

Home (1916) Department.
Education

ordinary SERIES.

G.O., No. 1320

DATED 8-12-16

INDEXED

[Despatch Abstract.]

Girls' schools.-

Asking the Director of Public Instruction to renew his proposal as regards the raising of the minimum pay of women teachers in girls' schools, together with the general reorganisation of -----, when the financial restrictions now in force have been removed.

BACK PAPERS.

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FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

Reett. II-9-24,002-19-4-13.

Home DEPARTMENT.

Education

Increase of Pay of women teachers in girls' schools

CURRENT FILE.

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Papers of other departments.

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Financial	464	17.8.16		

Educational DEPARTMENT.



Received

Registered

29 5 1916

Subject.

Submitting extract from the resolutions of the Conference of the Inspectresses of Girls' Schools, on the question of raising the minimum pay of teachers of Government Girls' schools from Rs.10 to Rs.12. per mensem

RNJLOS RES.	
No.	
Spare copies	

Ref. on Cur. No. 11307/14

Station Madras, Dated the 26th May 1916

From (Name) The Hon. Mr. J. H. Stone, M.A., F.R.H.S., C.I.E.
(Designation) Director of Public Instruction.

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

Sir,

With reference to para 2 of G.O.No. 1085 Edl., Mis., dated 1st October 1915, I have the honour to submit herewith an extract from the resolutions of the Conference of the Inspectresses of Girls' Schools held in December last on the question of raising the minimum pay of women teachers from Rs.10 per mensem and to state that it is sacrceely possible to fill up posts on Rs.10 in Government Girls' schools and that a number of them have had to remain vacant for a long while.

There are at present 325 teachers on Rs.10 on the

permanent staff of these girls schools and 13 on the temporary staff, and if the pay of these posts is raised to Rs.12 per mensem the extra cost will be Rs.676 per mensem.

I have the honour to be, ^{or Rs.812 per annum}

S i r,

Your most obedient servant,

G. H. Masani

for Director of Public Instruction.

P.V.S.

M
26.5.16.

December last.

A circular ink stamp from the Government of Madras, Educational Department. The outer ring contains the text "GOVERNMENT OF MADRAS" at the top and "EDUCATIONAL DEPARTMENT" at the bottom, separated by small stars. In the center, the date "26 MAY 1916" is stamped. Below the date, there is a small, faint mark that appears to be a cross or the letter "X".

X

X

IX It was thought necessary to fix the minimum pay of a lower elementary women teacher at Rs.12 per mensem and that of a higher elementary women teacher at Rs.15 per mensem.

26.5.16

G. W. H. H. H. H.
26.5-16

for Director of Public Instruction

Educational Department

C.N. 1866.

Memo. No. 1866-1 Ed
5.6.16

With reference to his letter No. 11307/14, dt. the 26th May 1916, ^{furnishing} an estimate of the extra cost involved by the proposal to raise the salary of women teachers in Govt. girls' schools from Rs 10 to Rs 12 p.m., the D.P.G. is requested to report also the approximate expenditure which will eventually have to be incurred from Provincial funds ① by way of subsidies to Local Boards and Municipal Councils for raising the pay of the ^{women} teachers on Rs 10 p.m. in their schools, and ② by way of grants-in-aid on behalf of aided schools for the same purpose.

P.D.
31.5.16
Sd/-
31.5.16

Note.

It is proposed to call for the information with reference to the Finl Department's note, para. 2, on page 18 of Gono. 1085 Ed, dt. the 1st October 1915.

P.D.
31.5.16.

8/5/16

Page 2 C.F.

Para 3 of Finl Office note on p. 15 and para ② of Asst Secy's note on p. 18 of Gono. 1085 Ed (F)
1.10.15

To the D.P.G.
Sd/-
31/5/16

Sd/-
6/6/16
Noted in D.P.G.
6/6/16
Recd. dt. 27/5/16
29/5/16

(F)

[Faint, mostly illegible handwritten text in a non-Latin script, possibly Tamil or Malayalam, covering the left page.]

15

O.F.—29.

HOME DEPARTMENT.
(Education)

20-3646 Edm

13-10-1916

Received 13-OCT-1916 191 . Registered 13-10-191 6

GOVT. OF MADRAS

Subject.

Replying to Government Memorandum No.1866-1 Educational dated 5th June 1916 on the subject of payment of increased pay to teachers employed in ^{aided} Girls' Schools.

