

**The Right of Free and Compulsory Education Rules, 2016 (Sindh)**

EXTRAORDINARY

Registration No. M 324

**The Sindh Government Gazette**  
Published by Authority  
**KARACHI THURSDAY DECEMBER 29, 2016**

**PART – I**

**SCHOOL EDUCATION DEPARTMENT**

Karachi, dated the 8<sup>th</sup> December, 2016

**NOTIFICATION**

No. (G-III) E & L/F & CER/3-669/16: In exercise of the powers conferred by section 30 (1) of the *Right to Free and Compulsory Education Act of 2013*, the Government of Sindh are please to make the following rules to provide for free and compulsory education to all children of applicable age as envisaged in Article 25-A of the Constitution of the Islamic Republic of Pakistan and other corresponding policies.

**PART I  
PRELIMINARY**

1.	<ol style="list-style-type: none"> <li>1) These Rules may be called “The Right of Free and Compulsory Education Rules, 2016.”</li> <li>2) They shall come into force from the date of Notification.</li> <li>3) They shall extend to the whole of Sindh.</li> </ol>	Short title and commencement.
2.	<ol style="list-style-type: none"> <li>1) In these rules, unless the context otherwise requires,               <ol style="list-style-type: none"> <li>1) “Act” means the Sindh Right of Children to Free and Compulsory Education Act, 2013;</li> <li>2) “Age” means 5-16 years as per article 25-A and 3-5 years as per article 9 of the Sindh RTE Act, 2013 aligned of Sindh ECCE Policy 2015; the age group ECCE from 0-5 will be progressively expanded commensurate to resources;</li> <li>3) “chapter”, “section” and “schedule” means respectively chapter, section of, and schedule to, the Act;</li> <li>4) “Department” means the department of Special Education;</li> <li>5) “ECCE” means Early Childhood Care and Education;</li> <li>6) “formal education” means the ..... structured, chronologically granted ‘education system’, running from primary school through the university and including, in addition to general academic studies, a variety of specialized programmes and institutions for full-time technical and professional training;</li> <li>7) “Neighborhood” means the area near or within a walking distance of an elementary school referred to in section 8 of the Act and shall include areas of such schools in adjacent local bodies;</li> <li>8) “Non-formal education” means the organized educational activity outside the established formal system – whether operating separately or as an important feature of some broader activity – that is intended to serve identifiable learning clienteles and learning objectives;</li> <li>9) “Pupil Cumulative Record” means record of the progress of the child based on comprehensive and continuous evaluation;</li> <li>10) “SMC” means School Management Committee;</li> <li>11) “School mapping” means planning school location to overcome social barriers and geographical distance;</li> <li>12) “Universal Design” means “Universal Design” An approach to ensure that educational programs serve all students. While courses, technology, and student services are typically designed for the narrow range of characteristics of the average student, it goes beyond accessible design for people with disabilities to make all aspects of the educational experience more inclusive for students, parents, staff, instructors, administrators, and visitors with a great variety of characteristics. These characteristics include those related to gender, race and ethnicity, age, stature, disability, and learning style.</li> </ol> </li> </ol>	Definitions.

	2)	All reference to “forms” in these Rules shall be construed as references to forms set out in Appendix – I hereto.	
	3)	All other words and expressions used herein and not defined but defined in the Act shall have the same meanings respectively assigned to them in the Act.	
		<b>PART II RIGHT OF CHILD TO FREE AND COMPULSORY EDUCATION</b>	
3.	1) 2) 3) 4)	The non-formal education Programmes shall not function in lieu of formal education, providing a means to evade the responsibility to education all children. Such non-formal Programmes shall be designed to function as alternate literacy bridging Programmes to facilitate formal education. The Local Authority concerned shall raise awareness about child’s right to Free and Compulsory Education. The Government / Local Authority concerned shall form partnerships with private sector to provide counseling for children / parents to admit or cause to be admitted in schools for completion of elementary education.	Free Education
4.	1) 2)	The sub-Rules (2) and (3) of Rule 3 pertaining to non-formal education, shall act in conjunction with the rules developed by the Education and Literacy Department, the Government of Sindh, and its affiliates, as part of the Sindh Education Sector Plan for 2014-18. The rules identified in sub-rule hereinabove shall be read as Supplementary Rules along with these Rules and shall be amended, if need be, as per these Rules.	Application of Supplementary Rules.
5.	1)	The Local Authority concerned shall identify all children in its jurisdiction within a period of two years from the notification of these Rules to determine out of school children and to determine areas and limits of schools. <b>Explanation:</b> All children include children in remote areas, out of school children, children with disabilities, children belonging to disadvantages groups, children belonging to weaker sections. 2) The Local Authority concerned shall maintain a record of all children, in its jurisdiction, using child’s unique identification number, from their birth till they attain the age of 16 year’s.	
5	(i)	The local authority concerned shall identity all children in its jurisdiction within a period of two years from the notification of these rules to determine out of school children and to determine areas and limits of school. <b>Explanations:</b> All children includes children in remote areas, out of school children, children with disabilities, children belonging to disadvantage group, children belonging to weaker section.	Identity of Children

