

**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT OF HARYANA,
HIGHER EDUCATION DEPARTMENT, HARYANA, CHANDIGARH**

ORDER

No. 9/3-2021 CO(3)

Dated: 22.11.2023

A committee of the following officers is hereby constituted to examine and recommend the categorization of Government Colleges (For Cat A++ Colleges in which student strength is more than 2000) keeping in view of the National Education Policy, opinion of W/ACSHE at NP-78 of file No. 9/3-2021 Co(3) and minutes of 6th meeting held on 09.11.2023 on the Rationalization of Higher Education Department:-

1. Dr. Hemant Verma, Deputy Director
2. Dr. Anjali Siwach, Deputy Director
3. Sh. Dharam Pal Punia, Deputy Director
4. Principals of DGC Gurugram, GCW Sec-14, Gurugram, NRS GC Rohtak, GCW Rohtak, GC Faridabad, GC Hisar, GC Biwani, GC Sec-14, Karnal, GNC Sirsa and GC Ambala Cantt.

**ANAND MOHAN SHARAN, IAS
ADDITIONAL CHIEF SECRETARY TO GOVT. HARYANA,
HIGHER EDUCATION DEPARTMENT,
HARYANA, CHANDIGARH**

Encl. No. 9/3-2021 CO(3)

Dated: 23.11.2023

A copy of the above is forwarded to the following officers along with the copy of opinion of W/ACSHE at NP-78 of file No. 9/3-2021 Co(3), minutes of 6th meeting held on 09.11.2023 on the Rationalization of Higher Education Department and present proposed concept of Categorization of colleges, for further necessary action, please:-

1. Private Secretary to Addl. Chief Secretary to Government Haryana, Higher Education Department for information to W/ACSHE.
2. Private Secretary to Director, Higher Education Department, Haryana for information to W/DHE.
3. PA to W/Additional Director Administration for information to W/Addl. Director Administration.
4. Dr. Hemant Verma, Deputy Director O/o Director Higher Education Department
5. Dr. Anjali Siwach, Deputy Director O/o Director Higher Education Department
6. Sh. Dharam Pal Punia, Deputy Director O/o Director Higher Education Department

7. Principals of DGC Gurugram, GCW Sec-14, Gurugram, NRS GC Rohtak, GCW Rohtak, GC Faridabad, GC Hisar, GC Biwani, GC Sec-14, Karnal, GNC Sirsa and GC Ambala Cantt
8. In-Charge IT Cell to upload on the Portal of Higher Education Department.

K. N. S.
Superintendent Coordination
for Additional Chief Secretary to Government, Haryana,
Higher Education Department,
Haryana, Chandigarh



Rationalization Commission, Haryana
DHL Square, Plot No.9, 6th Floor, HSIIDC IT Park, Sector-22, Panchkula.
Email: rcharyana@gmail.com

No. RCH/2023/458-59

Dated:22.11.2023

Director,
Higher Education Department, Haryana
Shiksha Sadan, Sector-5, Panchkula

Sub: Minutes of 6th meeting held on 09.11.2023 at 11:00 AM under the Chairmanship of Sh. Rajan Gupta, IAS (Retd.) Rationalization Commission, Haryana -Rationalization of Higher Education Department, Haryana.

I am directed to refer to the subject noted above and to enclose a copy of Minutes 6th meeting held on 09.11.2023 under the Chairmanship of Sh. Rajan Gupta, IAS (Retd.) Rationalization Commission, Haryana regarding rationalization/ restructuring of Higher Education Department, Haryana.

You are requested to take further action in the matter. Further, the next meeting of your department shall be held on 19.12.2023 at 11.00 A.M.in the office of Rationalization Commission, Haryana. Kindly attend the said meeting alongwith senior officers of your department.

Secretary

for Chairman, Rationalization Commission, Haryana

Encl: As above.

Endst. No. RCH/2023/ 458-59

Dated: 22.11.2023

A copy of the above is forwarded to the Additional Chief Secretary, Higher Education Department, Haryana, Haryana Civil Secretariat, Chandigarh, for information.

Secretary

for Chairman, Rationalization Commission, Haryana



Rationalization Commission, Haryana
DHL Square, Plot No.9, 6th Floor, HSIIDC IT Park, Sector-22, Panchkula.
Ph. 0172-4604938, Email: rchharyana@gmail.com

Minutes of the 6th meeting held on 09.11.2023 at 11:00 AM under the Chairmanship of Shri Rajan Gupta, IAS(Retd.), Chairman, Rationalization Commission, Haryana with the Additional Chief Secretary and senior officers of Higher Education Department.

Present on behalf of Higher Education Department:

1. Sh.Anand Mohan Sharan, IAS, Addl. Chief Secretary
2. Dr.Rajesh Goyal, Secretary, HSBTE
3. Dr.Hemant Verma, Deputy Director
4. Dr.Vishal Sharma, Deputy Director
5. Ms.Anjali Siwach, Deputy Director
6. Sh.Dharam Pal Punia, Deputy Director,
7. Ms.Neelam Sharma, Asstt.Director
8. Sh. Sunil Kumar, Assistant

Sh. Rajiv Rattan, IAS, Director, Higher Education could not attend the meeting as he was on election duty.

MINUTES:

Opening statement of Sh.Anand Mohan Sharan, IAS, Addl. Chief Secretary to Govt.Haryana, Higher Education Department:

- i) Sh.Sharan stated that this rationalization exercise is once in life time exercise. This opportunity should be used to tackle various problems facing higher education system in the state. The exercise should have very clear aim and objective. A clear vision in regard to higher education system has been given by the New Education Policy (NEP).
- ii) Rationalization exercise therefore must take into account all requirements prescribed in the NEP.
- iii) He agreed that State Govt. by way of a clear policy should decide the subjects which may be taught in each college of different categories in the State. For categorization of colleges in categories A,A+ and A++ to decide the subjects to be taught and other



facilities to be provided, not only the number of students admitted in the current academic year should be taken into account, but due consideration to geographical location of the colleges should also be given. It should be aimed that within a reasonable distance all subjects are available to the students to enable them to choose the type of education they would like to have. Broad categorization done by the department is acceptable, however, it needs to be further refined by keeping in view the location of the colleges. A final proposal in this regard will be submitted to the Commission before the next meeting.

