कश्मीर केन्द्रीय विश्वविद्यालय
CENTRAL UNIVERSITY OF KASHMIR
KNOWLEDGE IS POWER
مرکزی جامعہ کشمیر
EDUCATE ★ ENRICH ★ EMPOWER

On Ambedkar Jayanti (14th April 2025)

Central University of Kashmir

پڑھیں ستی ستی کمائے (سکیم)

(पढ़ाई के साथ कमाई) योजना

Under

Uchchatar Shiksha Abhiyan

Swachh Bharat Abhiyan

CUKashmir Visionaries

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Hon'ble Prime Minister
Govt of India

Shri Dharmendra Pradhan
Hon'ble Minister for Education
Govt of India

Smt Droupadi Murmu
Hon'ble President of India
Visitor, CUKashmir

Shri Manoj Sinha
Hon'ble Lieutenant Governor
Jammu and Kashmir (UT)

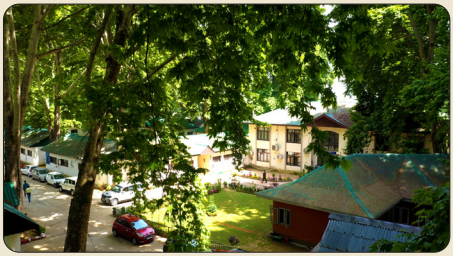
Syed Ata Hasnain
Hon'ble Chancellor
Central University of Kashmir

Prof. A. Ravinder Nath
Hon'ble Vice Chancellor
Central University of Kashmir

Main Campus-Tulmulla

Science Campus-Nunar

Arts Campus-Behama



Green Campus-Duderhama

Introduction

The National Education Policy (NEP) 2020 emphasizes inclusive policies to address the challenges faced by students from Socio-Economically Disadvantaged Groups (SEDGs) such as women, minorities, SCs, STs, OBCs, PwDs and EWSs, in Higher Education system. The **'Earn While Learn'** (EWL) scheme adopted at the Central University of Kashmir aligns with this vision; offering students a chance to support their education through earnings from various university-based activities and also learn by involving them in academic and outreach works. This initiative also contributes to achieving key Sustainable Development Goals (SDGs):

SDG-1 (No Poverty) – Assisting financially weaker students in sustaining their education.

SDG-6 (Clean Water and Sanitation) - Access to safe water, sanitation and hygiene is the most basic human need for health and well-being.

SDG-4 (Quality Education) – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

SDG-8 (Decent Work & Economic Growth) – Enhancing employability through skill-based learning for self-empowerment, teamwork, decision making and leadership development.

SDG-5 (Gender Equality) – Promoting equal opportunities for all students in general and women students in specific.

SDG-12 (Sustainable Production & Consumption) – Sensitization on Environment, Energy & Sustainability Plans of Circular Economy (Reduce, Recycle, Repair, Reuse & Repurpose).

The Scheme

The Earn-while-Learn (EwL) scheme is a means to help the SEDGs students earn and support their education and also acquire skills and capabilities that would enhance their employability. It attempts to mitigate the economic hardships of learning and enhance the learner's adaptability; both will improve the quality of education making it a purposeful endeavor. It provides the students opportunities to develop their personality, gain technical skills and build their entrepreneurial ability, which would help them take up professional assignments relatively faster. Under this scheme, opportunities for part-time engagement are provided to needy students.

It is mainly meant to underrepresented students belonging to Socio-Economically Disadvantaged Groups (SEDGs). The **'Earn While Learn'** scheme at the CUKashmir, aimed at allowing students to gain experiential learning while fostering responsibility, self-reliance, and dignity of labor, is aligned with the '**Uchchatar Shiksha Abhiyan'** and **'Swachh Bharat Abhiyan'** schemes of the Govt. of India. This initiative is to enhance students' academic, social and professional skills and also to create an environment that empowers minds through opportunities of experiential learning. This will increase the access of SEDG category learners to enter higher education.

The effectiveness of this program depends on its adherence to four foundational pillars:

The pillars are held in place by a commitment to ensuring accountability, giving students the opportunity for career exploration, professional development and conferring academic credentials.

Engagement:

The types of work engagement (10 Hours/Week) on the campus is identified that can be taken up by students in part-time mode. CUKashmir may provide various part-time engagement opportunities to the students in twin mode as Academic and Outreach Interns in the University.

