

Sell (1915) Department.

mis SERIES.

G.O. No. 10 85 Sell

DATED 1-10-15

[Despatch Abstract.]

Conference

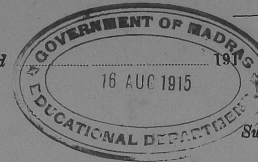
Recording letter from the D. O. I. Containing his remarks on certain suggestions made at the — of H. E. the Governor with the educational officer of the Godavari District and requesting him to report on the question of raising the minimum pay of women to — from Rs. 10 to Rs. 15.

Educational

DEPARTMENT

1-11-15 C.N. 2819 O.F.-29

Received



Registered 16/8 1915

Subject.

Submitting a note containing remarks on the points referred to in paragraphs 2, 7, 10, 12, 15 and 16 of the Proceedings of the Conference of His Excellency the Governor with the Educational officers of the Godavari District.

ENCLOSURES.
No. <i>One</i>
Spare copies

No. 11307/14

Station Madras, Dated the 12th August 1915

From (Name) The Hon'ble Mr. H.S. Duncan, M.A.,
(Designation) Ag. Director of Public Instruction.

To The Secretary to the Government of Madras,
Educational Department.

Sir,

(E)

With reference to G.O.No. 1449 Edl., Mis., dated 19th December 1914, I have the honour to submit herewith the enclosed note containing my remarks on the points referred to in paragraphs 2, 7, 10, 12, 15 and 16 of the Proceedings of the Conference of His Excellency the Governor with the Educational officers of the Godavari District.

I have the honour to be,

Sir,

Your most obedient servant,

G. H. S. S. S.

for Director of Public Instruction.

P.V.S. *M*
12-8-15

Para 2.

Director's order, 11/307/44, 12 August 1915

The Godavari District is fairly well supplied with Secondary Schools; 5.20 per cent of boys of school going-age are reading in Public Secondary Schools. This percentage compares favourably with the Presidency average which is 3.75, and is exceeded only in the Districts of Madras, Tanjore, Tinnevely and South Canara.

No request for the institution of a Secondary school at Mandapet has been received in the Director's office.

Regarding the relation of Secondary and Elementary education I would invite attention to page 16 etc, and 29 of the Proceedings of the Conference of Inspecting officers which met at Ootacamund in June 1914 and to the Director's letter to Government R.C.No. 5536/14, dated 9th March 1915.

Para 7.

A system of graduated capitation grants has been proposed to Government. Attention is invited to the Director's letter to Government R.C.No. 5536/14, dated 9th March 1915.

Para 10.

A decision on this question might be deferred until after the proposed conference of officials and non-officials meets and submits its recommendations.

Para 12.

Attention is invited to pages 46 - 48 of the Proceedings of the Conference of Inspecting officers which met at Ootacamund in June 1914. I understand that Mr. Stone is not in favour of the department undertaking any publishing work. He prefers to have readers etc., prepared by competent persons and published by some respectable firm.

Para 15.

The first point that may be noted in this connection is that the supply of qualified women teachers is very much less than the demand. Increasing the pay cannot increase the supply, especially the supply of qualified caste women teachers. Certainly a salary of Rs.10 or and Rs.12 is too low for a certificated Elementary grade

3
4
women teacher, and I would suggest that a personal allowance of Rs.3 per mensem be granted to such teachers in addition to the pay fixed for the lower posts (i.e.) those on Rs.10 and Rs.12.

Para 16.

The percentage of 15 is taken as the population of school-going age by order of the Government of India as contained in the third foot note to general table I, an enclosure to the Government of India's letter to the Government of Madras read in G.O.No. 472, dated 7th August 1889.

(U)

G. Krishnamoorti

for Director of Public Instruction.

*M.
12.8.15.*

C.No.2819 Edl., from the Director of Public Instruction, Madras, No.11307/14,
dated the 12th August 1915.

Subject.