- iv) Alongside categorization of the colleges, the Commission may also recommend creation of adequate infrastructure. Special emphasis should be laid on creation of laboratories of all relevant subjects and creating posts for qualified laboratory attendants. Addl.Chief Secretary, Higher Education



emphasized that without laboratories and some hands on experts, teaching-learning of any subject is not complete.

- v) Different options should be explored for e-learning and implementation of choice based credit structure. This has been facilitated under the NEP. Adequate facilities alongwith manpower should be incorporated in the revised structure.

- vi) There are several new age subjects. So far our teaching has remained focused on to teach only traditional subjects. The rationalized structure may also duly incorporate the a procedure for introducing all new age subjects whenever required. For such subjects, may be a temporary faculty could be hired to begin with. Such faculty may be allowed to become permanent if the subject becomes popular and students are willing to take those subjects.

- vii) Often department receives demands for starting new courses from many colleges. It was discussed that the subjects which may be taught in a particular college should be decided by the department in the beginning of the year. No deviation from that should take place during course of the academic session. The department has to ensure that option to study any subject should be available in various colleges located in a defined geographical area.

It was discussed that in the month of Feb./March the department should notify the subjects which will be taught in various colleges of the State. For deciding the subject to be taught in Govt. colleges, facilities available in some private colleges within the same area for teaching the same subjects may also be taken into consideration.

- viii) Addl.Chief Secretary, Higher Education further stated that alongwith rationalizing higher education department, the structure of Higher Education

Council should also be upgraded. The department will prepare a proposal in this regard also for submission to the Commission.

- ix) Coordination between different universities etc. is an equally important subject. This aspect should also be kept in mind while deciding the structure of the department.
 - x) Addl.Chief Secretary, Higher Education stated that he would like to personally supervise preparation of the revised proposal for rationalization of the department. For this purpose he suggested that either higher education department or the rationalization commission may engage a retired experienced person for assisting the Commission as well as the department. The expert so engaged may work on full time basis for assisting the Commission, the department and the Addl.Chief Secretary.
2. Minutes of 5th meeting held on 17.10.2023 and the minutes of 4th meeting held on 27.9.2023 were also gone

through. In accordance with observations made by the Commission, department has rectified their proposal. Now the revised number of teaching and non-teaching posts in different categories of colleges has been re-worked as shown in the following table:

SR NO.	No.of Colleges	111 College in Cat.A		40 College in Cat. A +		29 College in Cat. A++		Total teaching staff required in all 180 colleges	Remarks
		Name of the Posts.	No. of teaching subject staff required in each college	Total for Cat A Colleges	No. of teaching subject staff required in each college	Total for Cat A+ Colleges	No. of teaching subject staff required in each college		
		Teaching Staff							
1	Principal	1	111	1	40	1	29	180	
2	Assistant Professor Botany		0	3	120	3	87	207	
3	Assistant Professor Chemistry		0	6	240	12	348	588	
4	Assistant Professor Commerce	3	333	12	480	15	435	1248	
5	Assistant Professor Computer Science	2	222	3	120	5	145	487	
6	Assistant Professor Defence Studies		0		0	2	58	58	
7	Assistant Professor Economics	1	111	3	120	3	87	318	
8	Assistant Professor English	2	222	6	240	12	348	810	
9	Assistant Professor Fine Arts		0		0	1	29	29	
10	Assistant Professor Geography	2	222	4	160	12	348	730	
11	Assistant Professor Hindi	2	222	3	120	4	116	458	
12	Assistant Professor History	1	111	3	120	3	87	318	
13	Assistant Professor Home Science		0	1	40	2	58	98	
14	Assistant Professor Mass Communication		0		0	2	58	58	
15	Assistant Professor Mathematics	1	111	4	160	8	232	503	

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16	Assistant Professor Music		0		0	1	29	29	
17	Assistant Professor Music V		0		0	1	29	29	
18	Assistant Professor Philosophy		0		0	1	29	29	
19	Assistant Professor Physical Education	1	111	1	40	3	87	238	
20	Assistant Professor Physics		0	4	160	8	232	392	
21	Assistant Professor Political Science	1	111	2	80	3	87	278	
22	Assistant Professor Psychology	1	111	3	120	3	87	318	
23	Assistant Professor Public Administration		0	1	40	2	58	98	
24	Assistant Professor Punjabi		0	1	40	1	29	69	
25	Assistant Professor Sanskrit		0	1	40	3	87	127	
26	Assistant Professor Sociology		0	1	40	1	29	69	
27	Assistant Professor Zoology		0		0	3	87	87	
28	Assistant Professor Anthropology		0		0	2	10	10	Only in 5 colleges
29	Assistant Professor Biology (Micro)		0		0	2	20	20	Only in 10 colleges
30	Assistant Professor Bio-Technology		0		0	2	20	20	Only in 10 colleges
31	Assistant Professor Geology		0	3	120	1	10	130	Only in 10 colleges
32	Assistant Professor Tourism		0		0	3	30	30	Only in 10 colleges
	Total Teaching Staff	18	1998	66	2640	125	3425	8063	
	Non-Teaching Staff		0		0		0	0	
1	Accounts Assistants with minimum B.Com	1	111	1	40	2	58	209	
2	Chowkidar	4	444	4	160	5	145	749	
3	Clerk	2	222	3	120	4	116	458	
4	Computer Lab Assistant	2	222	4	160	6	174	556	
5	Counselor		0		0	1	29	29	
6	Data Entry Operator	2	222	3	120	4	116	458	
7	Deputy Superintendent	1	111	1	40	1	29	180	
8	Junior Librarian		0		0	1	29	29	
9	Lab Attendant	4	444	10	400	16	464	1308	
10	Librarian	1	111	1	40	1	29	180	

