

IMPLEMENTATION AGREEMENT – (PART A)

between

SINDH EDUCATION FOUNDATION

and

[Partnering Organization]

Whereas the Sindh Education Foundation, a statutory body established under the Sindh Education Foundation Act 1992 through its authorized officer, having its Office Bungalow No 21-A constructed at Plot No 21-A, Ameer Khusro Road, Overseas Housing Society, Karachi, which expression, whenever the context so permits, shall mean and include its successors, administrators and assigns interest hereinafter referred to as “FOUNDATION”;

Whereas the M/S _____ duly registered and having Registration No. _____ through its authorized officer which expression, whenever the context so permits, shall mean and include its successors, administrators and assigns interest or any person acting on their behalf hereinafter referred to as an "Implementation Partner (IP)" is committed to the objectives and terms of the Agreement, and share the vision of working together with a concerted effort to make quality education accessible in Sindh;

Whereas the IP is apolitical and not profit-making, has demonstrated the capacity required to implement the activities involved in this Agreement, and has agreed that they shall be undertaken without discrimination, direct or indirect, because of race, ethnicity, religion or creed, status of nationality or political belief, gender, handicapped status, or any other circumstances;

Whereas the Implementation Agreement is bifurcated into two parts namely A and B. The part A is designed to establish a rudimentary framework for implementing the main component of Adolescent and Adult Learning and Training Program (AALTP) i.e. Education, while the part B would lay the framework for Skill Development and Micro-Finance. Both parts would jointly legalize and outline the respective roles and responsibilities which both parties are required to carry out. Initially, part A would be signed. Part B would be signed once the IP conducts Training Need Assessment (TNA) and provide a cleaned, accurate data of proposed trainees.

Now, therefore, on the basis of mutual trust and in a spirit of friendly cooperation, the IP and FOUNDATION have entered into the present Agreement (Part A) (hereinafter referred to as “the Agreement”).

Definitions

In this agreement, unless the context otherwise requires, the following terms shall have the following meanings:

AALTP shall mean Adolescent and Adult Learning and Training Program of FOUNDATION.

Academic year shall mean the year commencing from July, 2017 to June, 2018.

Adolescent shall mean an out of school child falling within the age bracket of 10 to 17 years. Adult shall mean a person falling within the age bracket of 18 to 35 years.

Books shall mean textbooks provided by FOUNDATION for adolescent and/or adult learner, respectively.

Child Abuse shall mean any of the events stated in Section 12.2

Centre shall mean a premise established by the IP for Learning and/or Training of the targeted beneficiaries.

Component shall mean any of the three essentials of the Project namely, Learning, Skill Development, and Microfinance.

Dispute Resolution shall mean the mechanism provided in Section 13.2 of this Agreement.

Drop-out shall mean a Learner continuously absent for more than 40 days in Package A and B, and 60 days in Package C without a valid reason, which must be conveyed to the FOUNDATION immediately.

EMIS means Education Management Information System of FOUNDATION.

Event of Default shall mean the events defined in Section 11.1 of the Agreement.

Foundation means Sindh Education Foundation established under Sindh Foundation Act 1992.

Government means Government of Sindh.

Implementation Partner (IP) means a not-for-profit entity selected to implement the project with support from FOUNDATION.

Learner shall mean an adolescent and/or adult enrolled in a Learning Centre. NFE shall mean Non-Formal Education.

Package shall mean any one of the three (A, B, and C) JICA's NFE learning material.

Semester shall mean the specified duration for imparting the NFE packages, which is 8 months for Package A, 8 months for Package B, and 14 months for Package C.

Sub-centre shall mean any premises where Learners may either receive training, education, or both. The enrolment of the sub centre will be part of the main center's enrolment.

TNA shall mean 'Training Need Assessment' to be conducted by the IP for providing accurate data of proposed trainees.

Section I. Condition Precedent

- 1.1 The IP shall observe or cause to be observed following conditions precedent prior to the operation of the Agreement, it may be clarified that the IP shall not claim any right without observing or cause to be observed the conditions precedent.
 - 1.1.1 The funds would be initially disbursed through any securitized bank instruments (Demand Draft / Pay order / Cheque etc.) and subsequently through online transfer. The IP shall open a dedicated account in the preferred Bank (Sindh Bank) within three months of signing contract. However, till the opening of new bank account in the preferred bank, the IP may deposit funds in their existing bank accounts.
 - 1.1.2 Prior to signing of the Agreement-A, the IP shall submit a clear roadmap for the establishment of Centre based on the proposed location/site/building as per the requirements of the FOUNDATION, proposed teachers' strength, projected enrolment and any other facility planned for the Centre.
 - 1.1.3 The IP shall conduct a TNA for the provision of cleaned, accurate data pertaining to the proposed trainees' profiles within 2 months of the commencement of academic sessions.

