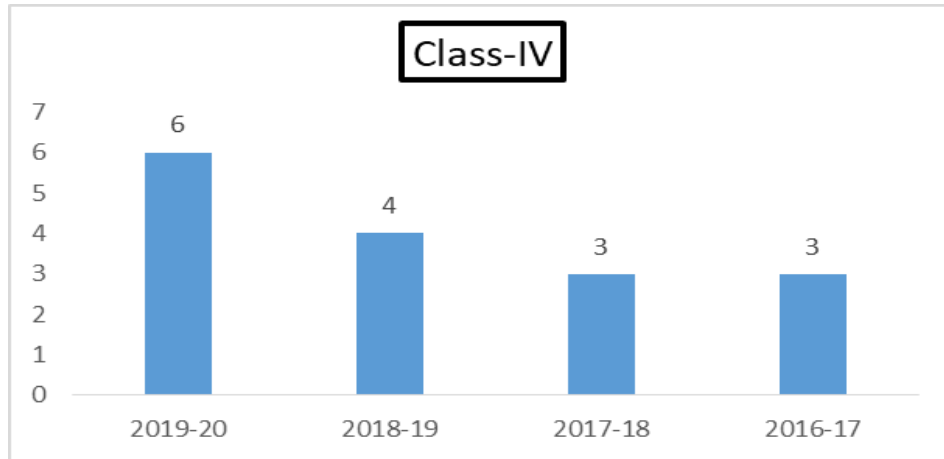
Category	Sanctioned strength	On Roll
PRT	12	12

2.2 The study team has collected the students strength of railway and non-railway from 2016-17 to 2019-20 to assess the effect of students strength in railway school due to implementation of Children Education Allowance in Railway.

Class	2019-20		2018-19		2017-18		2016-17	
	Strength of student		Strength of student		Strength of student		Strength of student	
	Rly	Non Rly	Rly	Non Rly	Rly	Non Rly	Rly	Non Rly
I	Nil	45	Nil	39	2	23	4	5
II	3	34	5	38	5	19	5	7
III	6	38	2	33	6	23	2	99
IV	6	29	4	42	3	21	3	10
V	8	39	5	36	3	32	7	31

2.3 The bar-chart diagram of student strength from 2016-17 to 2019-20 (Class wise) of railway pupil is given below-





2.4 The above diagram indicates that the admission in class-I has become nil from 2018-19. It means that basic intake has become zero, so promoted student in next class will be zero in next year. Some new admission in Class II, III, IV & V in 2019-20 is given below.

Class	New admission of Rly pupil in 2019-20
I	0
II	3
III	4
IV	2
V	NA

The above table shows that a poor number of Railway pupil takes admission in class II, III, IV in 2019-20. If this tradition continues, the competent authority has to think the continuation of primary section in Hindi School at LLH.

2.5 The study team critically analyzed the existing system of education in Primary School and discussed with teachers, parents/guardians of students to find out the reasons for deterioration in the new admission in this type of schools. The reasons are –

i) In Railway colony we can find a mini India, in which person of different culture, different lingual are living together. Moreover, local Bengali speaking employees are preferred to stay adjacent civil area rather than Railway colony due to some other reasons. That is why no. of students in Railway school is gradually decreasing.

ii) **Social Craze:**

Every parent wants to see their child a successful man in his carrier. Now a days to achieve this success, parents are trying their level best to educate their child in time befitting. Various English medium schools with modern facilities are preferable to the parents naturally.

iii) **Implementation of children education allowance:**

In 6th Pay Commission, Indian Railway implemented children education allowance for their employees. In this scheme a Railway employee can get up to Rs. 54,000/- per year for providing education for his 02 children (Rs.27, 000/- each). Hostel subsidy allowance up to Rs, 60,000/- per year can also be permissible to the employee. For this reason Railway employees are now trying to admit their ward in renowned schools which were out of reach due to excessive tuition fees in previous.

iv) **Family Planning:**

Family planning is also one of the reasons for decreasing the number of students in primary level. Most Railway employees have one or two children, so number of babies in primary level is decreasing.

v) **Better communication:**

It is now easy to admit children in a reputed school which is far from Railway colony. Pull cars are easily available for transportation.

2.5.1 Keeping the above points in mind the study team assessed the necessity of retaintation of Primary section at LLH Hindi School. The study team also critically examined the facts and figures of each points mentioned above and came to the final conclusion.

2.6 The study team has collected the guidelines for calculation of teaching staff in KVs (Annexure -A). As per guidelines, the number of classes/periods to be taken in a week by a PRT is 39. The classes/periods taken per week by a PRT at LLH Hindi School is tabulated below. The class I has already been closed in 2019-20 session, only class II to class V is going on.

Class	No. of classes/Day	Period/day/Class	Total periods/Week	No. of teachers	No. of periods/Teacher/Week
II to V	4	8	192 (4x8x6)	12	16 (240/12)

2.6.1 The above table indicates that a PRT at ERHS/LLH is taking 16 periods in a week which is far below than the norms provided as 39 periods. The study team has come to know during conversation with HM/LLH that a few teachers are utilized in secondary section and some are utilized in different activities like Yoga, Music, and Craft etc.

2.6.2 After going through the facts and figures provided, the study has come to the conclusion that 5 PRT (192/39) is required to carry out the all periods of 192 in a week.

Hence, basic requirement of PRT at ERHS/LLH = 5

Giving 12.5% as LR, the requirement will be 6

Additional 3 teachers are required to carry out the administrative work as well as different miscellaneous activities as mentioned earlier.

Therefore, the actual requirement of PRT at ERHS/LLH will be 9 for smooth running of classes II to V.

2.7 During field observation, a letter of PCPO/ER has been noticed by the study team. From this letter, it has been decided by the concerned authority to discontinue further admission to class I and higher classes. However, the existing students will continue their studies and classes from class-II onwards will be closed successively after promotion of existing students to next class. Hence, after certain period primary section of ERHS/LLH will be closed completely in a natural process and the remaining PRT will be surrendered successively.

2.8 RECOMMENDATION:

The study team recommends that 9 PRT will be sufficient enough to continue the existing classes and thus 3 teaching staff (PRT) in primary section at ERHS/LLH should be surrendered immediately from the existing sanctioned strength of 12 and thus proposed sanction strength will be 9 instead of 12 at ERHS/LLH.

CHAPTER-III

3.0 FINANCIAL APPRAISAL:

- 3.1 According to recommendation made in para-2.8 the financial savings achieved on account of surrendering 3 posts of teaching staff is calculated based on lower Grade pay.

LEVEL	GP	PAY	MEAN PAY	D.A	NO OF POSTS	MONEY VALUE	
				17%		MONTHLY	ANNUAL
1	4600	44900- 142400	93650	15920	3	Rs.328710/-	Rs.3944520 /-

Thus consequent upon implementation of recommendation, **the annual savings would be Rs.39, 44,520.**