Submitting a note containing remarks on the points referred to in paragraphs 2, 7, 10, 12, 15 and 16 of the Proceedings of the Conference of His Excellency the Governor with the Educational Officers of the Godavari district on the 30th November 1914.

The points referred to are noted on below

seriatim.

Paragraph 2 of the Proceedings of the Conference.

"As to secondary schools, there were 9 complete and 9 incomplete secondary schools in the district. At the complete secondary schools the average attendance was a little over 500. All secondary schools were in the delta except one complete school at Tuni, an incomplete one at Polavaram and another incomplete school at Bhadrachalam. The chief place where there was need of an incomplete secondary school was Mandapet, but more incomplete secondary schools were seriously required in other places. This was the result to a considerable extent of the present rules separating elementary and secondary education. If the gulf between these could be bridged over, much of the need for more incomplete secondary schools would be removed."

Note by the Director of Public Instruction.

"The Godavari district is fairly well supplied with secondary schools; 5.20 per cent. of boys of school-going age are reading in public secondary schools. This percentage compares favourably with the Presidency average which is 3.75, and is exceeded only in the districts of Madras, Tanjore, Tinnevely and South Canara.

"No request for the institution of a secondary school at Mandapet has been received in the Director's office.

page 1 of 2 of L.P. no 14449 Edl
19.12.14

page 2 of 2

Stat. no (45) a p. 62 of Vol. II
of Public Instruction Report for 1913-14

"Regarding the relation of secondary and elementary education I would invite attention to page 16 etc. and 29 of the Proceedings of the Conference of Inspecting Officers which met at Ootacamund in June 1914 and to the Director's letter to Government R.C.5536/14, dated 9th March 1915."

(pages 16 & 18)

paras 3 to 4 in page 2 to 4 of papers at ⑧

page 2 of 4 no 1449 Del 1912 H

OFFICE NOTE.

The facts stated in the Director's note above are correct. The establishment of secondary schools is generally left to private enterprise aided by the Government. If definite proposals for the institution of a school at Mandapet are received, the question of aiding it will be duly considered.

The relation of secondary and elementary education is separately under consideration; and it is proposed to refer this question among others to a special committee. The file is now with His Excellency the Governor; and no separate action is necessary in this respect.

What is wanted evidently is, not more secondary education, but more teaching in English and I am quite at one with Mr. Stone in thinking that the time has come for artificial restrictions on this to be removed 8.28.15

303 p. 411 or 2 p. 40, p. 41
M. S. P.

para 7 - page 4 of papers at ⑧

I did not find it in the
note of this subject at all

PARAGRAPH 7 of the Proceedings of the Conference.

"The Inspector drew attention to the fact that the average number of years which a pupil spent at an elementary school was 2.4 for the Presidency. In the district out of 52,213 elementary pupils no less than 47.5 per cent. were in the Infant standard. Other percentages were 20.1 for the 1st standard, 14.4 for the 2nd standard, 12.1 for the 3rd standard and 5.5 for the 4th standard. This left .4 per cent. for the 5th, 6th and 7th standards together in which there were 57, 10 and 2 pupils respectively out of the total 52,213 already mentioned. The reason for so many pupils remaining in the Infant standard and other lower standards was said to be that there was no incentive to teachers to promote their pupils regularly from one standard to another. They got the same rate of grant whatever standard a pupil was in. The Inspector suggested that matters might be improved if grants were graduated according to standards instead of being paid at the same rates. Teachers would then be anxious to move their pupils up to the higher standards as soon as they were fit for it."

Note by the Director of Public Instruction.

"A system of graduated capitation grants has been proposed to Government. Attention is invited to the Director's letter to Government "R.C.No.5536/14, dated 9th March 1915."

OFFICE NOTE.

This question as the previous one will be separately referred to a special committee. No special action is needed now.