Ref. on Cur. No. 11307 of 1914.

Station M A D R A S , Dated the // th October 1916

From (Name) Hon'ble Mr. J. H. Stone, M.A., F.R.H.S., C.I.E.,
(Designation) Director of Public Instruction.,

To The Secretary to the Government of Madras,

HOME Department.
(EDUCATION)

Sir,

With reference to Government Memorandum No.1866-1 Educational dated 5th June 1916

-2-

2. The information called for in respect to the teachers employed in Board and Municipal Schools is not yet received. It will be submitted in a separate communication.

I have the honour to be,

Sir,

Your most obedient servant.

R. A. Ariene.

for Director of Public Instruction.

11.10.16.

Received

191

Registered

23-10-1916.



Subject.

Submitting statements showing the number of women teachers on Rs.10/- and less in Board and Municipal Schools.

ENCLOSURES.

No.

Spare copies

Ref. on Cur. No. 11307 of 1914.

Station M A D R A S, Dated the 19th October 1916

From (Name) Hon'ble Mr. J. H. Stone, M.A.F.R.H.S.C.I.E.,

(Designation) Director of Public Instruction,
M a d r a s

To The Secretary to the Government of Madras,

Home Department.
(Education)

Sir,

With reference to Government memo No.1866-1 Educational dated 5th June 1916 and in continuation of my letter R.C.No. 11307 of 1914 dated 11th October 1916, I have the honour to submit herewith 2 statements-one for Board Schools and the other for Municipalities-prepared from the particulars supplied by the local bodies-showing therein the number of women teachers on Rs.10/- and less. It will be observed therefrom that the total number of women teachers on Rs.10/- and less is 252 and of these 252 teachers, 227 receive a pay of Rs.10/- per mensem, 2 receive Rs.9/- per mensem and the remaining 23 receive Rs.8/- per mensem. In order that the pay of these teachers may be so raised as to make every one of them receive Rs.12/- per mensem, the amount

Board Elementary Girls' Schools. Municipal Elementary Girls' Schools.

	Rs.		Rs.
173 X 2 X 12	4152	54 X 2 X 12	1296
2 X 3 X 12	72	5 X 4 X 12	240
18 X 4 X 12	864		
	<u>5098</u>		<u>1536</u>

I have the honour to be,

S i r,

Your most obedient servant.

R. A. Arive

for Director of Public Instruction.

S.A.R.

1	Anantapur.	1		
2	Gudiyattam			
3	Tiruppattur			
4	Tiruvannamali	1		
5	Vaniyambadi	2		
6	Vellore	1	2	2
7	Wallaajapet	1	1	
8	Chidambaram	1	1	
9	Cuddalore	1		
10	Edoni	-		
11	Bellary	2	2	
12	Hospet	-		
13	Mangalore	-		
14	Chingleput	-		
15	Conjeevaram	-		
16	Tirupati	2		
17	Coimbatore	-		3
18	Erode	-		
19	Cuddapah	-		
20	Berhampore	-		
21	Chicacole	-		
22	Parlakimedi	-	1	
23	Cocanada	1	1	
24	Rajahmundry	1	1	
25	Guntur	-		
26	Ongole	-		
27	Tenali	-		
28	Bezwada	-		
29	Ellore	2		
30	Masulipatam	-		
31	Kurnool	-		
32	Nandyal	1	2	
33	Dindigul	-	1	
34	Kodaikanal.	-		
35	Madura	4	1	
36	Palni	-		
37	Periyakulam	1		
38	Calicut	1	1	
39	Cannanore	1	2	
40	Cochin	-		
41	Palghat	1	2	
42	Tellicherry.	1	3	
43	Nellore	1	1	
44	Coonoor	-		
45	Ootacamund	-		
46	Srivilliputtur	2	2	
47	Salem	-	1	temporary
48	Kumbakonam	2	6	
49	Mannargudi	1	2	
50	Mayavaram	1	1	
51	Negapatam	3	1	
52	Tanjore	1	2	
53	Tiruvalur.	1	1	
54	Palamcottah	1	3	
55	Tinnevelly	1	2	
56	Tuticorin	1	3	
57	Karur.	1	1	
58	Srirangam	1	3	
59	Trichinopoly.	-		
60	Anakapalli.	-		
61	Bimilipatam	-		
62	Vizagapatm	-		
63	Vizianagarm	-		
64	Virudupatti	-		
65	Narasaraopeta	-		
66	Proddahur.	2		
67	Thiruvananthapuram.	1		
68	Thiruvananthapuram.	-		