11	Library Attendant		0	1	40	2	58	98
12	Legal Assistant		0		0	1	29	29
13	Mali	2	222	3	120	4	116	458
14	Office Assistant with typing and shorthand	2	222	3	120	4	116	458
15	Peon	3	333	4	160	6	174	667
16	Restorer	1	111	1	40	2	58	209
17	Sick Room Attendant		0		0	1	29	29
18	Superintendent		0		0	1	29	29
19	Sweeper	2	222	4	160	8	232	614
20	Tabla Player		0		0	1	29	29
21	Grounds Man	1	111	2	80	2	58	249
	Total Non Teaching Staff	28	3108	45	1800	73	2117	7025
	Total Posts (Teaching & Non Teaching)	46	5106	111	4440	198	5542	15088

ACTION POINTS:

3. Commission is in full agreement with the view expressed by Sh.Anand Mohan Sharan, IAS, Addl. Chief Secretary to Govt. of Haryana, Higher Education Department. Based on the exercise so far carried out and the views expressed by the Addl.Chief Secretary, Higher Education, following further action points emerge:
 - i) Requirement of teaching and non-teaching staff worked out in the table shown in the previous pages

appears acceptable. However, same needs to be further revised in accordance with the views expressed by Addl.Chief Secretary, Higher Education.

- ii) The categorization of colleges not only based on the number of students but also on the basis of geographic requirements of each area should be carried out. The department may modify their proposal of categorization of colleges in accordance with the views expressed by Ld. Addl.Chief Secretary, Higher Education.
- iii) Requirement of staff projected in the above table may also take due care of the requirement of NEP. For this purpose the proposal may be re-visited and afresh proposal be submitted to the Commission.
- iv) The department may also propose a structure for the Higher Education Council and for establishment a mechanism for inter-universities coordination.

- v) Addl.Chief Secretary, Higher Education has emphasized setting up of laboratories and providing other infrastructure for teaching of various subjects. The requirement of laboratories and other infrastructure including laboratory attendants may be projected by the department by incorporating its requirement in the rationalized structure.
- vi) Commission observes that while deciding the structure of various colleges, due consideration should be given to the facilities available for teaching of similar subjects in private colleges and university campuses located within the same geographical area. The idea is to facilitate education of the students in different subjects of their choice within a given geographical area either in the university campuses or in private colleges or in Govt. Colleges. The facilities to be provided in Govt. colleges may not be seen in isolation from the private institutions especially aided colleges. Aided colleges for all



practical purposes are state institutions because most of their expenses are paid for by the state.

- vii) Commission agrees with the suggestion of Addl.Chief Secretary, Higher Education that a retired experienced officer may be engaged on contract basis for assisting the department, the Addl.Chief Secretary, Higher Education and the Commission for coordinating the efforts for formulating a proposal for rationalization of the department keeping in view the requirements of NEP.

The expert person may be engaged by the department. However, since the Commission aims to complete the exercise in respect of Higher Education Department within next 2-3 months, if the department or the Addl.Chief Secretary, Higher Education so desire, the Commission can also hire services of an expert person for a few months.



Name of the suitable person, however, may be recommended to the Commission by the department or the Addl.Chief Secretary.

**Next meeting of Higher Education Department
will be held on 19.12.2023 at 11 AM.**



**(Rajan Gupta)
Chairman
Rationalization Commission, Haryana**

Concept of categorization of Govt. Colleges-Parameters thereof.

1. Category- 'A' Colleges (Less than 1000 students)

Academics:

- i) Colleges with student strength less than 1000 shall have two streams-Humanities (English, Hindi, Political Science, History, Psychology, Home-Science) and Commerce only with three practical subjects only.
- ii) These colleges shall have career oriented, Skill enhancement courses and value added courses as well for example guidance and counseling, retail management, insurance, digital marketing.
- iii) The Level of degree in these colleges shall only be upto Undergraduate degrees.
- iv) Every Government College in Haryana will have atleast two functional computer labs with minimum 25 computer sets each. In colleges with low student strength; to utilize these labs optimally the colleges may run Compulsory Certificate Computer Courses in which students other than the students enrolled in under graduate programmes can study. The students enrolled in under graduate programmes may also join alongside their regular course.
- v) One counselor (mental health friend) on part time basis who will pay minimum two visits per week to the college concerned to clear various doubts that tend to fog the minds of young students.

- vi) With a view to inculcate hobby based skill set leading to holistic development of students it will be mandatory for every student to opt for any one or more skill sets, like musical instruments, classical/contemporary dances, painting etc.

Sports and Extra Curricular activities

- i) Facilities of 2-3 sports which may include athletics, volleyball, basketball, badminton etc. making it mandatory for all students (except specially abled) to play atleast one such sport. Haryana is a sports nursery and there are sports persons that have excelled in their respective sport and have brought medals and laurels to the State and Nation. Many of such sports persons have been given appointment by Haryana Sports Department against various designations. The Director Sports Haryana may be requested to spare the services of these sports persons to coach our children.
- ii) There shall be provision for indoor games and mind engaging activities for specially abled children.
- iii) Subject societies are aimed at making students proficient and well literate in the subjects that they are studying by organizing such activities that give them practical exposure to the nitty-gritty in the concerned subject. Thus, these subject societies be formed for every subject that is being taught at the college concerned and these shall be headed by students and one teacher Incharge.
- iv) Drama Club, Adventure Club, Environment Club, Creative Writing Society, Literary Society, Fine Arts Club, Yoga Club, Media Club, Debate Society, Human Rights Society, Legal Literacy Club, Hobby Club and Gender sensitization society/women empowerment clubs shall be made mandatory features for every college and will have students as office bearers with one teacher

Incharge. All these activities shall be facilitated by providing for a recreation room/hall.

