

# India

## Education FACT SHEET

Protiva Kundu  
May 2023

*The world has crossed the halfway mark towards achieving the Sustainable Development Goals (SDGs) - adopted in 2015 – by 2030. According to NITI Aayog's SDG India index 2020-21, while India performed well in certain domains of the SDGs, the country's score (measuring performance across the goals' targets) on SDG 4, i.e, Quality Education for All, declined between 2019 and 2020.*

*Two key contributing factors for this decline in score are: poor learning proficiency at school level; and high drop-out rates at secondary level. Both the indicators highlight the importance of two critical components of school education – teachers and financial resources - which are imperative for improving the quality and inclusivity of education.*

*Mapping different indicators related to teachers, teachers' education and teacher' salary, this factsheet portrays the profile of teachers in India. It also presents the financing status of school education in India.*



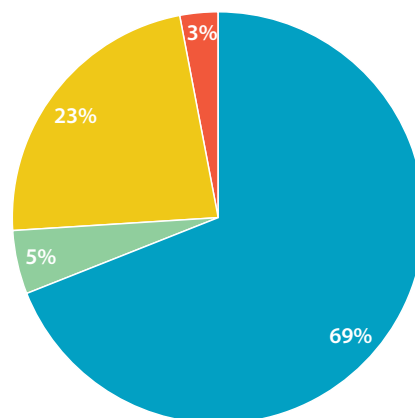
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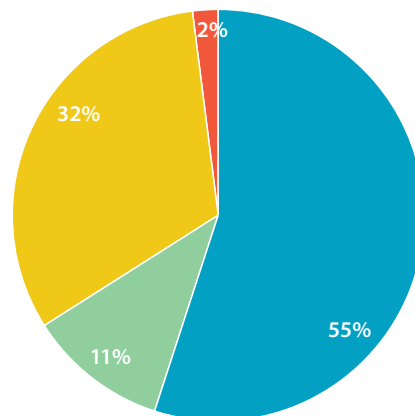
The Indian school education system is one of the largest in the world, with nearly 1.5 million schools, 9.5 million teachers and more than 250 million students from different socio-economic backgrounds studying at elementary (Grade I-VIII) and secondary (Grade IX-XII) level (UDISE+, 2021-22). While 69 per cent of Indian schools are government run, they cater to 55 per cent of students. (See Figure 1 & Figure 2).

According to the Ministry of Education, as of 2021, around 286 million children of school going age live in India (UDISE+, 2021-22). This implies that around 36 million children are out of school who need to be incorporated into the system. The other major challenge is the deteriorating learning achievement of enrolled students. According to the [National Achievement Survey 2021](#) report, the average scores of students in government and private schools across all grades and subjects were lower in 2021 than in 2017, and the average scores of students decreased moving from lower grades to the higher grades.



■ Govt. ■ Govt. aided ■ Private unaided ■ Others

**Figure 1. Distribution of schools by management (%)**



■ Govt. ■ Govt. aided ■ Private unaided ■ Others

**Figure 2. Distribution of enrolled children by management (%)**

Note: Government aided schools are recognized private schools that receive grants from governments; Others include recognized and unrecognized madrasas and other unrecognized institutions

Source: [Report on UDISE+ 2021-22 Flash Statistics](#)



# Teachers in India

To improve the quality of education, the role of teachers is paramount. There are close to [85 million](#) teachers worldwide and India's teaching workforce represents more than 10 per cent of this global figure. The [total number of teachers in 2020-21 was 9.78 million](#). In 2021-22 it decreased to 9.51 million. This 1.95 per cent decline in the number of teachers between 2020-21 and 2021-22 is due to a decline of 0.9 per cent of teachers in Government schools, 1.45 per cent in Government Aided Schools, 2.94 per cent in private schools and 8.3 per cent in other schools (See Table 1). There are differences in the number of teachers by level of education and type of provision. The number of teachers in government schools was higher than the number in private schools at primary and upper primary level, whereas the