	<p>(2) The Local Authority concerned shall maintain a record of all children, in its jurisdiction, using child's unique identification number, from their birth till they attain the age of 16 years.</p> <p>Explanations it is mandatory, under the 1973 constitution of Islamic republic of Pakistan for the parents to get their children registered with in one month of their birth</p> <p>(3) The record, referred to in sub – Rule (2) shall, in respect of every child, include</p> <ol style="list-style-type: none"> <li>a) name, sex, date of birth, (Birth Certificate Number ) place of birth;</li> <li>b) basic medical record i.e blood group, immunization</li> <li>c) parents/guardians names, address, occupation;</li> <li>d) pre-primary school that the child attends (up to age 5);</li> <li>f) present address of the child</li> <li>g) class in which the child is studding (for children between age 5-16), and if education is discontinued in the territorial jurisdiction of the local Authority, the cause of such discontinuance;</li> <li>h) whether the child belong to the weaker section within the meaning of this Act</li> <li>i) whether the child belongs to disadvantage group within the meaning of the Act;</li> <li>j) details of the children requiring special facilities / residential facilities on account of migration and sparse population; age appropriate admission, disability.</li> </ol> <p>(4) The record. Referred to in sub –rule (2), hall be maintained transparently, in the public domain.</p>	
	<p>(5) The Government / Local authority concerned shall utilize the available resources in the private sector by forming partnership for the purpose of sub-Rule(1) and (2)</p>	
	<p><b>Part III</b></p> <p><b>SPECIAL PROVISIONS FOR EDUCATION</b></p>	
6	<p>(1) The head of a school referred to in sub-clause (i) and (ii) of clause(m) of section 3 of the act shall identify children requiring special training.</p> <p>(2) The government shall be provide specially design teacher and learning material for special referred to in sub-rule(1)</p> <p>(3) The special training shall be provided in classes held on the permises of the school, or in classes organized in place identified by the Local Authority concerned respective school management committee.</p> <p>(4) It shall be provided by teacher working in the school or by teachers specially appointed for the purpose</p> <p>(5) The duration of such trainings shall be for a minimum period of three months which may be extended based on periodical</p>	Special training

	<p>assessment of learning progress by the concern teacher for a maximum period not exceeding two years</p> <p>(6) The department of the special education shall insure that the child shall upon induction into the age appropriate class after special training, continue to receive special attention by the teacher to enable him/her to effectively integrate with rest of the class</p>	
	<p><b>PART IV</b></p> <p><b>DUTIES OF GOVERNMENT AND LOCAL AUTHORITY</b></p>	
7	<p>(1) The local Authority concern shall undertake school mapping to determine the number of existing schools and ensure the establishment to required number of school.</p> <p>(2) The areas or limits within which a school has to be established shall be as under</p>	