- v) Kitchen Gardening: It is very important that every individual feels conscious of the cost of human existence on the planet and must know how to give back to Mother Nature. The Government Colleges have ample open spaces that can be converted into kitchen garden and organic farming spaces to be maintained and looked after by the students. The students will be encouraged to learn gardening and horticulture, so that they are able to turn their homes and surroundings into self reliant and green environment friendly spaces.
- vi) Theaters and bands: Artistic interests help in holistic development of a human being and are therapeutic for people engaged in these activities. Also in talented children, these activities many times become the full fledged professions of such children. Children shall be encouraged to form their theatre groups, music bands etc. so that not only they develop a skill set but also volunteer to help the society to spread awareness on various social issues through their theatre workshops and raise funds for philanthropy.
- vii) Book Reading Clubs: With a view to promote reading culture among students, it is important to have book clubs in colleges where extracurricular reading activities of students are promoted and encouraged.
- viii) Self defense classes: it shall be mandatory for every college to hold free of cost self defense classes for all

students. For specially abled students also there shall be special self defense classes to enable the students to bail themselves out of threatening situations.

Infrastructure (Tentative budget 20 crores)

Good infrastructure is the key to retaining of interest of students as well as teachers to stay in the colleges. Govt. provides for adequate funds for creation of adequate infrastructure which can be made better by better planning. It is thus envisaged that every Government College in this category shall have the following facilities:

- i) One teaching block with atleast 20 classrooms of 80-100 seating capacity.
- ii) One Administrative Block with one well furnished Principal Office.
- iii) One Administrative office.
- iv) One Staff room.
- v) One Common room (Boys) and One common room (Girls).
- vi) Fully functional library with two Librarians. Students may work as volunteers to run these libraries on payment of honorariums.
- vii) One Geography Lab, One Psychology Lab, Functional English Labs, Home Science Lab, Two Computer Labs.
- viii) Minimum three smart classrooms which will also function as Media Rooms for recreational activities of students.

- ix) Two rest room sets for boys and girls students at each floor.
- x) Sports Ground with basic athletic track and volleyball court, basketball court and badminton court.
- xi) Internet connectivity.
- xii) Clean drinking water with proper hygiene.
- xiii) To ensure menstrual hygiene in colleges, sanitary pad vending machines shall be a mandatory installation in every Government.
- xiv) Sick room with basic medical facilities like first aid kit and generic medicines and an attendant.
- xv) Monthly medical camps shall be a regular feature at every college with provision for basic tests like iron deficiency, eye checkup, dental checkup, hemogram test.
- xvi) Recreation room for indoor games and mind engaging activities for specially abled children.
- xvii) Cafeteria and canteen preferably to be run by some local self help groups promoting local healthy foods where students can work and earn money besides ensuring upkeep of the canteen.
- xviii) The buildings of these colleges shall be essentially green buildings with minimum GRIHA-3 rating.
- xix) All these buildings shall have solar energy installations and rain water harvesting and water conservation systems.

REQUIREMENT OF STAFF IN CAT A COLLGES

Sr No.	Name of Post	Requireme nt per College	Total	Pay Scale
1.	Principal	01	111	Academic Level-14 (1,44,200 to 2,18,200)
2.	Assistant Professor (English)	02	222	Academic Level 10 (57,700-1,82,400)
3.	Assistant Professor (Hindi)	02	222	Academic Level 10 (57,700-1,82,400)
4.	Assistant Professor (Commerce)	03	333	Academic Level 10 (57,700-1,82,400)
5.	Assistant Professor (Geography)	02	222	Academic Level 10 (57,700-1,82,400)
6.	Assistant Professor (History)	01	111	Academic Level 10 (57,700-1,82,400)
7.	Assistant Professor (Psychology)	01	111	Academic Level 10 (57,700-1,82,400)
8.	Assistant Professor (Physical Education)	01	111	Academic Level 10 (57,700-1,82,400)
9.	Assistant Professor (Computer Science)	02	222	Academic Level 10 (57,700-1,82,400)
10.	Assistant Professor (Economics)	01	111	Academic Level 10 (57,700-1,82,400)
11.	Assistant Professor (Political Science)	01	111	Academic Level 10 (57,700-1,82,400)
12.	Assistant Professor (Mathematics)	01	111	Academic Level 10 (57,700-1,82,400)
Total Teaching		18	1998	
13.	Deputy Superintendent	01	111	FPL-6 (35,400-1,12,400)
14.	Office Assistant with typing and shorthand knowledge	02	222	FPL-6 (35,400-1,12,400)
15.	Accounts Assistants with minimum B.Com degree	01	111	FPL-6 (35,400-1,12,400)
16.	Data Entry Operator	02	222	FPL-2 (19,900-63,200)
17.	Clerk	02	222	FPL-2 (19,900-63,200)
18.	Laboratory Attendant	04 (01 per lab)	444	FPL-2 (19,900-63,200)
19.	Computer Lab Assistant	02	222	FPL-2 (19,900-63,200)
20.	Peon	03	333	16900-53500 (DL)
21.	Junior Librarian	01	111	FPL-2 (19,900-63,200)

22.	Restorer	01	111	FPL-2 (19,900-63,200)
23.	Mali	02	222	16900-53500 (DL)
24.	Chowkidar / Security Guard	04	444	16900-53500 (DL)
25.	Sweeper	02	222	16900-53500 (DL)
26.	Grounds man	01	111	16900-53500 (DL)
Total Non-Teaching		30	3108	

Note :Requirement of posts may increase or decrease as per work load, addition or deletion of any course or for any other administrative reasons.