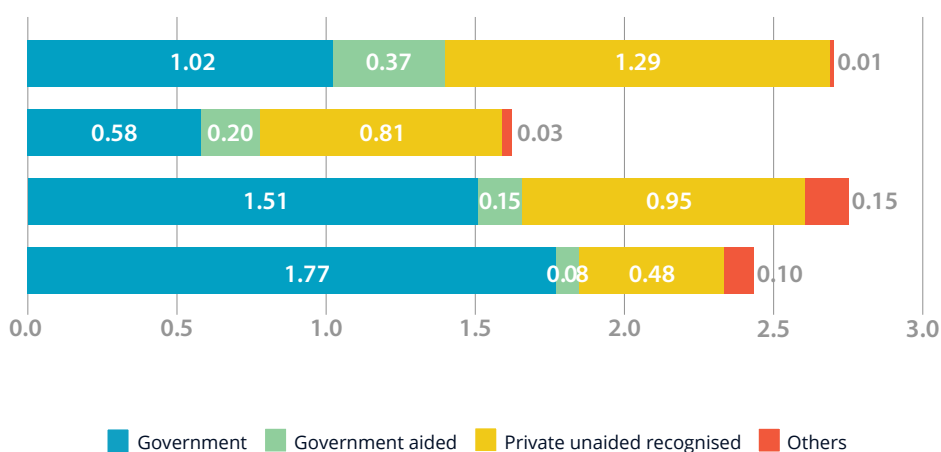
number of teachers in private schools outnumbered government schools at secondary and higher secondary level (Figure 3).

**Table 1. Number of teachers by school management (in million)**

	2020-21	2021-22
<b>Total Number of teachers</b>	<b>9.78</b>	<b>9.51</b>
in Government Schools	4.93	4.88
in Government Aided schools	0.81	0.80
in Private Unaided Recognized schools	3.65	3.54
in Other schools (unrecognised schools, Madrasas etc.)	0.31	0.29

Note: Government aided schools are recognized private schools that receive grants from governments; Others include recognized and unrecognized madrasas and other unrecognized institutions

Source: [Report on UDISE+ 2021-22 Flash Statistics](#)



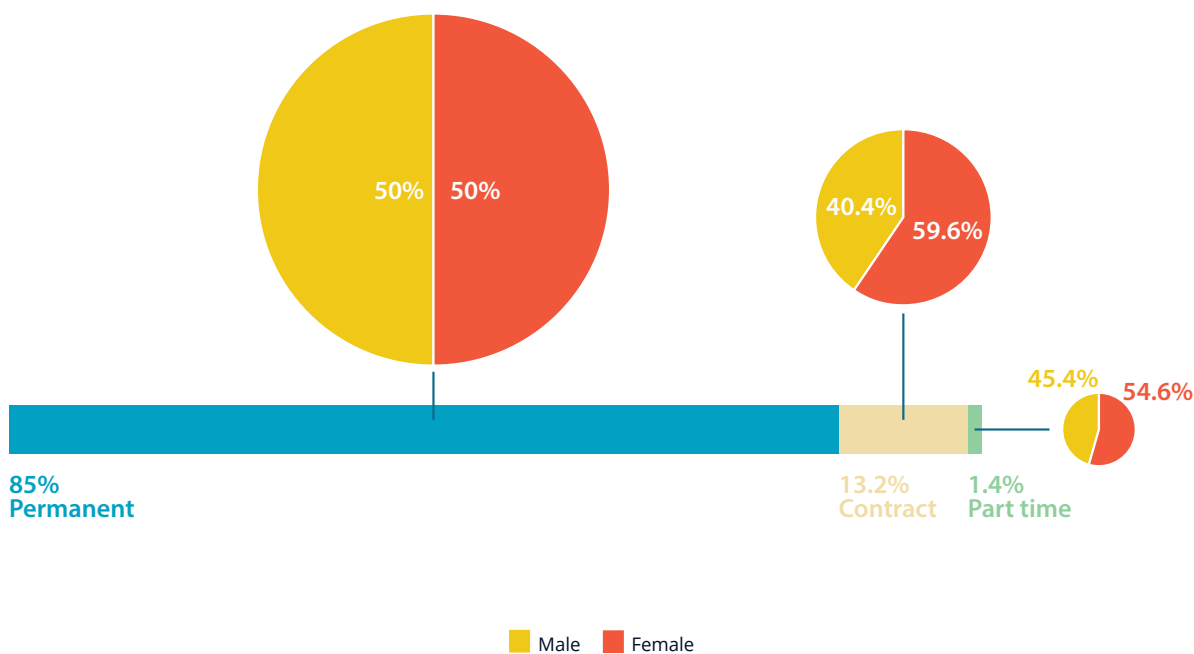
**Figure 3. Number of Teachers by School Management and level of education (in million)**