	<p>a) “non formal education” means the organized educational activity outside the established formal system whether operating separately or as an important feature of some broader activity that is intend to serve definable learning clientless and learning objectives.</p> <p>b) “Pupil cumulative record” means record of the progress pf the child-based om comprehensive and continues evaluation.</p> <p>c) “SMC” means school management committee.</p> <p>d) “Universal design” means “universal design” An approach to ensure that educational program serve all students while courses, technology, and student services are typically designed for the narrow range of characteristics of the average students it goes beyond accessible design for people with disabilities to make all aspects of the educational experience more inclusive for students, parents, stuff, instructor, administrators. These characteristics include those related to gender race and ethnicity, age, stature, disability, and learning style.</p> <p>(3) All reference to “form” in these Rules shall be construed as references to forms set out in Appendix-1 hereto.</p> <p>(4) All other words and expressions used herein and not defined but defined in the act shall have the same meanings respectively assigned to them in the act</p>	
	<p><b>PART - II</b></p> <p><b>RIGHT OF CHILD TO FREE AND COMPULSORY EDUCATION</b></p>	
3	<p>(1) The non-formal education programmers shall not function in lieu of formal education, providing a means to evade the responsibility to educate all children.</p> <p>(2) Such non-formal programmers shall be designed to function as alternate literacy bridging program to facilitate formal education.</p> <p>(3) The local Authority concerned shall raise awareness about child’s right to free an compulsory education.</p> <p>(4) The Government / Local authority concerned shall form partnership with private sector to provide counseling for children</p>	Free Education

	/ parents to admit or cause to be admitted in schools for completion of elementary education.	
4	(1) The sub-Rules (2) and (3) of Rule 3 pertaining to non-formal education shall act in conjunction with the rules developed by the education and literacy Department the government of Sindh, and its affiliates as part of the Sindh education Sector plan for 2014-18	Application of Supplementary Rules
	<p>a) the school buildings or other structures or the grounds are used only for the purposes of education and skill development;</p> <p>b) the school is open to inspection by any officer authorized by the Government / Local Authority;</p> <p>c) the school furnishes such reports and information as may be required by the Director of Education / District Education Officer from time to time and complies with such instructions of the Government / Local Authority of the condition of recognition or the removal of deficiencies in working of the school.</p> <p>2) Every self-declaration received in <b>Form-I</b> shall be placed by the District Education Officer in public domain within fifteen days of its receipt.</p> <p>3) The District Education Officer shall conduct on-site inspection of such schools which claim in <b>Form-I</b> to fulfill the norms and standards and the conditions mentioned in sub-rule (1) within three months of the receipt of the self-declaration.</p> <p>4) After the inspection referred to in sub-rule (3) is carried out, the inspection report shall be placed by the District Education Officer in public domain and schools found to be conforming to the norms, standards and the conditions shall be granted recognition by the District Education Officer in <b>Form-II</b> within a period of 15 days from the date of inspection.</p> <p>5) School that do not conform to the norms, standards and conditions mentioned in sub-rule (1) shall be listed by the District Education Officer through a public order to this effect, and any time within the next two and a half years, such schools may request the District Education Officer for an on-site inspection for grant of recognition.</p> <p>6) The Directorate of Private Schools is the prescribed authority for the registration of schools referred to in sub0clause (ii), (iii), and (iv) of clause (m) of section 2 of the Act.</p>	
15.	1) Where the District Education Officer on his own motion, or on any representation received from any person, has reason to believe, to be recorded in writing, that a school recognized under Rule 14, has violated one or more of the conditions for grant of recognition or has failed to fulfill the norms and standards prescribed in the Schedule, he/she shall act in the following manner:	Withdrawal of recognition to schools.
	a) Issue a notice to the school specifying the violations of the condition of grant of recognition and seek its explanation within one month;	