A very difficult question

29.8.15

page 2 of 1449 801
19.12.14

page 2 of 1449 801

page 11+12 of papers at 1449 801

please see book marked A
page 19 of papers at 1449 801

page 11+12 of papers at 1449 801

PARAGRAPH 10 of the Proceedings of the Conference.

"To mitigate the difficulty about elementary and secondary education, it was suggested that special classes might perhaps be instituted in secondary schools in which pupils coming from elementary schools could be coached in English etc. for a year and then taken into the secondary school in whatever class was found appropriate."

Note by the Director of Public Instruction.

"A decision on this question might be deferred until after the proposed conference of officials and non-officials meets and submits its recommendations."

OFFICE NOTE.

The Director's suggestion may be approved.

If more teaching of English in elementary schools is approved, the course prepared will be unnecessary

8
29.8.15-

page 14 of 19 no. 1449 Edl
19.12.14

page 2 of c f

vide page 3 ante

page 14 of 19 no. 1449 Edl
19.12.14

PARAGRAPH 12 of the Proceedings of the Conference.

"The Inspector drew attention to the fact that some of the readers used in schools were not as satisfactory as they should be and that vernacular schools were apt to be better in Bombay and in the Punjab than in Madras owing to these provinces publishing literary readers and non-literary companion readers for use in vernacular schools. This suggestion was made at the Ootacamund Conference and might perhaps be tried."

Note by the Director of Public Instruction.

"Attention is invited to pages 46 - 48 of the Proceedings of the Conference of Inspecting Officers which met at Ootacamund in June 1914. I understand that Mr. Stone is not in favour of the department undertaking any publishing work. He prefers to have readers etc., prepared by competent persons and published by some respectable firm."

OFFICE NOTE.

The conference referred to was of opinion that there was no room for a special departmental set of readers and that the financial question of the publication of vernacular books was a serious one. It however, added that when the department recognized the necessity for the issue of a certain book about which there might be a difficulty of some kind, it behoved the department to request some one to write it, to grant him an honorarium therefor and to make subsequent arrangements with

(E)
page 4 of L.P. no. 1449 Vol
19.12.14

page 2 of c.f.

page 24 & 25 of paper at (X)

page 25 of paper at (X)

publishers for its publication. In view of the above opinion it may not be desirable that Government should undertake the publication of readers at any rate until more specific defects are brought to notice. It may be noted that in special cases where no suitable books on certain subjects are in existence, the Government themselves make arrangements for the compilation of such books.

cf
25.8.15

Please see Director's letter
no. 2 of 618 Edl
10.4.15.

14th April 1915

10.4.15

14th April 1915

The Director has been asked to consider the possibility of publishing a series of books on the subjects mentioned in the list. It is suggested that the books should be published in a series of volumes, each dealing with a particular subject. The books should be written in a simple and straightforward manner, suitable for use by students and teachers alike. The books should be published in a series of volumes, each dealing with a particular subject. The books should be written in a simple and straightforward manner, suitable for use by students and teachers alike.

14th April 1915

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PARAGRAPH 15 of the Proceedings of the Conference.

"Female education. The scale of pay of teachers was fixed 20 years ago at from Rs.10 to 20. This was not enough to get the right class of women. Progress of girls' education depended on getting a sufficient number of women teachers of the proper kind and to do this, higher salaries were necessary. Rs.15, it was felt, should be the minimum".

Note by the Director of Public Instruction.

"The first point that may be noted in this connection is that the supply of qualified women teachers is very much less than the demand. Increasing the pay cannot increase the supply, especially the supply of qualified caste women teachers. Certainly a salary of Rs.10 or Rs.12 is too low for a certificated elementary grade women teacher, and I would suggest that a personal allowance of Rs.3 per mensem be granted to such teachers in addition to the pay fixed for the lower posts (i.e.) those on Rs.10 and Rs.12".

OFFICE NOTE.