Source: [Report on UDISE+ 2021-22 Flash Statistics](#)



While the role of teachers is similar across all institutions, there is a large variety in the nature appointments. Both the national and sub-national governments recruit permanent teachers through the Teacher Eligibility Test. Teachers are also recruited on a contractual basis under various schemes. The contract could be for full-time or part-time work based on the requirement.

As per the disaggregated data available, 85.5% teachers in India are in permanent positions and 14.5% work as contract teachers, of which 1.4% are engaged on a part time basis (see Figure 4). The share of female teachers is higher than male teachers, especially because of larger recruitment of female teachers in the contract teacher category.

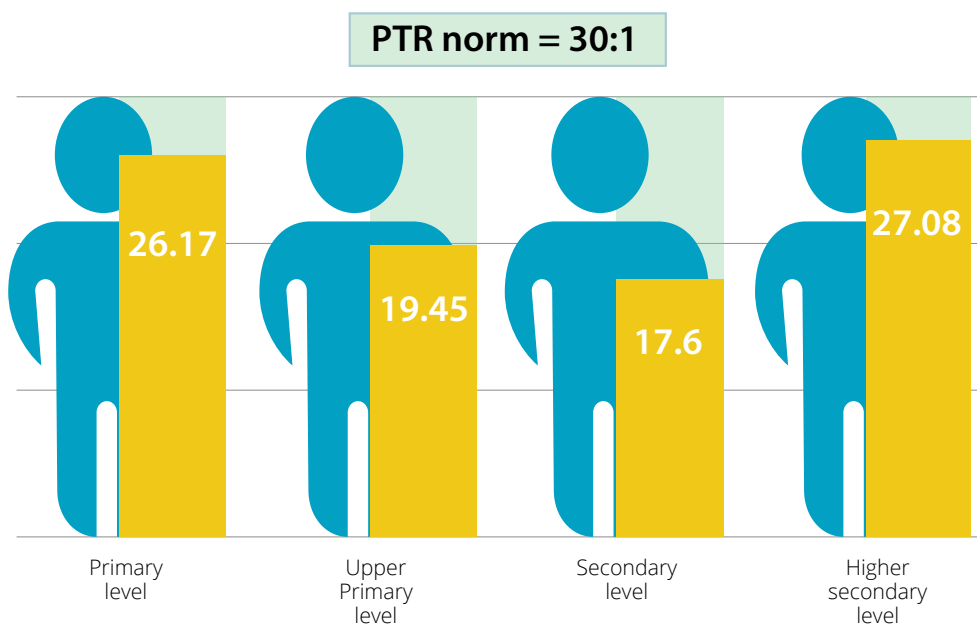


**Figure 4. Teachers by nature of appointment (%)**

Source: School education in India, UDISE Flash Statistics, 2017-18

# Shortage of Teachers

An important indicator of quality education is the Pupil-Teacher Ratio (PTR). PTR indicates the average number of pupils per teacher. The National Education Policy 2020 recommends a 30:1 PTR for each level of education. Figure 5 shows that India has achieved the suggested PTR in all levels of school education.



**Figure 5. Pupil-Teacher Ratio (PTR)**

Source: [Report on UDISE+ 2021-22 Flash Statistics](#)

However, an all-India level average figure for PTR does not reflect the real picture prevailing at the disaggregated level. For example, at primary (I-V) level while PTR in the state of Sikkim is 7, it is as high as 54 in the state of Bihar (UDISE+2021-22). More than 23% of schools (around 0.35 million in absolute

number) in India, do not meet the PTR target and in around 10% of schools, one teacher serves more than 50 students (Figure 6). On average there are 6 teachers per school. In fact, 6.74% schools in India are single teacher school, of which 90 per cent are in rural India (UDISE+, 2021-22)