No.	District Board.	Number of Girls Schools.	Number of Woman teachers on Rs. 12 per mensem.	Number on Rs. 10/-per mensem.	Number on Rs. 9/per mensem.	Number on Rs. 8/per mensem.
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1	Anantapur.	14		9		2
2	North Arcot	23		9		
3	Arcot South	24		8	2	1
4	Bellary	26		8		1
5	Canara South	14		20		7
6	Chingleput	21		2		
7	Chittoor	6		2		
8	Coimbatore.	18		11		
9	Cuddapah.	13		4		
10	Ganjam	10		-		
11	Godavari.	14		-		2
12	Guntur.	43		4		
13	Kistna.	29		5		
14	Kurnool	18	11	-		
15	Madura.	9		3		1
16	Malabar.	25		30		1
17	Nellore.	33	3	12		1
18	Nilgiris The	-		-		1
19	Ramnad	9		7		
20	Salem	15		9		1
21	Tanjore	18		10		
22	Tinnevelly	16		18		
23	Trichinopoly	9		2		1
24	Vizagapatm	-		-		
25	Koraput.	-		-		
		407	14	173	2	18

Rarieve

For Director of Public Instruction

11/19.4.16.

Home [Eon] Dept.

Increase of Pay to Teachers employed
in ~~excess~~ girls' schools.

[C.1866] From the Dir. of Pub. Instr., R.C. 11307/14, dated
the 26th May 1916.

Memo. No. 1866-1Eol., dated the 5th June 1916

[C.3646] From the Dir. of Pub. Instr., R.C. 11307/14, dated
the 11th Oct 1916.

For Regr.

This may lie over the receipt
of the information promised by the
Dir of Pub. Instr. in para 2 of his
second letter.

SM
17.10.16

Sh.
12.10.16

CA
18.10.16

Notes.
CJ
19.10.16

[C.3760] From the Director of Public Instr.,
R.C. 11307/14, dated the 26th
May 1916.

For Regr.

Please see pages 10 to 12
and 14-19 of G.O. No. 1085 Eol.,
dated the 1st Oct 1915, in which
has been discussed fully the
question of raising the mini-
mum pay of women teachers

and fixing it at Rs 12. ¹²

2 The D.P.T. has now furnished figures showing what the raising of the minimum pay will cost. They are as follows:—

Govt. Schools.	Rs 8,112 p.a.
Board Schools	Rs 5,098 p.a.
Munl. Schools	Rs 1,536 p.a.
Aided Schools	Rs 56,778 p.a.
Total—	Rs 71,524 p.a.

or Rs 72,000 per annum roughly.

3. The case may now go to the Finl. dept. for remarks as to whether they will agree to this proposal of raising the minimum pay of women teachers to Rs 12.

SM
27.11.16
T.L.
30.11.16

A
1.11.16
A

Is this a matter of imperative and urgent necessity? Is there any pronouncement to their effect in the previous papers?

D
3/11/16

For Regr.

Home (Est.) Dept

- Submitted that the increase minimum of pay of women teachers is urgent. Please see Mr. Todhunter's note on pp 12 of Notes to G.O. No. 1085 Est. of the 10th Dec 1915 stating that there is no doubt that women teachers are underpaid and that a beginning might be made from 1916 by raising the minimum pay to Rs 12. Attention is also requested to para 15 on p 5 of G.O. No. 1449 Est. of the 19th Dec 1914 from which it is seen that the scale of pay of women teachers was fixed 20 years ago at Rs 10 to Rs 20. Refce is also solicited to para 24 on p. 8 of Notes to G.O. No. 504 Est. of the 9th May 1916 wherein Mr. Littlehales was of the opinion that it was desirable that no women teachers receive a less salary than Rs 12 per mensem.

SM
7.11.16
J.L.
J.L.L.

It does not appear that we can say that the matter is imperatively urgent. The main plea for proceeding with the proposal is that we may consider it and come to a decision on the point, which

the proposal, if approved, will be given effect to only when funds become available. We have gathered some information with difficulty.

Q
8.11.16



Encl 1866-2
10.11.16

6680
Financial
Recd 11/11/16

TPN

Int. Co. for favour
of remarks.

