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Government of Jammu and Kashmir  
Higher Education Department  
Civil Secretariat, Jammu

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Subject: Re-Allocation of subjects (category) to the common pool of posts in the cadre of Assistant Professor- Rationalization thereof.

**Government Order No: 435-JK(HE) of 2020**  
**Dated: 14 -12-2020**

Whereas, pursuant to J&K Re-organization Act, 2019 dated 31-10-2019, Union Territory of J&K and Union Territory of Ladakh came into being from erstwhile J&K State resulting in bifurcation of cadres of Higher Education Services.

Whereas, prior to bifurcation of cadre, the total sanctioned strength of Assistant Professors in Higher Education Department was 3501 out of which 3427 posts of Assistant Professors in Higher Education Department having allotted vide SRO 816 of 2019 dated 25-10-2019 to the UT of J&K and 74 posts of Assistant Professors have been allotted to UT of Ladakh vide SRO 827 of 2019 dated 25-10-2019.

Whereas, earlier in the year 2017, vide Government Order No. 544-HE of 2017 dated 19-09-2017, 469 posts were withdrawn from the common Pool of posts of Assistant Professors for introduction of new subjects and were referred to Public Service Commission for selection. However, these new subject posts were not allocated to any college.

Whereas, during the year 2019-20, 51 new degree colleges have been established in the UT of J&K and 208 posts of Assistant Professors UT cadre have been created for these newly established colleges vide Government Order No.179-HE of 2020 dated 14-04-2020 and these posts need to be allocated to various subjects offered in these colleges.

Whereas, vide Government Order No. 293-HE of 2019 dated 28-05-2019 Higher Education Department has allotted two streams (Arts and Science) to newly established colleges which requires to be provided an adequate faculty to transact the curriculum.

Whereas, in the year 2016 Higher Education Department has adopted Choice Based Credit System which has necessitated introduction of varied combination of subjects and also new skill based subjects have been

(2)

introduced for 16 credits of the degree programs as employability enhancement programs.

Whereas, Para 10.8 of National Education Policy 2020 states that:

*"More HEIs shall be established and developed in underserved regions to ensure full access, equity, and inclusion. There shall, by 2030, be at least one large multidisciplinary HEI in or near every district. Steps shall be taken towards developing high-quality higher education institutions both public and private that have medium of instruction in local/Indian languages or bilingually. The aim will be to increase the Gross Enrolment Ratio in higher education including vocational education from 26.3% (2018) to 50% by 2035. While a number of new institutions may be developed to attain these goals, a large part of the capacity creation will be achieved by consolidating, substantially expanding, and also improving existing HEIs".*

Furthermore, Para 16.5, of inconformity with section 22 of UGC acts, 1956.

states that:

*"Out of all the enrolled students 50% should be pursuing Professional and Vocational courses. By 2025, at least 50% of learners through the school and higher education system shall have exposure to vocational education, for which a clear action plan with targets and timelines will be developed. This is in alignment with Sustainable Development Goal 4.4 and will help to realize the full potential of India's demographic dividend. The number of students in vocational education will be considered while arriving at the GER targets. The development of vocational capacities will go hand-in-hand with the development of 'academic' or other capacities. Vocational education will be integrated in the educational offerings of all secondary schools in a phased manner over the next decade. Towards this, secondary schools will also collaborate with ITIs, polytechnics, local industry, etc. Skill labs will also be set up and created in the schools in a hub and spoke model which will allow other schools to use the facility. Higher education institutions will offer vocational education either on their own or in partnership with industry and NGOs. The B.Voc. Degrees introduced in 2013 will continue to exist, but vocational courses will also be available to students enrolled in all other Bachelor's degree programmes, including the 4-year multidisciplinary Bachelor's programmes. HEIs will also be allowed to conduct short-term certificate courses in various skills including soft skills. 'Lok Vidya', i.e., important vocational knowledge developed in India, will be made accessible to students through integration into vocational*



7/10/2024  
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*education courses. The possibility of offering vocational courses through ODL mode will also be explored.*

Whereas, at present 1,70,000 students pursue higher education in Government Degree Colleges of J&K, out of this (65%) peruse Humanities, Social Sciences, Commerce and Arts, (25%) peruse Science and (10%) peruse Professional and Technical courses, like Management, Computers, IT, Mass Communications, Sericulture, Fisheries, Industrial Chemistry, Food Technology, Music, Hospitality and Catering and other job oriented subjects offered by the colleges. At present Gross Enrollment Ratio (GER) for the UT of J&K is 30.9% (2019-20) and target under NEP by 2030 is fixed for 50% enrollment of the youths in the age group 18 years to 23 years which will result additional 2.5 lacs (Approx.) students to be admitted in the colleges.

In view of the above scenario and proposed target a per National Education Policy by 2030, the following position emerges:-

S. No	Stream	%age of students studying the stream	Target as per NEP 2020 up to FY 2023	Target fixed upto FY 2026	Target fixed upto FY 2030
1.	Humanities, Arts and Languages	65%	50%	40%	30%
2.	Sciences	25%	25%	20%	20%
3.	Vocational/Professional/Technical	10%	20%	30%	50%

Whereas, In order to revamp the higher education in UT of J&K there is need of adding more subjects and streams in colleges for vocational as well as professional courses in Hub and Spoke model in a phased manner. These additional courses will be available for students as integrated credit module of 3 year degree programme or as a certificate (6 months)/diploma (1 year) course which subsequently could evolve as a full-fledged B.Vocational or B.Tech (3 years) Programs as per available infrastructure in Colleges and inconformity with section 22 of UGC Acts, 1956.