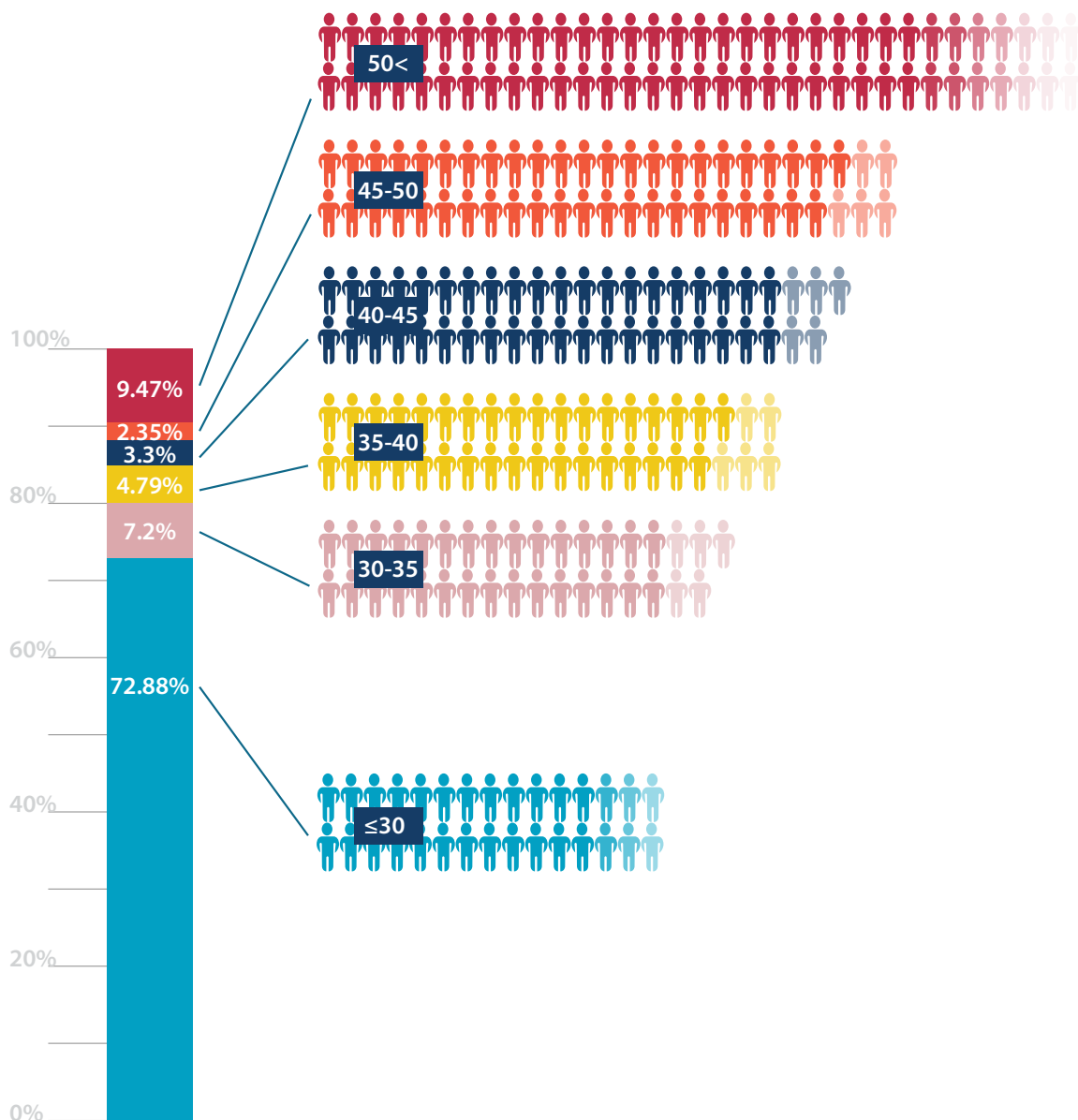


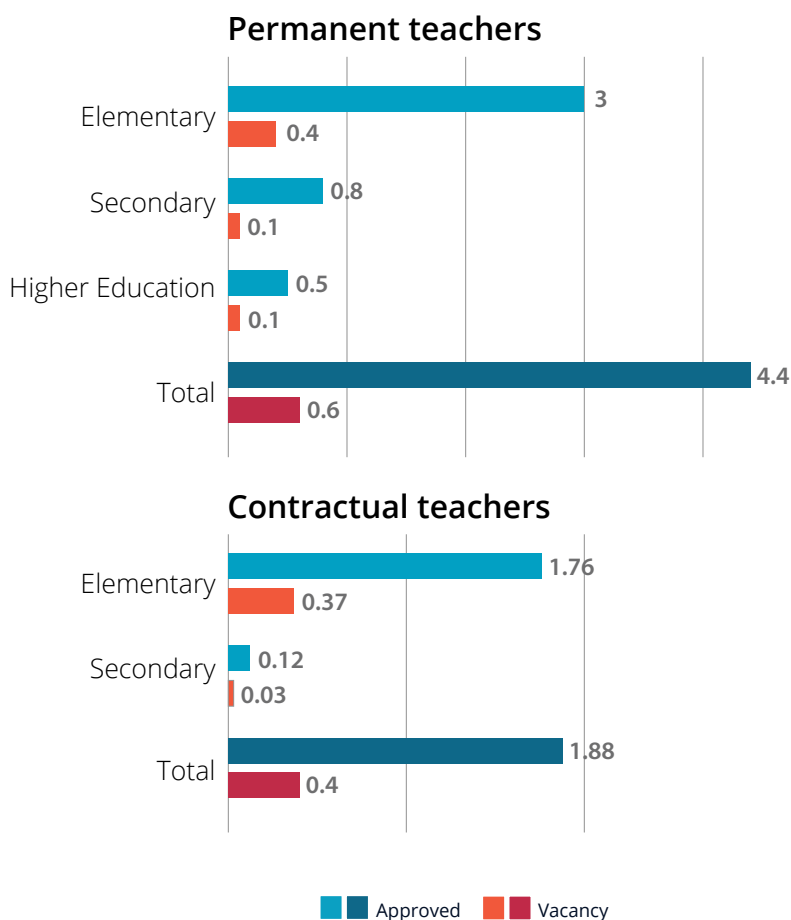
Figure 6. Schools by PTR (%)

Source: U-DISE: Flash Statistics 2017-18



The statistics mentioned above clearly indicate the shortage of teachers in the system. According to the [Parliamentary Standing Committee report](#) of Department of School Education and

Literacy, there are 9,86,565 vacancies of teachers against 62,71,380 approved posts i.e, **16% of teacher posts are vacant in India** (see Figure 7).



**Figure 7. Approved vis-à-vis vacant posts of teachers in India (in million)**

Source: Report no. 349, Department-Related Parliamentary Standing Committee on Education, Women, Children, Youth and Sports, 2023

**23% schools in India do not have required number of teachers**



There is not only a dearth of teachers, but the system also lacks professionally qualified teachers (see figure 8).