	<p>b) In case the explanation is not found to be satisfactory or no explanation is received within the stipulated time period, the District Education Officer may cause an inspection of the school, to be conducted by a Committee of two to three members comprising of educationists, civil society representatives, media, and government representatives, which shall make due inquiry and submit its Report, along with its recommendations for continuation of recognition or its withdrawal, to the District Education Officer;</p> <p>c) The District Education Officer shall forward the Report of the Committee, along with his/her comments, to the Education and Literacy Department.</p> <p>2) The Education and Literacy Department, shall, on the basis of the recommendations referred to in sub-rule (1) (b) convey its decision to the District Education Officer.</p> <p>3) The District Education Officer shall, on the basis of the decision of the Education and Literacy Department, pass an order cancelling the recognition granted to the school.</p> <p>4) The order of de-recognition shall be operative from the immediately succeeding academic year and shall specify the schools to which the children of the de-recognized schools shall be admitted.</p>	
16.	<p>1) Schools which do not conform to the norms, standards and conditions mentioned in sub-rule (1) of Rule 14 after three years from the commencement of the Act, shall cease to function</p> <p>2) Every school, other than a school established, owned or controlled by the Government or local authority established after the commencement of this Act shall conform to the norms and standards and conditions mentioned in sub-rule (1) in order to qualify for recognition.</p>	Norms and Standards for establishing school.
	<p><b>PART VI</b></p> <p><b>SCHOOL MANAGEMENT COMMITTEE</b></p>	
17.	<p>1) General Body comprises of the following:</p> <p>a) All the parents whose children are studying in the school.</p> <p>b) All the teachers including the head teacher working in the school/college.</p> <p>c) All the students of two highest grades.</p>	Composition and functions of the School Management Committee.
	<p>2) The role and authority of the General Body shall be as follows:</p> <p>a) Conduct elections of Executive Committee members;</p> <p>b) Approve the annual School Improvement Plan (SIP) which is made by Executive Committee;</p> <p>c) Oversee implementation of the School Improvement Plan;</p> <p>d) Mobilize parents of out-of-school children to send their children to school through application of various mobilization tools and techniques;</p> <p>e) Find out ways and means to facilitate children's and teachers' (particularly female teachers) access to schools;</p> <p>f) Approve the annual budget and expenditures at the Annual General Body Meeting;</p> <p>g) Ensure that over all formal rules and regulations of SMC are strictly enforced;</p>	

	<ul style="list-style-type: none"> <li>h) The General Body shall approve the names of co-opted members;</li> <li>i) The General Body shall approve the election schedule of the election;</li> <li>j) Any member through Executive Committee shall request to call any Extraordinary General Body Meeting;</li> <li>k) Organizing the General Body shall be the responsibility of Head Teacher/In-charge of School;</li> <li>l) The notice of General Body Meeting's notice should be issued to members 15 days prior to commencing of Annual General Body Meeting or Extra Ordinary General Body Meetings;</li> <li>m) The General Body is authorized to determine the schedule &amp; frequency of the meetings;</li> <li>n) General Body shall meet at least once in a year.</li> </ul>							
18.	<p>1) Executive Committee means elected, co-opted, nominated and/or ex-officio member including the Chairperson and Secretary. Members shall not be less than seven and more than thirteen. These members shall include:</p> <ul style="list-style-type: none"> <li>a) The parents or guardians of the students;</li> <li>b) The Head Teacher (ex-officio);</li> <li>c) Two elected students of highest grades;</li> <li>d) Local capable and good citizens and school improvement partners/adopters;</li> <li>e) The Secretary of the Executive Committee shall be head teacher/school In-charge</li> </ul>	Executive Committee.						
	<ul style="list-style-type: none"> <li>f) The Chairperson/Chairman shall be parent/guardian of the student studying in respective school;</li> <li>g) There should be no blood relation or any relation between the members of the Executive Committee and especially between the cosignatories i.e. Chairperson and Secretary;</li> <li>h) The School Management Committee may co-opt any person as a member.</li> </ul> <p>2) Following is the proposed composition of SMCs at different levels of schools;</p> <ul style="list-style-type: none"> <li>a. Primary/Middle School (3 parents/guardians, 1 head/In-charge teacher, 2 children, 1 teacher) up to 2 co-opted members (7 or 9 members).</li> <li>b. Elementary School – (4 parents/guardians, 1 head/In-charge teacher, 2 Children, 2 teachers) up to 2 co-opted members (9 or 11 members).</li> <li>c. Secondary/Higher Secondary School – (4 parents/guardians, 1 head/In-charge teacher, 3 Children, 3 teachers) up to 2 co-opted members (11 or 13 members).</li> </ul>	SINDH EDUCATION & LITERACY DEPARTMENT						
	<p>3) Composition of School Executive Committee-</p> <table border="1"> <thead> <tr> <th>Level &amp; Number of SMC Member</th> <th>Head/In charge (Secretary)</th> <th>Teacher</th> <th>Parent (1 will be Chairperson)</th> <th>Children</th> <th>Co-opted/ Adopter/ Partner</th> </tr> </thead> </table>	Level & Number of SMC Member	Head/In charge (Secretary)	Teacher	Parent (1 will be Chairperson)	Children	Co-opted/ Adopter/ Partner	
Level & Number of SMC Member	Head/In charge (Secretary)	Teacher	Parent (1 will be Chairperson)	Children	Co-opted/ Adopter/ Partner			



