

# ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION (AINVSA)

(Regd No: 492/94)

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SMT K MANJULA

Lr.No. AINVSACEC/2013-14/Dec-3

Date: 13-12-2013

To

The Hon'ble Chair Person

Human Rights Commission

NEW DELHI.

Sir,

### Sub: Request to review undemocratic attitude of Navodaya Vidyalaya Samiti, Reg.

The Jawahar Navodaya Vidyalayas are run by Navodaya Vidyalaya Samiti which works under the aegis of the Ministry of Human Resource Department, Government of India. There are over 585 schools across the country at present. They were started with the objective of imparting quality education to the selected talented children predominantly from rural areas. The vidyalayas are residential and the students are looked after by the teaching staff who perform duties as Housemaster/Housemothers in addition to their academic responsibilities. In most vidyalayas the staff, both teaching and non-teaching have been provided free accommodation by the Samiti. Since their inception, the Navodaya Vidyalayas have been the front-runners in CBSE results of classes X and XII.

The teachers working in Navodaya Vidyalayas have been working on Sundays and other holidays since the inception of the NVS. They are expected to be available on the campus round the clock. The academic routine in the vidyalayas starts at 7.15 a.m. and ends at 1.45 p.m. The teachers are then engaged for remedial teaching for 1½ hours after the lunch break and for another 1½ hours in the evening to look after the supervised study hours. Every teacher has to perform the remedial and supervised study duties for nearly 5 to 6 days in a week. Besides, the teachers also perform supervised study duties on Sundays and other public holidays. As the CBSE examinations approach, the teachers also perform early morning study hours from 5.00 a.m and late night study hour duties from 9p.m. to 10.30 p.m. In addition to these duties, the teaching staff also perform duties as class teachers, housemasters/housemothers and in charges of various committees. The hard work performed by the staff and the severe stress borne by them to produce excellent results has never come to light.

In addition to these duties, all the teachers have been performing the duties as MOD (Master on Duty) for over a decade. Each teacher has to look after all the aspects of the vidyalaya on the day of his/her duty. The Navodaya Vidyalaya Samiti has recently issued a circular defining and elaborating the duties of the MOD. According to this, the teacher who is the MOD of the day discharges his duties from 5.30 in the morning to 10.30 at night (17 hours). There is hardly any area from which he has been exempted on the duty day. Besides the duties officially mentioned in the circular, the MOD is expected to perform his academic duties and various other sundry duties. In the past the MODs have been made scapegoats if any untoward incident happened on the day of his/her duties. Even the lady teachers have not been exempted from these 17 hour non-stop duty. What is more agonising is that the teacher who has performed the MOD is to attend his/her duties as usual at 7.15a.m the following day.

There is nothing unique about the MOD duties. All the activities supervised by MOD are performed by various other teachers. The MOD system has been devised only to ease the Principals and Vice-Principals from their duties. **Hence, we request the Hon'ble HRC to intervene and direct the Samiti to scrap the mandatory 17 hour duty imposed on the teachers in the name of MOD as it is physically exhausting and against all labour laws.**

Thanking you

Yours sincerely

**JAGDISH RAI**  
President

**J.K.SINGH**  
Working President

**L.B.REDDY**  
General Secretary