- 1.1.4 In case the IP fails to adhere to the conditions precedent and/or takes long gaps for the compliance of the conditions precedent, the IP will be deemed to be disqualified to execute / sign the Agreement. And, shall return the entire establishment cost, plus the subsidy (if released).

Section II. Duration of Agreement

- 2.1 This Agreement shall remain effective for the period of 34 months from the date of signing to be extendable further on satisfactory performance unless terminated on a date prior to the completion aforementioned period.

Section III. Ownership

- 3.1 The ownership of the Government buildings being used by the IP (listed in Schedule III) for Centre(s) under this Agreement shall remain vested in the Government of Sindh.
- 3.2 FOUNDATION shall not raise any claim with regard to the ownership of a centre (listed in Schedule II) opened in a rented premise and / or in a private building.

Section IV. Programmatic Responsibilities

- 4.1 The IP shall, with due diligence and efficiency, implement the Adolescent and Adult Learning and Training Program (AALTP) hereinafter referred to as “the Project”, and ensure that the funds and any supplies, equipment and other materials provided by the FOUNDATION are only used for this purpose.

4.2 As part of the Education component:

- 4.2.1 The IP must impart accelerated Primary Education course which will be provided by the FOUNDATION. The course comprises of three Packages namely A, B, and C. The duration for imparting these Packages is 08, 08, and 14 months respectively. Package A is designed to cater grades Katchi to I. Package B is designed to cater grades II and III. And, Package C is designed to cater grades IV and V.
- 4.2.2 Adolescents must be imparted all Packages of the accelerated primary education course. However, Adults should only be imparted Package A along with a functional literacy and/or entrepreneurial course.
- 4.2.3 It is incumbent upon the IP to ensure enrolment of successive batches of Adults after the preceding one has graduated in 08 months.

4.3 As part of the Skill Development component:

- 4.3.1 Trainings for Adolescents, under the Skill Development component shall not commence until completion of the first semester of the Education component. However, in case of Adults, trainings can be initiated concurrently during the learning period of eight months / (first semester).
- 4.3.2 The Trainings for Adults however will commence after two months of Learning component to ensure adequate profiles in accordance with FOUNDATION’s policy.
- 4.3.3 A learner shall not be trained in any skill which is not permissible as per learners’ age or any other physical, mental or emotional restriction or under any prohibition by law of the land.

4.4 As part of the Microfinance component:

- 4.4.1 It may be offered to Adolescents and Adults who will graduate from Education and Skill Development components, both. The provisions pertaining the conditionality of the said component will be outlined in the Partnership Agreement B.

- 4.5 The IP will be responsible that during or after completion of primary education/ functional literacy course and skill development/vocational training, the learner may opt for one of the following options:
- Mainstreaming of those learners who may prefer continuing their education further.
 - Self-employment or job placement.
 - Initiation of an enterprise/business, individually or in groups through creation of business incubators linked with interest free micro-finance facilitated by the FOUNDATION.
- 4.6 The IP shall obtain written approval from the FOUNDATION prior to the following actions: (a) forming a consortium / subcontracting for the Skill Development component, (b) appointing such members not listed by name mentioned in the program team; and (c) changing activities or location/address.
- 4.7 Component wise and Package-wise progression of a Learner is the sole responsibility of the IP.
- 4.8 In any case, a Learner must not be enrolled in any other educational institution.
- 4.9 The Parties shall keep each other informed of all activities pertaining to the Project and shall consult regularly on the status of its implementation. The IP shall facilitate visits by the FOUNDATION or any other person duly authorized in writing by the FOUNDATION to the Project site(s) to review the progress and achievement of the Project during its period of implementation and thereafter.
- 4.10 The team appointed by the IP, specifically Teachers, must be adequately qualified and possess requisite competences to teach accelerated learning materials. FOUNDATION will not allow compromise on selection of competent teachers.
- 4.11 The IP will be responsible for retaining the targeted beneficiaries while imparting education and/or skill development course. The IP must ensure that the attendance is at least 80% of the reported enrolment submitted to FOUNDATION.
- 4.12 The IP is obligated to submit project reports (in accordance with the timeline listed in Schedule-IV) clearly elucidating Learners' performance along with the overall progress of the projects in line with identified outputs and outcomes. The disbursement of quarterly tranches is subject to the satisfactory performance of the IP.