Primary/Middle (seven (7) or nine (9)).	One (1)	One (1) (Not applicable in single teacher school)	Three (3)	Two (2)	Two (2) (Only one member in case of single teacher school)
Elementary (nine (9) or eleven (11))	One (1)	Two (2)	Four (4)	Two (2)	Two (2)
Secondary/Higher Secondary School (eleven (11) or thirteen (13)).	One (1)	Three (3)	Four (4)	Three (3)	Two (2)

4) Gender representation in Executive Committee: -

For parents	Male	Female
Girls Schools	Thirty percent (30%)	Seventy percent (70%)
Boys Schools	Seventy percent (70%)	Thirty percent (30%)
Mis Schools	Fifty percent (50%)	Fifty percent (50%)

--	--

<p>5) The functions of the Executive Committee:</p> <ol style="list-style-type: none"> <li>Propose election schedule to General Body.</li> <li>The Executive Committee shall meet once in two months time.</li> <li>Propose the names of co-opted members to the General Body for the approval.</li> <li>Monitor the general working of the school</li> <li>Prepare and recommend School Improvement Plan (SIP) and mobilize resources through philanthropists, industry, communities and local government funds. The Executive Committee is authorized by the General Body to execute the SIP under the approved rules and regulations of the Education Department.</li> <li>Ensure that the prescribed governmental rules and regulations are adhered to the mark.</li> <li>Monitor the utilization of the regular budgets (SMC, School specific budget, and school consolidation budget), aids and grants received from Government or any other source.</li> <li>Record school assets as per guidelines of the Education Department in case of evacuation of school building.</li> <li>Monitor child abuse incidents, and demonstrate zero tolerance for corporal punishment, trafficking / kidnapping and take necessary measures through</li> </ol>	<p><b>SINDH EDUCATION &amp; LITERACY DEPEARTMENT</b></p>
--	--

	<p>community participation / negotiation to minimize such incidents. In extreme cases, register formal complaints at police stations, ombudsmen, human rights, child complaints at police stations, ombudsmen, human rights, child right and women's commissions; at local/district/provincial level.</p> <ul style="list-style-type: none"> <li>j) Coordinate and communicate with other line departments such as health, community development, social safety nets/income/education support programs for child and households, NADRA, forestry department, environment, public health for information, services and resource mobilization for school and children.</li> <li>k) Communicate and coordinate with Civil Society Organizations, philanthropists and companies/industry, Corporate Social Responsibility (CSR) for enhancement of smc functions.</li> <li>l) Encourage literate persons of the area to assist in students learning on voluntary basis to improve their learning outcomes.</li> <li>m) Monitor the performance of the students, teacher/head teachers and formally inform the Education Department if their performance is not satisfactory.</li> <li>n) Perform such other functions as may be prescribed or entrusted or it by Government or by General Body. In case of any disaster or emergency situation (flood, earth quake, etc.) the school management committee shall be consulted through and emergency meeting for shelter/rehabilitation work.</li> <li>o) Forward the resignation of any Executive Committee official or member to the General Body along with recommendations.</li> <li>6) The Executive Committee shall hold office for three academic years, which may, on a resolution of the General Body be extended for one more academic year.</li> <li>7) The termination of membership of Executive Committee: <ul style="list-style-type: none"> <li>a) In case of the death of member.</li> <li>b) In case of parent whose child ceases to be student.</li> <li>c) Absence in three consecutive meetings without valid reason.</li> <li>d) Inability to perform functions.</li> <li>e) On resignation.</li> </ul> </li> <li>8) <b>Powers of Chairperson.</b> The chairperson shall be elected by the members of Executive Committee. Who shall be parent of the student studying in initial grade in the respective school. The chairperson shall: <ul style="list-style-type: none"> <li>a) Advice the Secretary to convene a meeting of the SMC.</li> <li>b) Approve the agenda of a meeting.</li> <li>c) Preside over a meeting, and maintain proper decorum of the meeting.</li> <li>d) Ensure implementation of Executive Committee's decisions.</li> </ul> </li> </ul>	
--	--	--

