



## Centralised Hiring in Eklavya Model Residential Schools

**For Prelims:** [Eklavya Model Residential Schools \(EMRS\) scheme](#), [Tribal areas](#), Tribal education, [local language and culture](#).

**For Mains:** Requirement of Hindi Competency, [centralisation of recruitment](#).

[Source:TH](#)

### Why in News?

The centralisation of recruitment for the [Eklavya Model Residential Schools \(EMRS\)](#) across the country (introduced in 2023 Budget), which introduced **Hindi competency as a mandatory requirement**, has resulted in a request for transfers.

- Although central officials emphasise that applicants were required to be willing to accept postings anywhere in the country, the larger concern is the **potential impact on tribal students being taught by teachers who are unfamiliar with the local language and culture**.

### What are Eklavya Model Residential Schools (EMRS)?

- EMRS is a scheme for making **model residential schools for Indian tribals (ST- Scheduled Tribes) across India**. It **started in** the year **1997-98**. Its **nodal ministry** is the **Ministry of Tribal Affairs**.
  - These schools are being developed to **provide quality education to tribal students**, focusing on academic as well as overall development.
  - The EMR Schools generally follow the **CBSE curriculum**.
- The scheme aims to **build schools similar to Jawahar Navodaya Vidyalayas and Kendriya Vidyalayas**, with a focus on **state-of-the-art facilities for preserving local art and culture**, as well as providing training in sports and skill development. The EMRS scheme was revamped in FY 2018-19.
- During the **2023 Budget session of Parliament**, the Finance Minister announced that the responsibility for recruiting staff in EMRS would be transferred to the [National Education Society for Tribal Students \(NESTS\)](#).
  - NESTS has now been tasked with **staffing 38,000 positions in over 400 Eklavya schools nationwide**.
  - The centralization of recruitment aimed to **address the severe teacher shortage** in the EMRS system and to **standardize recruitment rules across states**.

**Note:** National Education Society for Tribal Students (NESTS) is an **autonomous organization** established **under the Ministry of Tribal Affairs (MoTA)**. Its objective is to **conduct training and capacity-building programs for teachers and students** of Eklavya Model Residential Schools (**EMRSs**).

### Other Initiatives for Tribal Education

- **Rajiv Gandhi National Fellowship Scheme (RGNF):** RGNF was introduced in 2005-2006 with the objective to encourage the students belonging to ST community to pursue higher education such as regular and full time M. Phil and Ph. D degree in Sciences, Humanities, Social Sciences and Engineering & Technology.
- **Vocational Training Center in Tribal Areas:** The aim of this scheme is to develop the skill of ST students depending on their qualification and present market trends.
- **National Overseas Scholarship Scheme:** It is a **Central Sector Scheme** to facilitate the **low income students** belonging to the **Scheduled Castes, Denotified Nomadic and Semi-Nomadic Tribes, Landless Agricultural Labourers and Traditional Artisans** category to **obtain higher education by studying abroad.**
- **Initiative for Digital Transformation of Tribal Schools:** This initiative aims to build an **inclusive, skills-based economy by providing [Artificial Intelligence](#) curriculum, training teachers, and mentoring students on AI-based projects for societal good and sustainable development**

## What is the Recent Issue Related to Recruitment to EMRS?

- **Requirement of Hindi Competency:**
  - The recent **centralization of recruitment introduced Hindi competency** as a **mandatory requirement.**
  - This has resulted in a large number of **staff recruited from Hindi-speaking states being posted to EMRS in southern states**, where the language, food, and culture are unfamiliar to them.
  - The government has stated that the **requirement of basic Hindi language competency is not unusual**, as it is **mandatory for [Jawahar Navodaya Vidyalayas](#) and [Kendriya Vidyalayas](#) recruitment** as well.
- **Impact on Tribal Students:**
  - Most tribal students in Eklavya schools would benefit from teachers who understand their local cultural contexts, as the **communities have very specific contexts** under which **learning can be made conducive.**
    - Government officials have **stated that teacher recruits are expected to learn the local language within two years**, but there have been **apprehensions among the recruited teachers to learn a new, completely different language.**
  - The posting of **non-local teachers can negatively impact the learning of tribal students**, as they may not be able to adjust to teachers who are not aware of their cultural context.

## Way Forward

- **Localised Recruitment:**
  - The **recruitment of teachers from local communities should be prioritised** to ensure **they are familiar with the cultural and linguistic contexts of the students.**
  - Both **local and non-local teachers should be recruited** to ensure a **diversity of teaching methods** while respecting local traditions.
- **Flexible Language Requirements:**
  - The **mandatory Hindi competency requirement should be reevaluated** to allow for flexibility in non- Hindi speaking regions.
  - **Language support programs** should be actively encouraged for teachers to learn the local languages of the regions they are posted to.
- **Cultural Sensitivity Training:**
  - **Comprehensive cultural sensitivity training** should be provided to all teachers, especially those from non-local areas, to help them **understand and integrate into the community they are serving.**
  - Develop **ongoing professional development programs** focusing on local cultural contexts and language skills.
- **Policy Review:**

- Regular **reviews of the recruitment policy should be conducted** to assess its impact on both teachers and students, making necessary adjustments to address emerging issues.
- Ensure that policies are adaptable to the diverse cultural and linguistic landscapes across different states.

**Drishti Mains Question:**

Q. Discuss the issues related to Eklavya Model Residential Schools (EMRS) and how to solve them?

**UPSC Civil Services Examination, Previous Year Question (PYQ)**

**Q. Consider the following statements about Particularly Vulnerable Tribal Groups (PVTGs) in India: (2019)**

1. PVTGs reside in 18 States and one Union Territory.
2. A stagnant or declining population is one of the criteria for determining PVTG status.
3. There are 95 PVTGs officially notified in the country so far.
4. Irular and Konda Reddi tribes are included in the list of PVTGs.

**Which of the statements given above are correct?**

- (a)** 1, 2 and 3
- (b)** 2, 3 and 4
- (c)** 1, 2 and 4
- (d)** 1, 3 and 4

**Ans: (c)**

PDF Reference URL: <https://www.drishtias.com/printpdf/centralised-hiring-in-eklavya-model-residential-schools>