W/ll

Financial Dept.

For the Asst. Secy.



Attention is solicited to the Financial Dept. notes on pages 14-18 of G.O. 1085 Edl. & 1-10-15 regarding a suggestion then made by the D.P.S. to increase the minimum pay of women teachers in Elementary Schools. The D.P.S. now makes definite proposals in this regard and the Home (Eds) Dept. propose to consider and come to a decision.

pp 3-4 and

on the point, the scheme, if approved, being given effect to only when funds become available.

2. The extra cost of the proposal, viz to raise the minimum pay of women teachers in elementary schools (Govt., Board, Municipal and Aided institutions included) is calculated as follows:-

Existing scale.	Cost per m.	Proposed scale	Cost per m.
(A) - Govt. girls' schools.			
325(10) - permanent	3250.	325(12) - permanent	3900
13(10) - temporary	130	13(12) - temporary	156
338	3380		4056

Extra cost: Rs 676 p.m. or Rs 8,112 p.a.

(B) - Municipal and Local Board Institutions.			
227(10)	2270	252(12)	3024
2(9)	18		
23(8)	184		
252	2472		3,024

Extra cost: Rs 552 p.m. or Rs 6,624 p.a.

(C) - Aided Schools.			
535(10)	5350	1243(12)	14,916
661 (pay less than Rs 10)	4,834½		
47 (not fixed scale)			
1243	10,184½		14,916

Extra cost: Rs 4,731½ p.m. or Rs 56,778 p.a.

Total Extra cost: A+B+C = Rs 71,514 p.a.

[The whole of the above expenditure including Band C will fall on Provincial funds. vide precedent in G.O. 445 Ed. 22-5-15]

pp1-2 CF.

pp7-8 CF.

page 5 CF.

8112
6626
56778
71,514

3. It has been recognized for some time past that a general revision of pay of female teachers of all grades in ^{Govt.} girls' schools is necessary, and proposals for such revision are already being formulated by the D.P.D.. The questions now for consideration are:-

(i) whether the raising of the minimum pay of female teachers in Elementary schools should be taken up immediately in advance of the rest of the proposals for the general revision of pay; and

(ii) if the question is to be taken up immediately, what the revised minimum pay should be and how the cost of the revision is to be met.

4. Item (i). - In his note of 29.8.15, the Ed. Secy (Mr. Todhunter) proposed that the minimum pay of female teachers should be increased to Rs 12 with effect from 1916-17. It was then suggested in this dept. that the question of minimum pay ought strictly to be dealt with in connection with the proposals for the general reorganization of Govt. girls' schools and that the total financial liability on Provincial funds on account of the increase in the minimum pay should be obtained before this dept. could accept the proposal.

page 12 of 1085-520
1-10-15 F

page 18 ibid F

F

5. From the remarks made by the D.P.D., it on page 2 of G.O. 1085 Ed. 31-10-15, it is evident that the increase in the minimum pay cannot immediately increase the supply of qualified women teachers and is not therefore imperatively urgent. The Home (Ed?) Dept. also now state that the matter is not imperatively urgent. Submitted that in the circumstances, Home (Ed?) may be requested to be so good as to include the present proposals for raising the minimum pay in the general scheme.

6. If the above suggestion is accepted, it does not appear necessary to settle at present what the new minimum pay should be. It might with advantage be settled later on when the consolidated reorganization proposals are before Govt. A consideration of the total financial liability involved in these comprehensive proposals is likely to influence the minimum rate of pay to be adopted.

7. If, however, it is thought that a definite decision should be arrived at immediately in regard to the revised minimum pay, it is submitted that the following points have to be taken into account:-

(a) The raising of the minimum pay of female teachers in Elementary Schools will lead indirectly to the raising of the minimum pay of male teachers in Elementary schools - please see in this connection para 24 of Mr. Littlehailes' note 24-11-15 on page 8 of notes to S.O. 504 Ed. 2, 9-5-16. The minimum pay of male teachers is at present Rs 10, g.c.a. being granted in addition.

(b) It is not clear whether the proposed minimum of Rs 12 for female teachers is to be inclusive of g.c.a. or to be exclusive of it. In the case of recent revisions of low-paid establishments, e.g., clerical establishments in Registration offices, Constabulary, etc., proposals for revision took into account the abolition of g.c.a. A similar arrangement would seem to be desirable in the present case as well.