	<p>e) Liaise with Education Department and other relevant authorities.</p> <p>9) <b>Power of Secretary</b> The Secretary shall:</p> <p>a) Perform the functions as assigned to him by the executive committee.</p> <p>b) Maintain records of financial and non-financial documents.</p> <p>c) Support Chairperson / Chairman in correspondence on behalf of the SMC.</p> <p>d) Convene regular meetings including Annual General Body Meeting/Extraordinary General Body Meetings as per legal requirement or directions of the Chairman.</p> <p>e) Record minutes of the meetings.</p> <p>f) Prepare and submit report to the General Body about the activities of SMC and public institutions.</p> <p>g) The Secretary of the Executive Committee shall be head teacher/school In-charge.</p> <p>10) <b>Function of Executive Committee:</b></p> <p>a) The Executive Committee shall meet at least three times a year. Than the regular salaries / emoluments receiving as Head/Master/Principal/Teachers.</p> <p>4) <b>Monitoring of SMCs:</b></p> <p>a) The Education Department shall adhere a formal monitoring mechanism through District Administration to ensure effective functioning of SMCs.</p> <p>b) Such performance shall also be shared annually with SMCs aiming to improve their performance. The performance shall be shared in Annual General Meeting.</p> <p>5) <b>School Management Accounts and Audit:</b> Executive Committee through its secretary shall present the annual expenditure at the Annual General Body Meeting for approval. The SMC Accounts shall be maintained as per rule 19 (1)(a) and shall be audited by the Government.</p>	
	<p><b>PART VII</b></p> <p><b>TERMS AND CONDITIONS OF SERVICE OF TEACHERS</b></p>	
20.	<p>1) The Education and Literacy Department, shall lay down the minimum qualification for persons to be eligible for appointment as a teacher in an elementary school in <b>Schedule-I.</b></p> <p>2) The minimum qualification laid down in the Service Rules referred to in sub-rule shall be applicable for every school referred to in the Act.</p>	<p>Minimum Qualification of Teachers.</p>

21.	<ol style="list-style-type: none"> <li>1) The Government shall estimate the teacher requirement as per the norms and standards set out in section 15 of the Act ibid all schools within the province, within six months from the notification of these Rules.</li> <li>2) Where a District/Taluqa does not have adequate institutions offering courses or training in teacher education, or persons possessing minimum qualifications as laid down by the Education &amp; Literacy Department, the school shall request, within one year of the notification of these rules, the Government for relaxation of the prescribed minimum qualifications along with request or plan for specific teacher education programme(s) to support up gradation of qualification.</li> <li>3) On receipt of the request referred to in sub-rule (2), the Government shall examine the request and may relax the minimum qualifications by way of a Notification.</li> </ol>	Relaxation of minimum qualification.
	<ol style="list-style-type: none"> <li>4) The Notification referred to in sub-rule (3) shall specify the nature of relaxation and the time period, not exceeding two years, but not beyond five years from the notification of these Rules.</li> <li>5) After six months after the commencement of the Act, no appointment of teacher for any school shall be made in respect of any person not possessing the minimum qualifications.</li> <li>6) A person appointed as a teacher within six months of the commencement of the Act, shall possess at least the academic qualifications not lower than Second Class Bachelors (14 years of Education) or equivalent.</li> <li>7) A person appointed as a teacher shall take Induction Training of 1-2 months offered through PITE/Teacher Training Institutions recognized by Government.</li> </ol>	
22.	<ol style="list-style-type: none"> <li>1) The Government shall provide adequate teacher education facilities to ensure that all teachers in schools referred to in sub-clause (i), (ii), (iii) of clause (m) of sections 2 of the Act who do not possess the minimum qualifications laid down under sub-rule (2) of Rule 15 at the time of commencement of the Act, to acquire such minimum qualifications within a period of five years from the commencement of the Act.</li> <li>2) For a teacher, of a school referred in sub-clause (iv) of clause (m) of Section 2 of the Act, who does not possess the minimum qualifications laid down under sub-rule (2) of Rule 15 at the time of commencement of the Act, the management of such school shall enable such teacher to acquire such minimum qualifications within a period of five years from the commencement of the Act.</li> </ol>	Acquiring minimum qualifications by teachers.
23.	<ol style="list-style-type: none"> <li>1) The Government or the local authority, as the case may be, shall notify terms and conditions of service and salary and allowances of teachers in order to create a professional and permanent cadre of teachers.</li> <li>2) <b>Terms and conditions:</b> - The scales of pay and allowances, medical facilities, pension, gratuity,</li> </ol>	Terms and conditions of service School teachers.