2. Category- 'A+' Colleges (1000-2000 students)

Academics:

- i) Colleges with student strength 1000-2000 shall have Humanities (English, Hindi, Political Science, History, **Geography, Sanskrit, Music, Public Administration, Sociology, Economics, Mathematics** and Psychology etc.), Commerce and **Science streams (Medical and Non-Medical)**.
- ii) These colleges may have career oriented courses and value added courses as well for example guidance and counseling, retail management, insurance, digital marketing.
- iii) The Level of degree in these colleges shall be Undergraduate, **UG Honors and post graduate degrees**.
- iv) **These colleges shall have multi-disciplinary choice based credit system with multiple entry and exit system as per NEP-2020.**
- v) Every Government College in Haryana will have atleast **four** functional computer labs with minimum **30 computer** sets. To utilize these labs optimally the colleges may run Compulsory Certificate Computer Courses in which students other than the students enrolled in under graduate programmes can study. The students enrolled in under graduate programmes may also join alongside their regular course.
- vi) There shall be counselors (mental health friends) on part time basis who will pay minimum two visits per week to

the college concerned to clear various doubts that tend to fog the minds of young students.

- vii) With a view to inculcate hobby based skill set leading to holistic development of students it will be mandatory for every student to opt for any one or more skill sets, like musical instruments, classical/contemporary dances, painting etc.

Sports and Extra Curricular activities

- i) There shall be provision for multi sports facilities which may include athletics, volleyball, basketball, badminton, **Hockey, Cricket, Football** etc. making it mandatory for all students (except specially abled) to play atleast one such sport. Haryana is a sports nursery and there are sports persons that have excelled in their respective sport and have brought medals and laurels to the State and Nation. Many of such sports persons have been given appointment by Haryana Sports Department against various designations. The Director Sports Haryana may be requested to spare the services of these sports persons to coach our children.
- ii) There shall be provision for indoor games and mind engaging activities for specially abled children.
- iii) Subject societies are aimed at making students proficient and well literate in the subjects that they are studying by organizing such activities that give them practical exposure to the nitty-gritty in the concerned subject. Thus, these subject societies be formed for every subject

that is being taught at the college concerned and these shall be headed by students and one teacher Incharge.

- iv) Drama Club, Adventure Club, Environment Club, Creative Writing Society, Literary Society, Fine Arts Club, Yoga Club, Media Club, Debate Society, Human Rights Society, Legal Literacy Club, Hobby Club and Gender sensitization society/women empowerment clubs shall be made mandatory features for every college and will have students as office bearers with one teacher Incharge. All these activities shall be facilitated by providing for a recreation room/hall.
- v) Kitchen Gardening: It is very important that every individual feels conscious of the cost of human existence on the planet and must know how to give back to Mother Nature. The Government Colleges have ample open spaces that can be converted into kitchen garden and organic farming spaces to be maintained and looked after by the students. The students will be encouraged to learn gardening and horticulture, so that they are able to turn their homes and surroundings into self reliant and green environment friendly spaces.
- vi) Theaters and bands: Artistic interests help in holistic development of a human being and are therapeutic for people engaged in these activities. Also in talented children, these activities many times become the full fledged professions of such children. Children shall be encouraged to form their theatre groups, music bands etc. so that not only they develop a skill set but also

volunteer to help the society to spread awareness on various social issues through their theatre workshops and raise funds for philanthropy.

- vii) Book Reading Clubs: With a view to promote reading culture among students, it is important to have book clubs in colleges where extracurricular reading activities of students are promoted and encouraged.
- viii) Self defense classes: it shall be mandatory for every college to hold free of cost self defense classes for all students. For specially abled students also there shall be special self defense classes to enable the students to bail themselves out of threatening situations.

Infrastructure (Tentative budget 25 crores)

Good infrastructure is the key to retaining of interest of students as well as teachers to stay in the colleges. Govt. provides for adequate funds for creation of adequate infrastructure which can be made better by better planning. It is thus envisaged that every Government College in this category shall have the following facilities:

- i) **Two** teaching blocks with atleast **40** classrooms of 80-100 seating capacity.
- ii) One Administrative Block with one well furnished Principal Office.
- iii) One Administrative office
- iv) **Two** Staff rooms (Male-Female).

- v) **One Common room (Boys) and One common room (Girls).**
- vi) **Multipurpose hall.**
- vii) Fully functional library with one Librarian. Students may work as volunteers to run these libraries on payment of honorariums.
- viii) Fully functional, highly specialized labs for all disciplines that will be taught at the college
- ix) **Well equipped language labs for English, Hindi, Punjabi, Sanskrit, Urdu and Dravidian Language.**
- x) Minimum **Five** smart classrooms which will also function as Media Rooms for recreational activities of students.
- xi) **Five** rest room sets for boys and girls students at each floor.
- xii) Sports Ground with athletic track and volleyball court, basketball court and badminton court; multi functional pitch.
- xiii) Internet connectivity.
- xiv) Clean drinking water with proper hygiene.
- xv) To ensure menstrual hygiene in colleges, sanitary pad vending machines shall be a mandatory installation in every Government.
- xvi) Sick room with basic medical facilities like first aid kit and generic medicines and an attendant.
- xvii) Recreation room for indoor games and mind engaging activities for specially abled children.

- xviii) Cafeteria and canteen preferably to be run by some local self help groups promoting local healthy foods where students can work and earn money besides ensuring upkeep of the canteen.
- xix) The buildings of these colleges shall be essentially green buildings with minimum GRIHA-3 rating.
- xx) All these buildings shall have solar energy installations and rain water harvesting and water conservation systems.