It is accordingly submitted that if a definite decision is to be arrived at immediately on the question of the minimum pay of female teachers, the rate that may be accepted in financial is Rs 12 inclusive of g.c.a.

§ Provision of funds. Please see para 2 of Finl. note on pages 14-15 of S.O. 1085 Ed. 2 1-10-16

To at flag H

where it has been suggested that the extra expenditure on account of the present proposals may be met from the progressive provincial contribution of Rs 2.00 lakhs p.a. towards elementary education. As Home (Edn) Dept. have no intention of giving immediate effect to the increase in the minimum pay, no action as regards provision of funds is now necessary.

It is admitted that

Aug This is not a case of 28.11.16 CM 28.11.16 paralysing necessity and it is not proposed to give effect to the scheme till funds are available. The disposal that I would suggest then for is this.

The D.P.I. might be told that Govt. are unable to sanction the proposal while the present financial restrictions exist but he can renew his ^{application} passport when there have been remission and when he submits proposals for the general reorganisation of girls' schools. In doing so the D.P.I. should consider whether the increase in pay should

not be accompanied by a
withdrawal of g. c. a. 20

Does Home agree? *Sh.*
28.11.16

Home (Econ) Dept.

To: suggestion of Financial may
be accepted. A draft order is subd for
approval. It may go to Finl. for perusal
before issue.

Sh. 29.11.16
Sh. 30/11

Financial Dept.

We may accept the draft.

Sh. 1.12.16
Sh. 21/11



Home (Econ) Dept.

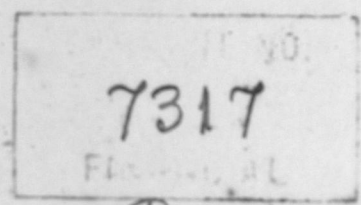
Submitted for order as to
circulation to H.E. the Governor

HE *Sh.* 6/12
Sh. 4.12.16
Sh. 7.12.16

File no 680-1
29.11.16



File no 1866-3
30.11.16



Recd. 1.12.16

File no. 7317-1
4.12.16

Box 6
recd 6.12.16
Ltd 8.12.16

James R. [Signature]

The suggestion of Finance
be accepted. A draft order is submitted for
approval. It may go to Finance.

2-11-15



7157

1-11-15

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The suggestion of Finance
be accepted. A draft order is submitted for
approval. It may go to Finance.

2-11-15

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[$\frac{G.}{6}$]

2,000-28-12-08.

Girls' schools.- Asking the D.P.I. to renew his proposal as regards the raising of the minimum pay of women teachers in girls' schools, together with the general reorganisation of girls' schools, when the financial restrictions now in force have been removed.

READ

H O M E (Edn) DEPARTMENT.

G.O. No. 1085, Edl., dated the 1st October 1915. (F)

C.No. 1866.

pp1-3 CF

From the Director of Public Instruction, R.O.C. No. 11307, dated the 26th May 1916.

Memorandum to -do- No. 1866-1, dated the 5th June 1916

,, 3646.

pp5-6 CF

From -do- R.O.C. No. 11307, dated the 11th October 1916.

,, 3760.

pp7-10 CF

From -do- R.O.C. No. 11307, dated the 19th October 1916.

ORDER No. 1320, dated the 8th Dec 1906.

Mis.

that
The Govt. regret they are unable to sanction the proposal of the D.P.I. to raise the minimum pay of women teachers in girls' schools while the present financial restrictions exist. The Director may however renew his proposal when these restrictions have been removed and when he submits proposals for the general reorganisation of girls' schools. In doing so, he should consider whether the increase in pay should not be accompanied by the withdrawal of grain compensation allowance.

S.N.P.
29-11-16.
T. K.
29-11-16.

To

The D.P.I.

*Recd to be pd
29.11.16
11.12.16*

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

10/12

READ AGAIN G.O., No. 10

DATED

CURRENT No.

ENCLOSURE TO G. No.

ORDER OF GOVERNMENT

A A A A A A A

LETTER OF GOVERNMENT

STATEMENT WITH INFO.

PAPERS NOT FILLED UP, BEING MEANT FOR DISPATCH
 IN ORIGINAL.

N.B.—

- A = Copy in full.
- B = Not to be copied.
- P = Copy abstract only.
- Q = Copy heading only.