	<p>provident fund, and other prescribed benefits of teachers, including those employed for the purpose of imparting special training, shall be that of regular teachers, and at par for similar work and experience.</p>	
24.	<ol style="list-style-type: none"> <li>1) In addition to the functions specified in sub-clauses (a) to (i) of clause (1) of section 18, a teacher shall perform the following duties assigned to him or her, without interfering with regular teaching: <ol style="list-style-type: none"> <li>a) Participation in continuing professional development and counseling Programmes;</li> <li>b) Participation in curriculum formulation, and the development of syllabi, training modules text book development, policy reviews;</li> <li>c) Participation in citizenship, life skills based education for extending soft skills to students/learners for effective societal integration, and</li> <li>d) Any other duty as shall be assigned by the Government from time to time.</li> </ol> </li> <li>2) A teacher shall maintain a file containing the Pupil Cumulative Record for every child which shall be basis for awarding the certificate for completion of elementary education.</li> </ol>	<p>Additional duties/ functions of teachers.</p>
25.	<ol style="list-style-type: none"> <li>1) Sanctioned strength of teachers in a school shall be notified by the Government or the local authority, as the case may be, within a period of three months of the date of appointment.   Provided that the Government or the local authority, as the case may be, shall, within three months of such Notification, redeploy teacher of schools having strength in excess of the sanctioned strength prior to the Notification referred to in sub-Rule (1).</li> <li>2) If any person/official of the Government or the local authority violates the provisions of sub-clause (2) of section 19, he or she shall personally be liable for disciplinary action.</li> </ol>	<p>Maintaining Pupil-Teacher Ratio in each school.</p>
26.	<ol style="list-style-type: none"> <li>1) The Certificate of completion of elementary education shall be issued at the school level within one of the completion of elementary education.</li> <li>2) The Certificate referred to in sub-rule (1) shall- <ol style="list-style-type: none"> <li>a) Certify that the child has completed all courses of study;</li> <li>b) Contain the Pupil Cumulative Record of the child and also specify achievements of the child in areas of activities beyond the prescribed course of study and may include debated, literature, culture, sports</li> </ol> </li> </ol>	<p>Award of completion certificate.</p>
	<p><b>PART VIII</b> <b>PROTECTION OF RIGHT OF CHILDREN</b></p>	
27.	<ol style="list-style-type: none"> <li>1) The Government or the Local Authority concerned, as the case may be, shall set up a child help line, accessible</li> </ol>	<p>Manner of furnishing complaints before the</p>

	<p>by SMS, telephone and letter, which shall act as the forum for aggrieved child/guardian to register complaint regarding violation of rights under the Act. But it shall secret.</p> <p>2) All complaints to the helpline shall be monitored through a transparent ‘alert and action’ online mechanism by the Government or the Local Authority concerned, as the case may be.</p>	Commission for Protection of Child Rights.
28.	<p>1) The Education Advisory Council shall consist of a Chairperson and eight Member.</p> <p>2) The Minister in charge of the Ministry/Department of School Education in the Government shall be the Chairperson of the Council.</p> <p>3) Members of the Council, shall be appointed by the Government from amongst persons having knowledge and practical experience in the field of elementary education and child care and development, as under</p> <p>a) Four members shall be from amongst person having specialized knowledge in the fields of pre-primary to Higher Secondary education;</p> <p>b) One member should be from amongst persons belonging to Schedule casts and Minorities;</p> <p>c) One member should be from amongst persons having specialized knowledge and practical experience of education of children with special needs;</p> <p>d) Two members should be from amongst persons having specialized knowledge and practical experience in the field of teacher education</p> <p>e) One third of all such members shall be from amongst women</p> <p><b>Functions of the Education Advisory Council:</b></p> <p>1) The Education Advisory Council shall perform the following functions in an advisory capacity:</p> <p>a) Advice the appropriate Government on the implementation of the provisions of the Act in an effective manner;</p> <p>b) Assess the levels of school education and analyze survey reports on student attainments;</p> <p>c) Review compliance with norms and standards as specified in the Act;</p> <p>d) Commission studies and research for the effective implementation of the Act; and</p> <p>e) Act as an interface between the public, the media and the Appropriate Government in creating awareness, mobilization, and a positive environment for the implementation of the Act.</p>	Constitution of the Education Advisory Council.
	<p>2) The Council shall prepare reports relating to the reviews, studies and research undertaken by it and furnish the same to the Government.</p> <p>3) The Education Advisory Council may invite representatives of other departments / organizations as required.</p>	SINDH EDUCATION & LITERACY DEPARTMENT