Section V. Financial Arrangements

- 5.1 For the Education component, FOUNDATION will provide the following:
- 5.1.1 FOUNDATION will be responsible to provide financial assistance to the IP in accordance with the per-learner/per month subsidy model during the period of this Agreement.
 - 5.1.2 The IP shall not charge any fee from enrolled learners whatsoever in nature. Ultimate action may be taken in case of non-compliance.
 - 5.1.3 The rate of subsidy shall be the rate defined in Schedule-I of this Agreement.
- 5.2 For the Skill Development component, FOUNDATION will provide the following:
- 5.2.1 FOUNDATION will channel a lumpsum amount for each training course as per the standardized rate as agreed in Partnership Agreement B
- 5.3 The establishment cost will be released within 15 working days following the signing of this Agreement. Initially, only 60% of the total calculated establishment cost will be disbursed and the remaining 40% on the completion of entire infrastructural development,

as per the set standards, and cleaned profiles of proposed learners subject to report submission. Formula for working out the establishment cost will be:

$$\text{Agreed No. of Learners} \times \text{Per Learner Subsidy Rate} \times 6 \text{ (No. of Months)}$$

5.4 Funds for the Education component will be dispersed in the form of advance quarterly tranches at the start of each quarter (formula for calculating subsidy tranches is listed in Schedule-I). The initial tranche will be released when substantive report and financial reports encompassing the transparent utilization of establishment cost have been submitted to and accepted by FOUNDATION as showing satisfactory infrastructural development. The establishment cost is to be spent on the following:

- Centre establishment including Rentals (Advance Amounts)
- Utilities
- Furniture/ Fixtures
- Equipment

5.5 In case the establishment cost is not expended completely, then the FOUNDATION may adjust the remnant amount in the subsequent quarterly tranches.

5.6 In case of variation in enrolment during subsidy disbursement, the amount will be adjusted in the subsequent tranches accordingly.

5.7 All instalments to be released under the present Agreement shall be made to the following bank and account:

Name of Bank:

Address of Branch:

Full Account Number:

Account Title:

IBAN:

SWIFT:

Section VI. Data Management

6.1 The Learner's profile shall be maintained by the IP and communicated to the FOUNDATION as per its requirements.

6.1.1 The IP shall maintain a complete profile containing sufficient details about the identity of the learner, date of birth, date of enrolment, name of parent/guardian, learners' (most recent) photograph. Learner profile must be in accordance with FOUNDATION's EMIS requirements and be submitted on annual/bi-annual basis.

6.2 The IP may facilitate Adolescent Learners in acquiring B-form and Adult Learners in acquiring CNIC within 6 months of their enrolment.

6.3 Drop-outs, as defined in the definitions of this Agreement, during an academic year must be reported immediately for updating the database. A drop-out once reported as drop-out cannot be re-enrolled during the same academic year or academic session.

6.4 The IP shall maintain attendance and GR register(s) and present these to FOUNDATION's representatives at the time of visit.

Section VII. Learners' Assessment

7.1 FOUNDATION shall undertake assessment of all enrolled Learners. The date and time of each assessment will be communicated to the IP, at least a month before. It shall be ensured that all learners enrolled in the respective grades are available and participate in the assessment as per the schedule. For this Project, with the perspective of Non-Formal Education, assessment would be done on three criteria which are as follows:

S #	Criteria	Weightage	Primary Responsibility
1.	Learner's Attendance	10%	To be recorded by Teachers & verified by SEF
2.	Presentation and interpersonal skills	15%	To be recorded by Teachers & verified by SEF
3.	Written Assessment	75%	To be conducted by FOUNDATION

7.1.1 The IP has to ensure that every learner should maintain 80% attendance that is the pre-requisite to appear in written test which will be administered by the FOUNDATION.

7.1.2 The presentation, interpersonal, and communication skills are primarily aimed at equipping the learners with necessary skill sets which may enhance their personality and enable them to carry themselves with composure and confidence as it would certainly benefit them in being productive members of society. Moreover, ability to communicate effectively with different groups of individuals, and to express oneself clearly and logically may be related characteristics which the IP must teach to learners.