REQUIREMENT OF STAFF IN CAT A+ COLLEGES

Sr No.	Name of Post	Requirement per College	Total	Pay Scale
1.	Principal	01	40	Academic Level-14 (1,44,200 to 2,18,200)
2.	Assistant Professor (English)	06	240	Academic Level 10 (57,700-1,82,400)
3.	Assistant Professor (Hindi)	03	120	Academic Level 10 (57,700-1,82,400)
4.	Assistant Professor (Commerce)	12	480	Academic Level 10 (57,700-1,82,400)
5.	Assistant Professor (Geography)	04	160	Academic Level 10 (57,700-1,82,400)
6.	Assistant Professor (Sanskrit)	01	40	Academic Level 10 (57,700-1,82,400)
7.	Assistant Professor (Punjabi)	01	40	Academic Level 10 (57,700-1,82,400)
8.	Assistant Professor (History)	03	120	Academic Level 10 (57,700-1,82,400)
9.	Assistant Professor (Psychology)	03	120	Academic Level 10 (57,700-1,82,400)
10.	Assistant Professor (Physical Education)	01	40	Academic Level 10 (57,700-1,82,400)
11.	Assistant Professor (Public Administration)	01	40	Academic Level 10 (57,700-1,82,400)
12.	Assistant Professor (Sociology)	01	40	Academic Level 10 (57,700-1,82,400)
13.	Assistant Professor (Computer Science)	03	120	Academic Level 10 (57,700-1,82,400)
14.	Assistant Professor (Economics)	03	120	Academic Level 10 (57,700-1,82,400)
15.	Assistant Professor (Political Science)	02	80	Academic Level 10 (57,700-1,82,400)
16.	Assistant Professor (Mathematics)	04	160	Academic Level 10 (57,700-1,82,400)
17.	Assistant Professor (Physics)	04	160	Academic Level 10 (57,700-1,82,400)
18.	Assistant Professor (Chemistry)	06	240	Academic Level 10 (57,700-1,82,400)
19.	Assistant Professor (Botany)	03	120	Academic Level 10 (57,700-1,82,400)
20.	Assistant Professor (Zoology)	03	120	Academic Level 10 (57,700-1,82,400)
21.	Assistant Professor (Home Science)	01	40	Academic Level 10 (57,700-1,82,400)
Total Teaching		66	2640	

22.	Deputy Superintendent	01	40	FPL-6 (35,400-1,12,400)
23.	Office Assistant with typing and shorthand knowledge	03	120	FPL-6 (35,400-1,12,400)
24.	Accounts Assistants with minimum B.Com degree	01	40	FPL-6 (35,400-1,12,400)
25.	Data Entry Operator	03	120	FPL-2 (19,900-63,200)
26.	Clerk	03	120	FPL-2 (19,900-63,200)
27.	Laboratory Attendant	10 (01 per lab)	400	FPL-2 (19,900-63,200)
28.	Computer Lab Assistant	04	160	FPL-2 (19,900-63,200)
29.	Peon	04	160	16900-53500 (DL)
30.	Librarian	01	40	FPL-2 (19,900-63,200)
31.	Restorer	01	40	FPL-2 (19,900-63,200)
32.	Mali	03	120	16900-53500 (DL)
33.	Chowkidar / Security Guard	04	160	16900-53500 (DL)
34.	Sweeper	04	160	16900-53500 (DL)
35.	Grounds man	02	80	16900-53500 (DL)
36.	Library Attendant	01	40	FPL-2 (19,900-63,200)
Total Non-Teaching		45	1800	

Note :Requirement of posts may increase or decrease as per work load, addition or deletion of any course or for any other administrative reasons.

3. Category- 'A++' Colleges (more than 2000 students)

Academics:

- i) Colleges with student strength more than 2000 shall have Humanities (English, Hindi, Political Science, History, **Geography, Sanskrit, Music, Public Administration, Sociology, Economics, Mathematics and Psychology etc.**), Commerce and **Science streams (Medical and Non-Medical)**.
- ii) These colleges shall have career oriented courses and value added courses as well for example guidance and counseling, retail management, insurance, digital marketing.
- iii) **One Bachelor of Vocational Education Course.**
- iv) The Level of degree in these colleges shall be Under-graduate, **UG Honors and post graduate degrees.**
- v) **These colleges shall have multi-disciplinary choice based credit system with multiple entry and exit system as per NEP-2020.**
- vi) **To provide State of Art exposure of best international and national level institutions to students and staff, collaboration with top national and international colleges and universities will be facilitated.**
- vii) **These colleges will be authorized to invite visiting faculty, adjunct faculty and leaders from industry for giving value added lectures to students and staff.**
- viii) **These colleges will have MoUs with local industries, NGOs for social outreach and placement enhancement of students.**

- ix) Every Government College in Haryana will have **atleast six** functional computer labs with minimum **30 computer** sets. To utilize these labs optimally the colleges may run Compulsory Certificate Computer Courses in which students other than the students enrolled in under graduate programmes can study. The students enrolled in under graduate programmes may also join alongside their regular course.
- x) **One incubation centre for self employment, entrepreneurship etc.**
- xi) There shall be counselors (mental health friends) on part time basis who will pay minimum two visits per week to the college concerned to clear various doubts that tend to fog the minds of young students.
- xii) With a view to inculcate hobby based skill set leading to holistic development of students it will be mandatory for every student to opt for any one or more skill sets, like musical instruments, classical/contemporary dances, painting etc.

Sports and Extra Curricular activities

- i) There shall be provision for multi sports facilities which may include athletics, volleyball, basketball, badminton, **Hockey, Cricket, Football, Squash etc.** making it mandatory for all students (except specially abled) to play atleast one such sport. Haryana is a sports nursery and there are sports persons that have excelled in their respective sport and have brought

medals and laurels to the State and Nation. Many of such sports persons have been given appointment by Haryana Sports Department against various designations. The Director Sports Haryana may be requested to spare the services of these sports persons to coach our children.

- ii) There shall be provision for indoor games and mind engaging activities for specially abled children.
- iii) Subject societies are aimed at making students proficient and well literate in the subjects that they are studying by organizing such activities that give them practical exposure to the nitty-gritty in the concerned subject. Thus, these subject societies be formed for every subject that is being taught at the college concerned and these shall be headed by students and one teacher Incharge.
- iv) Drama Club, Adventure Club, Environment Club, Creative Writing Society, Literary Society, Fine Arts Club, Yoga Club, Media Club, Debate Society, Human Rights Society, Legal Literacy Club, Hobby Club and Gender sensitization society/women empowerment clubs shall be made mandatory features for every college and will have students as office bearers with one teacher Incharge. All these activities shall be facilitated by providing for a recreation room/hall.
- v) Kitchen Gardening: It is very important that every individual feels conscious of the cost of human existence on the planet and must know how to give back to Mother Nature. The Government Colleges have ample open

spaces that can be converted into kitchen garden and organic farming spaces to be maintained and looked after by the students. The students will be encouraged to learn gardening and horticulture, so that they are able to turn their homes and surroundings into self reliant and green environment friendly spaces.