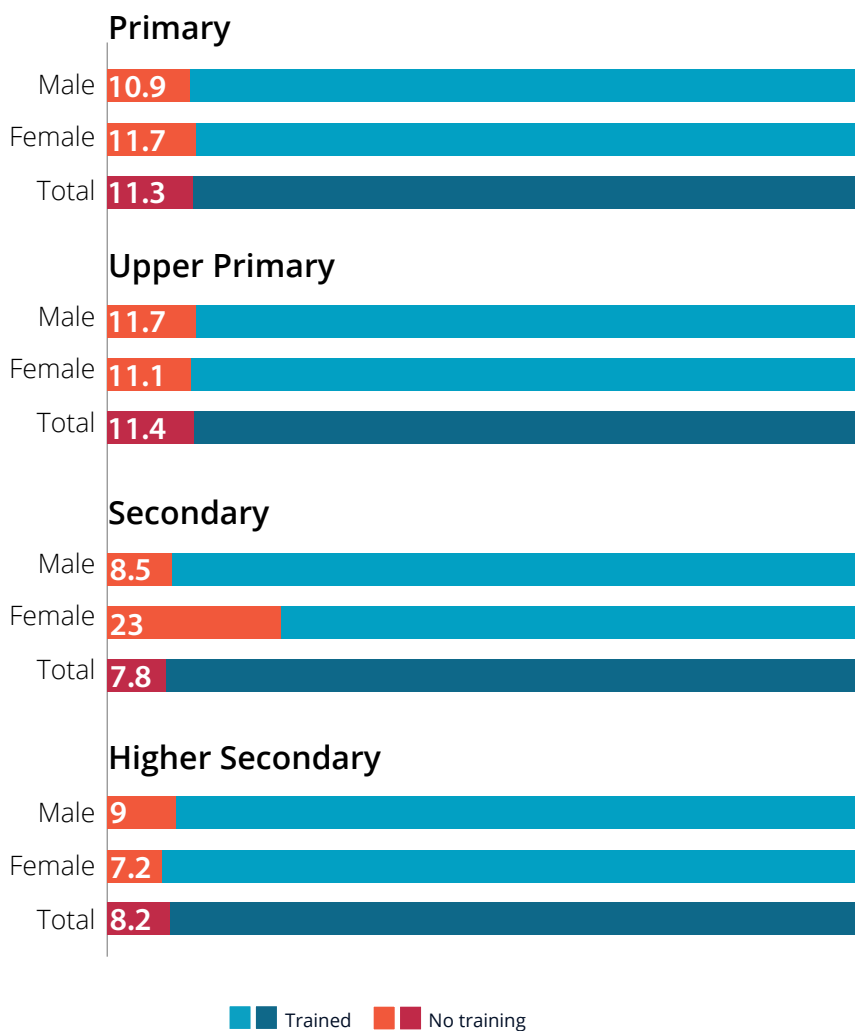


Figure 8. Teachers without training (%)

Source: U-DISE: Flash Statistics 2017-18

Of the existing teachers, **around 11% of them, both at primary and upper primary levels, do not have the required training.** For all levels of education, the proportion of untrained female teachers is higher than that of their male peers.



# Teacher Salary

Teachers' salary is the most discussed issue in the policy domain of school education. There is no standardized salary structure for teachers in India. The salary varies by nature of appointment, appointer (national government, sub-national governments, and private), the level of education, class taught, and teachers' work experience.

In a national government-run model school (*Kendriya Vidyalaya*), the salary for a contract teacher ranges from INR 26,250 to INR 33,750 per month for a Trained Graduate Teacher (TGT) and INR 27,500 to INR 35,000 per month for a Post Graduate Teacher (PGT). Meanwhile, [the salary of a permanent TGT](#) ranges from INR 35,400 to INR 0.11 million per month and for PGT, the range is INR 47,000 to INR 0.15 million.

**Table 2. Comparison of average monthly salary/wage of regular teachers in government and private schools (INR)**

	Government	Private
Primary school	27,958	11,257
General Secondary school	34,839	15,425
Special education	25,035	3,375
Vocational education (secondary)	31,849	15,345
All teachers (Primary and general secondary)	31,280	13,564
<b>All teachers</b>	<b>26,183</b>	<b>13,099</b>

Source: [No teacher, No class, State of the Education Report for India 2021](#), UNESCO



The salary of contract teachers recruited under various programmes is determined by state governments. For example, under *Samagra Shiksha Abhiyan*, a flagship scheme for school education, the salary of a contract teacher in the state of Bihar is INR 18,000 and in the state of Tamil Nadu, it is INR 25,000. Because of this diverse salary structure, it is very difficult to compare the salary of teachers with the salary of other professionals

with similar academic qualifications. However, the inter-country comparison displayed in Figure 9, shows that in a number of countries, the yearly teacher's salary is much higher than in India.