- **Academic Interns - Academic Activities under Uchchatar Shiksha Abhiyan – 6 Hrs/Week**
  - Assisting the Faculty in 'Resource Material' Collection and developing e-Content.
  - The indicative list of such academic intern's engagement may include working on Research Projects, Library Assignments, Computer Services, Data Entry, Laboratory assistance, etc.
  - Participating in Coaching/ Tutoring Activities of 'CUET/ NET' or Any Other National Level Competitive Tests by those students who qualified in above stated tests.
- **Outreach Interns - Social Service Activities under Swachh Bharat Abhiyan – 4 Hrs/Week**
  - Assisting in Sustainability Projects including Responsible Production and Consumption
  - Campus Clean and Green Drive Initiatives / Activities
  - Awareness Campaigns / Sensitization Programs in Neighborhood
  - Periodic Watch ward of Clean Drive Mission of Building Corridors, Premises including Toilets during specified hours.
  - Entrusted to make the University Campus Crime / Plastic / Tobacco / Alcohol Free with Zero Tolerance for Ragging, Drugs, Gender & Anti-Discrimination.
  - This involves learning, social planning, health support and other projects for empowerment.

The engagement of the students is subject to the condition that those opting for **'Earn-while-Learn'** scheme will not be entitled for any relaxation in attendance, academic activities, extra/ co-curricular activities, and shall maintain a good academic records.

Work Structure & Remuneration

The rate of remuneration for each of the students will be a consolidated amount on an hourly basis for the part-time service they render. The remuneration may be made on an actual basis. The services of the students may be planned in such a way that it does not affect their classes.

- **Total Work Hours:** Maximum of 10 Hrs/Week, 40 Hrs/Month and 120 Hrs/Semester;
- **Hourly Wage:** ₹100 per Hour
- **Monthly Earnings:** Up to ₹4,000 per Month
- **Contract Days:** 20 Days (4 Weeks/Month)

Offer is Semester-based (3 Months / Semester) cycle and renewable based on performance or extending opportunity to other eligible candidates in waiting list.

Objectives

01 Provide financial assistance to students, especially from SEDG categories.

02 Encourage student participation in academic and social initiatives of the university.

03 Engagement of students in campus and community services.

04 Promote a clean and green campus through sustainable initiative.

05 Enable students to gain work experience and develop employability skills.

06 Connect with the community, world of work, and global society.

07 Addresses growing human resource demands of the University.

Benefits of the Earn-while-Learn Scheme:

The benefits for students engaged through the **'Earn-while-Learn'** scheme will include the following:

1. ***This initiative will help to:***
   a. Reduce the dropout rate.
   b. Acquire work experience and hands-on practice during learning
   c. Have a positive impact on the student's career. On one hand, students will earn some extra money, while on the other, they will get work experience and hands-on training while studying, something that needs to be encouraged in our education system
2. ***The effective implementation of the scheme will minimize parents' economic burden***
3. ***It will also:***
   a. Enhance employability skills and career preparedness.
   b. Provide means of education to socio-economically disadvantaged students.
   c. Make students more resourceful due to their work experience and acquire job skills.
   d. Open various career opportunities to take better jobs in the future
   e. Enhance employment prospects.
   f. Increase networking possibilities for the students.
   g. Facilitate students to acquire the requisite competence and attitude etc.
   h. Add value to the resume of students.

This engagement facilitates effective learning in a constructive and creative way with competence and confidence while understanding the work, culture, community and society. It will have an extended opportunity for access to E-learning resources, use of digital technology, application of Information & Communications Technology (ICT) and responsible social media uses. Further, it enables students to show concerns on the national development challenges, perspectives, and priorities.

Steps to be taken by the CUKashmir:

a. CUKashmir have to ensure flexibility to the students for acquiring knowledge and skills essential to earn a living while learning.
b. Publicize the "Earn while Learn" opportunities widely.
c. Draw a transparent selection process.
d. Priority may be given to needy students.
e. Engagement may be made as per local needs and also in regional languages.
f. Collaborate with Government, Non-Government agencies and corporate sector for funding or seeking projects for implementing the scheme.
g. Provide necessary weightage to the scheme by including it as a criterion for assessment and award of credits either CGPA or Non-CGPA based on engagement type.
h. Due weightage to be extended to different social dimensions and gender specificity.
i. Students engaged in "Earn while Learn" may be issued a certificate.
j. Students from SEDG categories be encouraged and supported to make a successful transition to higher education

Eligibility

All the bona-fide UG/PG Students, who are enrolled in the University and studying in any of the Schools / Departments / Centres / Cells / Units of the University and who have not been awarded their Degrees / Certificates, for which they have been enrolled (hereafter referred as **Candidates**) are eligible to participate in the scheme. After their enrolment in the EWL scheme, they will be designated as **Academic and Outreach Interns**.