- vi) Theaters and bands: Artistic interests help in holistic development of a human being and are therapeutic for people engaged in these activities. Also in talented children, these activities many times become the full fledged professions of such children. Children shall be encouraged to form their theatre groups, music bands etc. so that not only they develop a skill set but also volunteer to help the society to spread awareness on various social issues through their theatre workshops and raise funds for philanthropy.
- vii) Book Reading Clubs: With a view to promote reading culture among students, it is important to have book clubs in colleges where extracurricular reading activities of students are promoted and encouraged.
- viii) Self defense classes: it shall be mandatory for every college to hold free of cost self defense classes for all students. For specially abled students also there shall be special self defense classes to enable the students to bail themselves out of threatening situations.
- ix) **NSS/NCC, Youth Red Cross shall be compulsory for all students.**

Infrastructure: (Tentative budget 32 crores)

Good infrastructure is the key to retaining of interest of students as well as teachers to stay in the colleges. Government provides for adequate funds for creation of adequate infrastructure which can be made better by better planning. It is thus envisaged that every Government College in this category shall have the following facilities:

- i) **Two** teaching blocks with atleast **40** classrooms of 80-100 seating capacity.
- ii) One Administrative Block with one well furnished Principal Office.
- iii) One Administrative office,
- iv) **Two Staff rooms (Male-Female).**
- v) **One Common room (Boys) and One common room (Girls).**
- vi) **One Auditorium.**
- vii) **One Seminar Hall.**
- viii) Fully functional library with one Librarian. Students may work as volunteers to run these libraries on payment of honorariums.
- ix) Fully functional, highly specialized labs for all disciplines that will be taught at the college.
- x) Minimum **Five** smart classrooms which will also function as Media Rooms for recreational activities of students.
- xi) **Five rest room sets** for boys and girls students at each floor.

- xii) Sports Ground with athletic track and volleyball court, basketball court and badminton court; multi functional pitch.
- xiii) Internet connectivity.
- xiv) Clean drinking water with proper hygiene.
- xv) To ensure menstrual hygiene in colleges, sanitary pad vending machines shall be a mandatory installation in every Government.
- xvi) Sick room with basic medical facilities like first aid kit and generic medicines and an attendant.
- xvii) Recreation room for indoor games and mind engaging activities for specially abled children.
- xviii) Cafeteria and canteen preferably to be run by some local self help groups promoting local healthy foods where students can work and earn money besides ensuring upkeep of the canteen.
- xix) The buildings of these colleges shall be essentially green buildings with minimum GRIHA-3 rating.
- xx) All these buildings shall have solar energy installations and rain water harvesting and water conservation systems.

REQUIREMENT OF STAFF IN CAT A++ COLLGES

Sr No.	Name of Post	Requirement per College	Total	Pay Scale
1.	Principal	01	29	Academic Level-14 (1,44,200 to 2,18,200)
2.	Assistant Professor (English)	12	348	Academic Level 10 (57,700-1,82,400)
3.	Assistant Professor (Hindi)	04	116	Academic Level 10 (57,700-1,82,400)
4.	Assistant Professor (Commerce)	15	435	Academic Level 10 (57,700-1,82,400)
5.	Assistant Professor (Geography)	12	348	Academic Level 10 (57,700-1,82,400)
6.	Assistant Professor (Sanskrit)	03	87	Academic Level 10 (57,700-1,82,400)
7.	Assistant Professor (Punjabi)	01	29	Academic Level 10 (57,700-1,82,400)
8.	Assistant Professor (History)	03	87	Academic Level 10 (57,700-1,82,400)
9.	Assistant Professor (Psychology)	03	87	Academic Level 10 (57,700-1,82,400)
10.	Assistant Professor (Physical Education)	03	87	Academic Level 10 (57,700-1,82,400)
11.	Assistant Professor (Public Administration)	02	58	Academic Level 10 (57,700-1,82,400)
12.	Assistant Professor (Sociology)	01	29	Academic Level 10 (57,700-1,82,400)
13.	Assistant Professor (Computer Science)	05	145	Academic Level 10 (57,700-1,82,400)
14.	Assistant Professor (Economics)	03	87	Academic Level 10 (57,700-1,82,400)
15.	Assistant Professor (Political Science)	03	87	Academic Level 10 (57,700-1,82,400)
16.	Assistant Professor (Mathematics)	08	232	Academic Level 10 (57,700-1,82,400)
17.	Assistant Professor (Physics)	08	232	Academic Level 10 (57,700-1,82,400)
18.	Assistant Professor (Chemistry)	12	348	Academic Level 10 (57,700-1,82,400)
19.	Assistant Professor (Botany)	03	87	Academic Level 10 (57,700-1,82,400)

20.	Assistant Professor (Zoology)	03	87	Academic Level 10 (57,700-1,82,400)
21.	Assistant Professor (Home Science)	02	58	Academic Level 10 (57,700-1,82,400)
22.	Assistant Professor (Music) (Instumental)	01	29	Academic Level 10 (57,700-1,82,400)
23.	Assistant Professor (Music) (Vocal)	01	29	Academic Level 10 (57,700-1,82,400)
24.	Assistant Professor (Bio-Technology)	02 each in any 10 A++ colleges	20	Academic Level 10 (57,700-1,82,400)
25.	Assistant Professor (Micro Biology)	02 each in any 10 A++ colleges	20	Academic Level 10 (57,700-1,82,400)
26.	Assistant Professor (Fine Arts)	01	29	Academic Level 10 (57,700-1,82,400)
27.	Assistant Professor (Mass Communication)	02	58	Academic Level 10 (57,700-1,82,400)
28.	Assistant Professor (Philosophy)	01	29	Academic Level 10 (57,700-1,82,400)
29.	Assistant Professor (Geology)	01 each in any 10 A++ colleges	10	Academic Level 10 (57,700-1,82,400)
30.	Assistant Professor (Defense Studies)	02	58	Academic Level 10 (57,700-1,82,400)
31.	Assistant Professor (Anthropology)	02 each in any 05 A++ colleges	10	Academic Level 10 (57,700-1,82,400)
32.	Assistant Professor (Tourism)	03 each in any 10 A++ colleges	30	Academic Level 10 (57,700-1,82,400)
Total Teaching		125	3425	
33.	Counselor	01	29	FPL-6 (35,400-1,12,400)
34.	Superintendent	01	29	FPL-6 (35,400-1,12,400)
35.	Deputy Superintendent	01	29	FPL-6 (35,400-1,12,400)
36.	Office Assistant with typing and shorthand knowledge	04	116	FPL-6 (35,400-1,12,400)