The question of the reorganization of girls' schools is under the consideration of the Director. It seems to be of doubtful expediency to enhance the initial pay of women teachers immediately and in advance of the contemplated reorganization. Where difficulty is felt, the pay is being raised to suit the particular circumstances of the case. The need for enhancing the initial pay of male teachers from Rs.8 to Rs.10 had been recognized and

page 5 of L.P. no. 1149 Sol
(19.12.14)

page 2 of c f

[Proposals due from the
~ 21.1.15]

L.P. no. 788 Sol
23.8.13

L.P. no. 445 Sol
22.5.12.

acted upon. It seems only natural that a corresponding enhancement from the present initial pay of women teachers should be made early. In

Government girls' schools, there are now 334

teachers on Rs.10 and 202 on Rs.12. It is not

known how many of them are men, and how many women, teachers. It may be assumed for the present

that they are all women. The first step would

apparently be to raise the pay to a uniform rate

of Rs.12. This alone will cost Rs. 8,016 per

annum. If, however, it is ~~deemed~~ necessary to

adopt the Director's proposal, viz., the granting

of an allowance of Rs.3 uniformly to all teachers

~~under~~ on Rs.10 and 12, it is observed that, so far

as Government schools are concerned, the grant of

this allowance will involve an additional expendi-

ture of Rs.19,296 per annum assuming that all the

teachers on Rs.10 and Rs.12 in girls' schools are

women. The allowance will have also to be

extended immediately to similar teachers in the

schools under the management of local bodies and

thereafter to aided schools. The cost of these

[Taken from the C.B.S.]

1915-16 p. 150 C.B.S. June 9th

$$334 \times 24 = 8016$$

$$\begin{array}{r} 334 \\ 202 \\ \hline 536 \times 36 = 19296 \end{array}$$

K

12
13
is likely to be much. It is doubtful whether in the present position, Government can undertake to incur such a large recurring expenditure.

There is no doubt that women teachers are underpaid and I am not sure that the Director is right in saying that increasing the pay will not increase the supply. I think we might begin anyway by raising the minimum ^{from next year} to Rs 12. The cost would be about Rs 3000 a year.

29.8.15
[Financial note please see pages 14 to 19 infra]
I understand the proposal to be to give Rs 12 to all women teachers irrespective of qualification. I am summoning a conference of the Districts of girls schools this cold weather and I think this is a matter they might very well discuss.

Jan
20.10.15

13

14

page 5 of Lp. no. $\frac{1449 \text{ Edl}}{19.12.14}$

⑤

OFFICE NOTE.

at present.

S.A.
CR
27.8.75

8.25.8.15

207 SECRETARY
1-SEP-1913
207
COVA

31.8.15

Rec'd 1.9.15

A circular stamp from the Chinese Secretariat, dated 1938. The text "CHINESE SECRETARIAT" is visible around the top inner edge, and "1938" is in the center. The bottom part of the stamp is partially obscured by the word "MAJOR".

Financial Department.

For A. S.

(The notes on pages ¹⁰⁻¹² 7-9 ante alone need be read)

This department is concerned with the proposal made by the Edl. dept. in the notes on pages 10-12 ante to raise the minimum pay of women teachers to Rs. 12 per mensem. The existing minimum pay is Rs. 10 p.m., and the Edl. dept. propose to make a beginning in the improvement of prospects of women teachers by fixing the minimum at Rs. 12 p.m. with effect from next year and they estimate the extra cost at about Rs. 8,000 a year.

2. Attention is solicited to the portions of H.M.'s. budget speeches in connection with the budget for 1915-16, and para. 127 of the C.S.'s. Memorandum relating to the Finl. statement for 1915-16 from which it will be seen that this Govt. are pledged to provide from Provincial Revenues proper a progressively increasing contribution of Rs. 3.00 lakhs per annum towards Elementary education. This contribution, which has been provided by this Govt. since 1912-13, is usually made over to the Edl. dept. and is available for expenditure by that dept. on what purposes it

thinks

cf Edl. Dept's note on p. 10 ante.