7.1.3 The IP must ensure an overall 50% marks of all candidates in a Centre, otherwise it would be penalized in accordance with the following table:

Less than 50% in first assessment	Warning for improvement
Less than 50% in second consecutive assessment	5% deduction in the centre's subsidy cost
Less than 50% in third consecutive assessment	10% deduction in the centre's subsidy cost
Less than 50% in fourth consecutive assessment	Termination of contract and/or non-renewal of partnership for phase II of the Project.

7.1.4 Since Package A is required to be imparted to Adolescents and Adults, therefore, initial assessment will be conducted after first semester i.e. 08 months. The second and final assessment of Adolescents will be conducted after completing subsequent Packages B and C. For a single batch of Adults, there will only be one assessment after completing Package A.

Learner Category	No. of Assessment Cycle(s)	When will it be conducted?
Adolescent	2	One after completing Package A. Second after completing Packages B and C.
Adult	1	After completing Package A.

7.1.5 As a result, in the period of 30 months, there will be two assessment cycles of one Adolescent batch, but 3 assessment cycles of 3 Adult batches.

Section VIII. Quality Assurance and Infrastructural Development

- 8.1 Teachers must be recruited through a proper, transparent hiring process. They should at least possess a graduation degree in any discipline. In case of Intermediate qualified teachers, there should be evidence to reflect teaching capability.
 - 8.1.1 Salaries of the teachers needs to be market competitive, and in accordance with Government's minimum wage.
 - 8.1.2 Employment contracts should be signed with all teachers.
 - 8.1.3 The IP will make salary payments through Bank Accounts. The IP shall offer minimum PKR 9,000/- per month if the teacher performs duty up to 03-05 hours a day in one shift; whereas, teacher should be paid PKR 14,000/- per month if s/he performs duty for up to 06-09 hours a day in two shifts.
- 8.2 The IP must encourage Learner-centered tutoring and learning techniques for facilitating modern and interactive learning environment in the Centres.
- 8.3 The IP must allow and facilitate its teachers to attend training courses which would be organized by FOUNDATION during the period of Agreement(s).
- 8.4 The IP must not impart multiple packages of the NFE curriculum in one room to Learners. Meaning, multi-grading in any form is not permissible.
- 8.5 The IP will ensure availability of adequate infrastructure in the Centre(s) for facilitating appropriate teaching and learning environment.
- 8.6 The IP is required to keep learner teacher and learner classroom ratio to 40:1 or below.
 - 8.6.1 The IP shall ensure that the size of a room is 16 x 20 or 08 sqft per learner space with enough space for movement. Adequate furniture, proper ventilation, and black/white boards are also mandatory. The building should not be in the premises of any home; and must be in good condition and be safe for use.
 - 8.6.2 All new constructions will be made inclusive in nature i.e. user friendly for Persons with Disabilities (PWDs). The implementing partner will get the new construction map checked and agreed with AALTP / SEF.
- 8.7 The IP shall have at least one (1) functional toilet for male learners and one (1) functional toilet for female learners for every 100 learners enrolled in the Centre(s). Likewise, Centre must have one separate functional toilet for the staff.
- 8.8 The IP shall provide / arrange clean and safe drinking water facility for Learners and Staff.
- 8.9 ICT based teaching/learning shall be promoted. The IP must ensure the provision of information technology i.e. Audio Visuals Room/Computer/Labs, etc. for enhancing quality of education in the Centre(s).
- 8.10 The learners should be engaged in Teaching-Learning process for at least 03 hours per day for 05 days a week, or alternatively a minimum 15 hours per week.
- 8.11 The IP will not hire any Government employee as teacher in Centres. The FOUNDATION may verify the status of teachers as and when required.
- 8.12 The FOUNDATION may conduct teachers' assessment; date and time and place of each assessment will be communicated to the IP. In case of teachers failing in the assessment, the IP must be required to change the teacher(s).

Section IX. Additional Support

- 9.1 One time centre establishment cost equal to six month per learner subsidy will be provided to the IP for establishment and/or improvement of infrastructure (construct rooms; washrooms; repair and renovation; establishment of IT Labs; Library; playground, etc.) including fixtures and furniture.
- 9.2 FOUNDATION will provide textbooks for learners free of cost.