**Figure 9. Actual Teacher Salary per annum (\$USD, PPP, Adjusted)**

Source: [Global Teacher Status Index 2018](#), Varkey Foundation

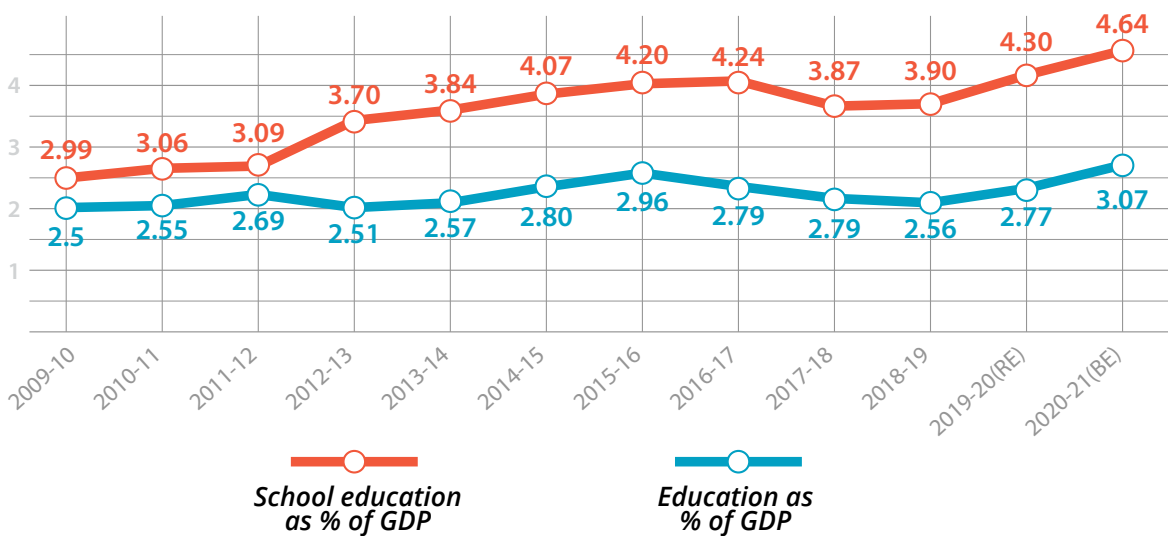


# Public Financing of School Education in India

Education appears in the Concurrent list of the Indian Constitution; accordingly, provisioning of resources for education is a shared responsibility of the national and sub-national governments (NEP 2020). The [National Education Policy 2020](#) recommends that public spending on education should reach 6% of GDP “at the earliest”. The policy has also recommended the universalization of school education emphasizing the need for investment in recruitment of teachers, teacher education, and learning resources etc. This requires a substantial amount of resource allocation. However, at present, national and sub-national governments

together spend less than 4% of GDP on education across all levels and 2.56% of GDP on school education. While there was an increase in allocation of resources in 2020-21, **the share of spending on education is still far below the recommended benchmark of 6%.**

Government spending on education not only caters to government schools - government aided schools and private schools benefit from government funding too. The government provides grants to government aided schools (both elementary and secondary) in the form of teachers’ salaries and other overheads like expenditure on teacher



**Figure 10.** Public (national and sub-national government together) spending on overall education and school education as % of GDP

Note: A – Actual expenditure, BE – Budget Estimates, RE-Revised Estimates

Source: [Analysis of Budgeted Expenditure on education](#), various years, Ministry of Education, 2022



training, incentives, administration and management, curriculum development, examination system etc. In 2020-21 Budget Estimates, grants to government aided schools were around 21 per cent of the total school education budget ([Ministry of Education](#), 2022). The Right to Education Act, 2009 mandates that all ‘non-minority private unaided schools’<sup>1</sup> must reserve at least 25 per cent of seats in entry-level grades for children from socio-economically disadvantaged backgrounds. Those schools are to be reimbursed by the sub-national governments at the rate of per student expenditure incurred in government schools or the school fees charged by the private school, whichever is lower ([section 12\(1\)\(c\)](#)). Thus, government resources also go to private schools as fee reimbursement. The reimbursement amount varies from state to state. For example, in 2018-19, while the annual reimbursement per child in Uttar Pradesh was INR 5400, it was around INR 28,206 in Tamil Nadu, [as shared in a study](#) by the Centre for Civil Society. However, in the absence of adequate public data, it is difficult to estimate the magnitude of government resources going towards private unaided schools.

## School education financing in India

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The school education system in India portrays a mixed picture – some milestones achieved and some challenges yet to be addressed. Despite recognition of education as an investment by the Government of India, the pattern of allocation of resources to education in general and school education in particular are far from satisfactory. While there is need for stepping up budgetary allocation for the sector, the critical component of quality education which needs immediate attention is teachers. There is a pressing need to address the teacher shortage by recruiting permanent qualified teachers who are adequately compensated based on their academic qualification and experience.

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<sup>1</sup> Schools established by a religious or linguistic minority community qualifies as a minority educational institution. Private unaided schools are those run by private entities and do not receive any grant from government.