- 4) The Elementary & Secondary Education shall provide logistic support for meetings of the Education Advisory Council and its other functions.

**Meetings of the Education Advisory Council:**

- 1) The procedure for transaction of Business of the Council shall be as under.
  - a) The Council shall meet regularly at such times as the Chairperson thinks appropriate but at least bi-annually;
  - b) The meeting of the Council shall be presided by the Chairperson. If for any reason the Chairperson is unable to attend the meeting of the Council, he may nominate a member of the Council to preside over such meeting.
  - c) Quorum of the meeting of the Council shall be considered complete if at least 50% of its members are present.
- 2) The terms and conditions for appointment of Members of the Council shall be as under:
  - a) Every member shall hold office as such for a term of three years from the date on which he assumes office. Provided that no member shall hold office more than two terms;
  - b) The member shall be removed from his office by an order of the Government on the ground of proved misbehavior or incapacity, or on the happening of any one or more of the following events.
    - i) Is adjudged an insolvent; or
    - ii) Refuses to act or become incapable of acting; or
    - iii) Is of unsound mind and stands so declared by a competent Court; or
    - iv) Has so abused his office as to render his continuance in office detrimental to the public interest or
    - v) Is convicted for an offence by a competent Court; or
    - vi) Is without obtaining leave of absence from the Council. Absent from four consecutive meetings of
  - c) No Member shall be removed from his office without being given an adequate opportunity of being heard.
  - d) If vacancy occurs in the office of Members, whether by reason of his death, resignation or otherwise, such vacancy shall be filled within a period of 120 days by making a fresh appointment in accordance with the provisions of sub-rule (2).
  - e) Members of the Council shall be entitled to reimbursement of travelling and daily allowances for official tours and journeys in accordance with the orders issued by the Government in relation to non-

	official members of the Committees and Commissions and such like categories of person.	
	<b>PART IX ESTABLISHMENT OF SINDH RIGHT TO EDUCATION SECRETARIAT</b>	
29.	<ol style="list-style-type: none"> <li>1) The Government shall establish a dedicated Secretariat for the implementation of the Act.</li> <li>2) The Secretariat shall perform the following functions: <ol style="list-style-type: none"> <li>a) Mapping Out of School children in all district of Sindh. This could be done in cooperation with districts administration. This data needs to be based preferably on UC level to serve as cornerstone for all future planning. This is very critical task assigned under this Act. And ELD will provide for necessary human and financial resources to undertake this exercise.</li> <li>b) Providing an overall situation analysis of availability of present infrastructure using available data from school side, SEF and other non-government organizations.</li> <li>c) Develop a system of continuous monitoring through comprehensive quarterly appraisal of each district against a well-defined performance management framework a well-defined performance management frame work catering all aspects of this Act.</li> <li>d) Tracking students in schools to pre-empt drop-out</li> <li>e) Ensuring that regional directorates fully comply with requirements entrusted to government under this Act.</li> </ol> </li> </ol>	<b>SINDH EDUCAITON &amp; LITERACY DEPARTMENT</b>
30.	<ol style="list-style-type: none"> <li>1) The Government shall set up, through notification, a Steering Committee with representation from all the relevant wings of the Education and Literacy Department.</li> <li>2) The Secretariat, established under sub-rule (I) of Rule (29) shall submit a quarterly progress report of the Steering Committee.</li> </ol>	