Whereas, to achieve the goals of National Education Policy (NEP), 2020, there is a need of consolidation of the higher educational institutions, re-allocations of faculty and interventions in the design of the curricula imparted in the Government Degree Colleges. This will ensure all inclusive higher education with emphasis on values, employment, research, innovation and incubation. This would help in building vibrant skilled/

7/10/20  
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44

vocational multidisciplinary institutions in the Higher Education Department of UT of J&K.

Whereas, as per the enrollment and intake capacity of the Government Degree Colleges, the requirement is approximately 5500 posts for the teaching faculty on the basis of teacher-student ratio (i.e, 1:80 for Science subjects and 1:320 for Arts/ humanities subjects).

Whereas, in order to re-allocate/rationalize the faculty requirement (at least minimum 75% of the required posts) for the approved intake capacity of students, the stream-wise re-allocation of faculty has been made in the following manner for smooth functioning of Colleges in the UT of J&K.

Stream	%age of students studying in the stream	Number and %age of faculty allocated earlier in each stream		Target as per NEP 2020 up to 2023	Number and %age of faculty allocated now to achieve the target in each stream	
		Number	%age		Number	%age
Humanities/ Arts/ Languages	65%	1677	50%	50%	1720	47%
Science	25%	1284	37%	25%	1134	31%
Vocational/ Professional/ Technical	10%	447	13%	20%	772	22%
With Director Colleges		19			09	
<b>Total</b>		<b>3427</b>			<b>3635</b>	

Now therefore, in supersession to all previous orders issued by the department from time to time regarding, subject allocation or rationalization of posts in the cadre of Assistant Professor, sanction is hereby accorded to:

- I. *Introduction of more subjects and streams in Govt. Degree Colleges of UT of J&K for vocational as well as professional courses mentioned against each college as Annexure "A" (all existing 91 colleges), Annexure "B" (10 constituent colleges of Cluster Universities and Annexure "C" (51 newly sanctioned colleges) to this order.*

(5)

- II. *Approved intake of student in each college and also the permissible enrolment in every subject allocated to the college mentioned against each college.*
- III. *Re-allocation/rationalization of subjects (category) to the common pool of posts in the cadre of Assistant Professor in Govt. Degree colleges.*

By Order of the Government of Jammu and Kashmir

Sd/-

(Talat Parvez Rohella)

Commissioner/Secretary to Government  
Higher Education Department

Dated:- 14 -12-2020

No:- HED/Gaztt/GN/Rationalization/126/2020

**Copy to the:-**

01. Principal Secretary with Hon'ble Lt. Governor, UT of J&K.
02. Director Colleges, J&K Jammu.
03. Director, Archives, Archaeology and Museums, J&K, Jammu.
04. Director Finance, Higher Education Department.
05. OSD to Hon'ble Advisor (B).
06. Registrar, University of Kashmir / Jammu.
07. Registrar, Cluster University, Srinagar/Jammu.
08. Nodal Principal, Kashmir/Jammu.
09. All Principals of the GDCs are advised to draw the salary of faculty members against allocated posts from the December, 2020 onwards. In case, if any, shortfall of post for drawl of Salary, the concerned Principal shall take-up the matter with Administrative Department.
10. Treasury Officer \_\_\_\_\_.
11. PS to Chief Secretary, J&K for information.
12. PS to Financial Commissioner, Finance Department.
13. PS to Commissioner/Secretary to Govt. General Administration Department.
14. PS to Commissioner/Secretary to Govt. Higher Education Department.
15. I/C website, Higher Education Department.
16. Stock file.
17. Govt. Order file (w.2.s.cs).

(Shabir Ahmad Baba)

Under Secretary to Government  
Higher Education Department

Monteoj  
Shabir  
Baba

24. Govt. Degree College, Mendhar (Intake 1st sem. 320)

- a) Streams - Arts/MCA/Science  
 b) Skill - Veterinary Technology/Food Technology & Food Processing  
 c) Research- Education and Teacher Education

S. No	Subject Offered	Permissible Enrolment of Students for 1st Semester	Posts allocated
1	English/ Eng lit	320	2
2	Mathematics	40	1
3	Physics	40	1
4	Chemistry	80	2
5	Botany	80	2
6	Zoology	80	2
7	Env. Science	240	1
8	Computer Application/MCA/BCA	40	1
9	Bio-technology	40	1
10	Education	80	1
11	Pol. Science	160	1
12	Urdu	320	2
13	Arabic	80	1
14	Economics	40	1
15	Geography	160	1
16	Hindi	40	1
17	Persian	160	1
18	Sociology	160	1
19	Applied Math	40	1
20	Punjabi	40	1
21	Veterinary Technology	40	1
22	Horticulture Technology	40	1
	<b>TOTAL</b>		<b>27</b>

*Shabir Ahmad*  
*14/12*

**(Shabir Ahmad Baba)**

Under Secretary to Government  
 Higher Education Department