37.	Accounts Assistants with minimum B.Com degree	02	58	FPL-6 (35,400-1,12,400)
38.	Data Entry Operator	04	116	FPL-2 (19,900-63,200)
39.	Clerk	04	116	FPL-2 (19,900-63,200)
40.	Laboratory Attendant	16 (01 per Lab)	464	FPL-2 (19,900-63,200)
41.	Computer Lab Assistant	06	174	FPL-2 (19,900-63,200)
42.	Tabla Player	01	29	16900-53500 (DL)
43.	Legal Assistant	01	29	FPL-2 (19,900-63,200)
44.	Peon	06	174	FPL-2 (19,900-63,200)
45.	Librarian	01	29	16900-53500 (DL)
46.	Junior Librarian	01	29	16900-53500 (DL)
47.	Restorer	02	58	16900-53500 (DL)
48.	Mali	04	116	16900-53500 (DL)
49.	Chowkidar / Security Guard	05	145	FPL-2 (19,900-63,200)
50.	Sweeper	08	232	16900-53500 (DL)
51.	Grounds man	02	58	16900-53500 (DL)
52.	Library Attendant	02	58	16900-53500 (DL)
53.	Sick Room Attendant	01	29	16900-53500 (DL)
Total Non-Teaching		73	2117	

Note :Requirement of posts may increase or decrease as per work load, addition or deletion of any course or for any other administrative reasons.

TOTAL STAFF REQUIREMENT IN ALL 180 GOVERNMENT COLLEGES

Type of Colleges	Teaching	Non-Teaching
A	1998	3108
A+	2640	1800
A++	3425	2117
Total	8063	7025

**Academic and Non-academic structure of Govt. College of Education,
Bhiwani**

Sr No.	Name of Post	Sanctioned	Pay Scale
1.	Principal	01	Academic Level-14 (1,44,200 to 2,18,200)
2.	Assistant Professor Botany	01	Academic Level 10 (57,700-1,82,400)
3.	Assistant Professor Chemistry	01	Academic Level 10 (57,700-1,82,400)
4.	Assistant Professor Economics	01	Academic Level 10 (57,700-1,82,400)
5.	Assistant Professor English	01	Academic Level 10 (57,700-1,82,400)
6.	Assistant Professor Fine Arts	01	Academic Level 10 (57,700-1,82,400)
7.	Assistant Professor Geography	01	Academic Level 10 (57,700-1,82,400)
8.	Assistant Professor Hindi	01	Academic Level 10 (57,700-1,82,400)
9.	Assistant Professor Maths	01	Academic Level 10 (57,700-1,82,400)
10.	Assistant Professor Music(1)	01	Academic Level 10 (57,700-1,82,400)
11.	Assistant Professor Physical Education	01	Academic Level 10 (57,700-1,82,400)
12.	Deputy Superintendent	01	FPL-6 (35,400-1,12,400)
13.	Assistant	01	FPL-6 (35,400-1,12,400)
14.	Junior Librarian	01	FPL-4 (25,500-81,100)
15.	Lab Attendant	02	FPL-2 (19,900-63,200)
16.	Clerk	02	FPL-2 (19,900-63,200)
17.	Library Attendant	01	FPL-2 (19,900-63,200)
18.	Restorer	01	FPL-2 (19,900-63,200)
19.	Steno Typist	01	FPL-2 (19,900-63,200)
20.	Mali	01	16900-53500 (DL)
21.	Peon	02	16900-53500 (DL)

Note :Requirement of posts may increase or decrease as per work load, addition or deletion of any course or for any other administrative reasons.

**Academic and Non-academic structure of Govt. College of Education,
Narnaul**

Sr No.	Name of Post	Sanctioned	Pay Scale
1.	Principal	01	Academic Level-14 (1,44,200 to 2,18,200)
2.	Assistant Professor Botany	01	Academic Level 10 (57,700-1,82,400)
3.	Assistant Professor Commerce	01	Academic Level 10 (57,700-1,82,400)
4.	Assistant Professor Economics	01	Academic Level 10 (57,700-1,82,400)
5.	Assistant Professor English	01	Academic Level 10 (57,700-1,82,400)
6.	Assistant Professor Hindi	01	Academic Level 10 (57,700-1,82,400)
7.	Assistant Professor Maths	01	Academic Level 10 (57,700-1,82,400)
8.	Deputy Superintendent	01	FPL-6 (35,400-1,12,400)
9.	Assistant	01	FPL-6 (35,400-1,12,400)
10.	Junior Librarian	01	FPL-4 (25,500-81,100)
11.	Lab Attendant	02	FPL-2 (19,900-63,200)
12.	Clerk	02	FPL-2 (19,900-63,200)
13.	Library Attendant	01	FPL-2 (19,900-63,200)
14.	Restorer	01	FPL-2 (19,900-63,200)
15.	Steno Typist	01	FPL-2 (19,900-63,200)
16.	Mali	01	16900-53500 (DL)
17.	Peon	02	16900-53500 (DL)

Note :Requirement of posts may increase or decrease as per work load, addition or deletion of any course or for any other administrative reasons.