P. 150 C.B.E

P. 9 ante

Pp. 14, 168 of Finl. Staff- 1915-16 (portions marked in pencil) put up

P. 48 closed.

* cf Finl. dept. notes on pp 6-7 & H.M.'s. note of 2.2.15 on p. 10 of notes to Gov. 142 Edl. of 11.2.15 in which the question has been discussed whether the 2 lakhs are for all kinds of edu. or for primary elementary edu. and the point has been decided in favour of the latter.

cf H.M.'s. speech on p. 368 of Finl. Staff- 1915-16

thinks fit.

It is not quite certain whether, under the severe restrictions which the Govt. of India have stated in another connection they are going to place on the budget for 1916-17, it will be possible for this Govt. to provide under the head 22-EDUCATION the usual increment in the progressively increasing contribution of 2 lakhs. Assuming, however, that it will be so provided there appears to be no objection to a portion of which being utilised by the Edl. dept. on any measure for the improvement of ^{pay 4} women teachers in girls' elementary schools, should Govt. consider this reform one of absolute urgency.

3. If the minimum pay of women teachers in girls' elementary schools is to be fixed at Rs. 12 p.m. the estimate of Rs. 8,000 per annum referred to by Edl. as extra cost, would be only a fraction of the total expenditure involved. It is observed that the Edl. dept. in calculating the cost at Rs. 8,000 have merely taken into account girls' schools directly maintained from Provincial Funds. As observed however at K on page 11 ante, there will be ^{also} expenditure that will have to be incurred by Provincial Funds, though indirectly, for similarly raising the pay of women teachers in schools

(x) In file re. appn for addl. allowance

p. 9 ante.

up 8 ante.

(p. 150 C.B.E. there are 327+7=334 teachers @ Rs 12 p.m. extra cost at rate of Rs 2 each = 668 p.m. or Rs 16 p.a.)

under the management of local bodies and increased expenditure through grants-in-aid on behalf of aided schools containing such teachers. Please see in this connection G.O. No. 445, Edl., dated 22nd May 1913 which shows that ^(when the minimum) ~~the~~ pay of approved teachers in schools for boys ~~and girls~~ under public ~~management~~ management ~~is~~ (formerly Rs. 8 p.m.) was raised to Rs. 10 p.m. in 1910 extra expenditure had to be incurred from Provincial Revenues for schools under local bodies as well as for aided schools through grants-in-aid. The latest report of Public Instruction shows ^{that} elementary schools for girls under the management of local bodies, and private aided schools of this class are far more numerous than Govt. schools. It is not known what the total aggregate expenditure on account of all these will amount to. It is for orders whether an estimate of this should not be first obtained from the D.P.I.

4. The total aggregate expenditure involved is not it is submitted, likely to be inconsiderable; and the acceptance of this measure of reform will, pro tanto reduce the allotment available ^{from the 2 lakhs,} for other objects connected with elementary education. Please see in this connection discussions in the Leg. Council on pages 120-123 of the Financial Statement for 1915-16 which

cf para 3 of D.P.I.'s letter no p.
2 of G.O. 4452-dl. dt. 22-5-12. H

Govt. Elem. schools for girls = 97 + 74 + 25
= 196

Locals Muml. schools = 6 + 44 + 334
= 384

Private schools = 132 + 310 + 325
= 767

App. 52, 55 + 599 Vol. II
of Pub. Instr. report

cf at top of p. 9 ante

which contain remarks made by non-official Members

about the inadequacy of grants provided for the expansion of elementary education i.e., opening of new schools.

The D.P.I. also seems to have under separate consideration proposals for the entire reorganization of girls' schools; the increasing of minimum pay of women teachers appears to be ^{a scheme} ~~one~~ which may be dealt with along with the general proposals and the urgency for introducing by instalments, the present measure is not quite clear.