Section X. Event of Default

- 10.1 The IP shall be deemed to have committed an event of default on happening of anyone or all of the events listed below.
 - 10.1.1 If the IP performs any function detrimental to the interest of the FOUNDATION.
 - 10.1.2 If the IP fails to appoint teachers as per the requirements of the FOUNDATION.
 - 10.1.3 If the IP and / or any person working on behalf of the IP has been found involved in child abuse.
 - 10.1.4 If the IP fails to retain standard of education, teaching and learning as duly agreed between the IP and the FOUNDATION.
 - 10.1.5 The IP shall not withdraw Centre(s) from this Agreement in the middle of an academic session/Centre year. In case of withdrawal, The FOUNDATION may recover the entire subsidy amount (and establishment cost too) for that particular academic year from the IP.

Section XI. Behavioral Guidelines

- 11.1 The FOUNDATION will not tolerate corporal punishment to the learners in the Centre(s) operated under this Agreement. In case of corporal punishment or any other kind of child abuse wherein there is an evidence to show administrative weakness and negligence on the part of IP and Centre staff resulting into serious physical/psychological injury to the learner; the FOUNDATION will move for Agreement termination after due notice to the IP.
- 11.2 Abuse shall mean and includes following events.
 - 11.2.1 Corporal punishment of any sort whatsoever.
 - 11.2.2 Use of Learners for personal work.
 - 11.2.3 Sexual, emotional or physical abuse of the learner.
 - 11.2.4 Distress caused to the learner on account of teacher and/ or administration's behavior leading to any major harm to the learner
 - 11.2.5 Any form of discrimination based on race, ethnicity, religion or gender.

Section XII. Dispute Resolution

- 12.1 The Parties shall use their best efforts to settle amicably any dispute, controversy or claim arising out of the Agreement or the breach, termination or invalidity thereof.
- 12.2 In case of any dispute arising out of the agreement, the parties shall refer their dispute to the Managing Director, FOUNDATION for amicable settlement. Upon receipt of the complaint, the Managing Director shall finalize the same within a period of 30 days after affording an opportunity of hearing to the concerned.

12.2.1 In case the parties fail to settle their dispute amicably the matter shall be referred to Sole Arbitrator duly appointed with the consent of the parties.

12.2.2 The Arbitrator shall act in accordance with the provisions of Arbitration Act, 1940 and shall pass its award.

Section XIII. Force Majeure

13.1 A Force Majeure event shall mean any event or circumstance or combination of events or circumstances that is beyond the reasonable control of the parties including, but not limited to political events, lightning, fire, natural calamities or any other event beyond the control of the parties.

13.2 In case of Force Majeure event, the parties, in the interest of Learners, shall make reasonable diligence for the revival of Centre(s), however, the FOUNDATION shall not be under any obligation to revive the Centre.

Section XIV. Personnel Requirement

14.1 The IP shall be fully responsible for all services performed by its Personnel. The IP shall ensure that all relevant labour laws are observed and shall provide and thereafter maintain all appropriate medical and life insurance for its Personnel in connection with the Agreement. For instance, the IP shall must registering teachers and other related employees with Employees Old-age Benefits Institution (EOBI), Govt of Sindh as per EOBI rules.

14.2 The IP shall ensure that its Personnel meet the highest standards of qualification and technical and professional competence necessary for the achievement of the Objectives.

14.3 The IP's Personnel shall not be considered in any respect as being the employees of FOUNDATION. FOUNDATION does not accept any liability for claims arising out of the activities performed under the present Agreement, or any claims for death, bodily injury, disability, damage to property or other hazards that may be suffered by the IP's Personnel as a result of their work pertaining to the Project.

Section XV. Amendments

15.1 The present Agreement or its Annex(es) may be modified or amended only by written agreement between the Parties.

Section XVI. Correspondence

16.1 All official correspondence must be in English. Meaning, all notices and other communications required or contemplated under the present Agreement shall be given in writing and addressed and delivered to the Party for whom intended at the address shown below or such other address as the intended recipient may from time-to-time designate by written notice, given in accordance with the terms of this Section.

If to FOUNDATION:

FOUNDATION Head Office

Address: House # 21-A Block 7/8 Overseas Co-operative Housing Society Ameer Khusro Road, Karachi.