Procedure for selection of Students.

Applications will be invited from the students by the Nodal Officer EWL Scheme, during each semester. The applications received shall be scrutinized through a committee and a list of eligible candidates, prepared with the approval of the Competent Authority. Based on requirement, on requisition basis, up to 10% of eligible students from each program, shall be engaged as Academic / Outreach Interns during the first three months initial cycle of each semester with a maximum of 120 Hours. In case the number of

eligible students is on higher side the students will be engaged on rotational basis per week/per month giving every eligible student a chance in subsequent cycle.

There shall be an **EWL Scheme Implementation Committee** (hereafter referred as Committee) comprising of the following members:

1. Dean Students' Welfare
2. Anti-Discriminating Officer
3. Coordinator NSS
4. Nodal Officer of SC/ST Cell
5. Nodal Officer of OBC Cell
6. Nodal Officer of PwD Cell
7. Nominee of ICC Chairperson
8. Asst. Registrar (F&A)
9. Nodal officer/Coordinator of EWL

The Nodal officer of EWL scheme will be acting as member secretary and executive officer of the scheme and shall be solely responsible for the proper functioning of the EWL scheme under the supervision of the Dean Academic Affairs.

Selection Criteria

A **point-based selection system** ensures fairness and prioritizes students based on their needs and contributions. There shall be 50% girl students among the beneficiaries of the scheme.

Criteria	Weightage (%)
Low-income background (BPL Category)	30%
Students staying in private hostels	30%
Students paying transportation charges to CUKashmir	20%
Students who do not get tuition fee waiver	10%
Active participation in extracurricular activities.	10%

Students involved in any criminal, anti-national, anti-social activity or ragging shall not be eligible and considered for selection under EWL scheme.

Implementation & Monitoring

The **Nodal Officer of the EWL Scheme** will oversee the process of engaging **"Academic / Outreach Interns"** through the EWL Implementation Committee while maintaining a complete record of engagements and payments in accordance with established administrative procedures.

Once the selection process for Interns is completed, the Nodal Officer of the EWL Scheme will issue an offer of contract to the selected candidates, specifying their assigned Host and duration of engagement with an indemnity bond to be signed by candidate**.** The requisition for allotment of interns shall be collected from the host departments/ sections and interns allotted accordingly.

At the end of every month/semester the attendance of Interns shall be collected from the hosts, verified by the Nodal Officer and forwarded to Finance Section for payment to the student.

Roles & Responsibilities

- The Head of the Host Department/Section must ensure that work assignments, necessary training, working space, and basic facilities are provided to the Academic / Outreach Interns.
- A proper attendance record of the "Interns" must be maintained by the hosts.
- The hosts must prepare the remuneration bill, duly signed by both, the intern and the Head of the Host Department/Section and submitted the same along with attendance records to EWL Nodal Officer for verification and payment processing.
- All beneficiaries, including Academic/ Outreach Interns and the Hosts, must comply with the rules and regulations set by the University. Any indiscipline by the intern during engagement will result in summary termination and for any future eligibility for the scheme.

Instructions for Students

All the bonafide students studying in UG/PG programs with enrolment in the University will be eligible for **Earn While Learn Scheme** subject to the following conditions.

1. She / He has obtained at least 6.0 CGPA or 55% marks up to previous declared results.
2. Candidate's work has to be satisfactory and the engagement as Academic / Outreach Interns may be terminated any time in case her / his performance is not satisfactory. Such candidate will not be eligible for participating in EWL scheme.
3. In case of any misconduct by the candidate, the necessary disciplinary action will be taken against the concerned as per rules.
4. Work allotment to the Academic / Outreach Interns will be based on her / his abilities, performance in academic / research /administrative skills possessed.
5. All Interns must demonstrate high integrity, follow the values ethics & confidentiality during the working hours and have to abide by the instructions of Nodal officer EWL Scheme.
6. Any updates or changes in policies will be communicated through the University website.
7. University reserves the right to modify/ update the scheme's regulations as and when required.

Payment Process:

- Payments will be processed on a monthly cycle, based on actual working hrs/days to the maximum of 10 hours per week and 4 weeks a month for three months per semester.
- The payment shall be calculated @ Rs.100 per hour with a maximum of Rs. 4000 per month.
- Bills must be received by the Nodal Officer, verified and forwarded to the Finance Section.
- All the payments will be done in digital mode only. Direct Benefit Transfer (DBT) will be used for remuneration, Interns to have a personal bank account for electronic payments.
- University needs to make a budget provision under outreach programs.

"Our students are partners in knowledge creation"

Central University of Kashmir

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