5. It is for orders whether the Edl. dept. may not be requested to reconsider their proposal in the light of the above remarks and if they still consider it absolutely necessary to give effect to their proposals from 1916-17 it seems, it is submitted, necessary for that dept. to obtain first from the D.P.I. an approximate estimate of the total expenditure involved.

10/9/1915

I venture to resubmit.

This case to Secy Educ.
Dept who might like to
have the point question re.
Be answered with reference
to the points raised in the

4. Has the Government to be
remarks on pp. 12-2, 7, 10, 11, 14, 15-16.
These remarks on p. 347 and

Amp. 7. anti

preceding note.

There are really two objections which have to be considered.

- ① The first is ^{the} objection which I usually take to dealing with a part of a scheme when a general organisation is under consideration or in contemplation.
- ② The second is the question of cost. So far as Govt. schools are concerned the cost may be Rs 3000 only, but we cannot leave out of consideration Local Municipal and aided schools. The result of increasing the pay of women teachers in Govt. schools might be to inflate the bill, so far as it will cover the other institutions referred to above, to something like half a lakh of rupees.

Education might like to consider this aspect of the question before the case proceeds further. It seems desirable to know what we are letting ourselves in for.

Edu m

[Signature]
11.9.15



File No 5273-1
11.9.15

Educational Department.

Submitted to Secretary with reference to his note on page 9 supra.

Ch
14.9.15

Please put up for discussion with Mr. Stone

8.15.15

With Mr. D.P. S. please note his opinion?

8.15.15

D.P. S. a.o.

Mr. P. S. 7.7.20.9.15.

I have inadvertently written on 9

2.14.15

I understand the proposal to be to give Rs. 12 to all women teachers irrespective of qualification. I am summoning a Conference of the Inspectresses of Girls' Schools this cold weather and I think this is a matter they might very well discuss.

J.H.S.
20-9-15.

[Pages 11 & 15 of the notes containing financial notes have been removed.]

Colno 2819-2
16.9.15



Notes in Ch
22.9.15



Educational Department

Submitted that the proposal of the D.T.1 to defer the consideration of the question of the enhancement of the minimum pay of women teachers until the views of the Inspectresses of girls' schools are known may be approved.

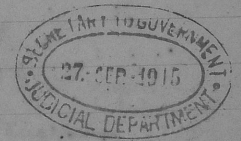
by CA
23.9.15 25/9/15

The proposal of the D.T.1 may be accepted.

85
25.9.15

H. E. the Governor

P
25.9.15.



A draft order is submitted for approval.

by CA
23.9.15 26.9.15

191

C. No. 2879, From the D.P.I., No. 11307, dated 12. 8. 1915

” ” ” ” ” ” ” ” 191

No. 1005, dated 1 X 1915

Мот:

Recorded.

2. The D.P.I. is requested to report on the suggestion to ~~increase~~ raise the minimum pay of women teachers from Rs. 60 to Rs. 12 per mensem, after ~~discussing~~ ^{discussing} the subject with the ~~Board~~ ^{Board} ~~and~~ ^{and} ~~the~~ ^{the} ~~trustworthiness~~ ^{trustworthiness} of girls' schools, ~~and~~ ^{and} ~~the~~ ^{the} ~~matter~~ ^{matter} which he proposes to ~~submit~~ ^{submit} in the

305.15

questioning whether it is
not desirable

and, if so, what would
be the ~~net~~ cost of 10 birds

has been discussed
at the conference of

To The Dr. J. (C) and
Mrs. H. H. H.
1/10. Notes in C.S.

San Francisco

When given for copying _____
When copied _____ } 191
When examined _____
When signed _____

READ AGAIN G.O. No. _____ DATED _____
191

CURRENT No. _____

ENCLOSURES TO C. No. _____

ORDER OF GOVERNMENT A A A A A A A

LETTER OF GOVERNMENT

STATEMENT WITH RITTS

PAPERS NOT FILED UP, BEING MEANT FOR DISPATCH
IN ORIGINAL

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