Tel: 021-34169141-4

Fax: 021-34169181

If to the IP:

Name:

Title:

Address:

Tel:
Fax:
Email Address:

Section XVII. Confidentiality

- 17.1 Each of the parties shall keep confidential and ensure that their employees, officers, consultants and advisors shall keep confidential all documents and their information, whether technical or commercial, supplied to it by or on behalf of the FOUNDATION, relating to the Centre(s) and shall not, without the consent of the other party, publish or otherwise disclose or use the same for its own purposes otherwise than as may be required.

Section XVIII. Proprietary Rights

- 18.1 The FOUNDATION shall have proprietary rights over the logos and the intellectual material supplied by the FOUNDATION and the IP shall not have any rights whatsoever over the same.
- 18.2 The IP may only use the name and emblem of FOUNDATION in direct connection with the Project and subject to prior written consent.
- 18.3 Unless otherwise agreed upon in writing, FOUNDATION shall be entitled to all intellectual property and other proprietary rights, including but not limited to patents, copyrights, and trademarks, with regard to maps, drawings, photographs, plans, reports, documents, products and all other materials which bear a direct relation to or are produced or prepared or collected in consequence of or in the course of the execution of the present Agreement. Moreover, all equipment purchased by the IP under Establishment Cost and Per Child Subsidy Cost shall remain the property of the FOUNDATION. And such equipment cannot be used for purposes other than required under this Agreement.

Section XIX. Visibility

- 19.1 The IP shall be responsible for installing the FOUNDATION signboard as per the requirements of the FOUNDATION, and will install the same at a prominent location near the Centre and at the Centre entrance. The content and design of the signboard will be provided by the FOUNDATION which must be printed without amendments. In case the Sign Board is lost because of any reason, the IP will be responsible for immediately replacing the signboard with a new one.
- 19.2 The IP is bound to give rightful credit to the FOUNDATION and Government of Sindh in any written, visual, or vocal promotional content developed for all or any one of the centres.

Section XX. Non-Transferability

- 20.1 The Agreement is non-transferable; however, in the interest of learners, the FOUNDATION may consider the transfer after examining the peculiar circumstances of the applicant seeking such transfer and its implications.

Section XXI. Termination of the Agreement

- 21.1 Notwithstanding to the modalities provided in the Contract, the FOUNDATION may before the completion of academic year, serve a notice in writing with regard to the termination of this contract.
- 21.1.1 The notice under clause 22.1 shall be issued 3 months prior to the end of the academic year. Provided the notice shall be effective after complete handing over and taking over with regard to the materials supplied by the FOUNDATION.
- 21.1.2 After termination of the Agreement, the IP shall not use the logo, name, material and/or the intellectual property transferred to the IP during the currency of the Agreement.

Section XXII. Non-renewal of the Agreement

22.1 In case the IP fails to perform in accordance with the parameters pertaining to programmatic, learning, and infrastructural provisions as envisaged in the Section 4, 7, and 8 of the Agreement respectively. The FOUNDATION reserves the right to not to renew its Agreement with the IP.

22.2 The Agreement shall stand null and void if it is not renewed by the FOUNDATION.

Section XXIII. Partner Specific Conditions

23.1 *(Special clauses if mutually agreed upon).*

IN WITNESS, WHEREOF the undersigned, being duly authorized thereto, have on behalf of the Parties hereto signed the present Agreement at the place and on the day below written.

Name:
Designation:

Sindh Education Foundation

Name:
Organization Name:

Implementation Partner

Witness

Witness

SCHEDULE-I

REFER SECTION 5.1 SUB-CLAUSE 5.1.3

The IP shall be entitled to PKR 1,000/- per-learner per-month subsidy provided by FOUNDATION for the Education component.

FOUNDATION shall calculate the subsidies on the basis of following: -

<p>(E): Reported enrolment based on latest submitted learners' data.</p> <p>(S): Per learner subsidy amount.</p> <p>(A): Attendance</p>	<p>When attendance has not been observed, quarterly/bi-annual subsidies are calculated as $(E \times S)$.</p> <p>Or,</p> <p>In case where regular Attendance/Head count has been observed below 80% subsequent quarterly subsidies are calculated as $(A * 1.25 = S)$.</p> <p>The coefficient of 1.25 allows for the possibility that at any given time, some learners may be absent on the visit day although they regularly come to Centres on other days.</p>
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SCHEDULE-II

Sr. No	Site: Village/colony	Taluka	District

SCHEDULE-III

S. No.	School Name	SEMIS	Village/Site	UC	Taluka	District

SCHEDULE-IV

