

Government of Madras

HOME DEPARTMENT (EDUCATION)

G.O. No. 551, 30th April 1917

Education of Girls

Recording letter from the Government of India on the question of the improvement of the conditions of service of school mistresses and members of the inspecting staff for the — and requesting the Director of Public Instruction to report whether any concessions should be introduced in this Presidency.

INDEXED

ORIGINAL.

Government of Madras

HOME DEPARTMENT (EDUCATION)

G.O. No. 551, 30th April 1917

Education of Girls

Recording letter from the Government of India on the question of the improvement of the conditions of service of school mistresses and members of the inspecting staff for the — and requesting the Director of Public Instruction to report whether any concessions should be introduced in this Presidency.

READ—the following papers :—

I

G.O., etc., Nos. 888, 889, Educational, dated the 27th July 1914.

ABSTRACT.—Forwarding to the Government of India the views of the Government of Madras regarding the grant of concessions to school mistresses and members of the inspecting staff of the institutions for the education of girls for the amelioration of their conditions of service.

II

Letter—from the Hon'ble Sir E. D. MACLAGAN, K.C.I.E., C.S.I., Secretary to the Government of India, Department of Education (Education).
To—the Secretary to the Government of Madras, Home (Education) Department.
Dated—Simla, the 16th March 1917.
No.—242.

I am directed to refer to this department letter No. 2170-2181, dated the 17th November 1913, regarding the question of the improvement of the conditions of service of school mistresses and members of the inspecting staff for the education of girls. In that letter attention was drawn to the general concessions in this respect which had already been granted to these classes of officers and to certain other concessions which had been commended to the Government of India in response to a previous invitation to Local Governments on the subject. Local Governments were asked to submit specific proposals regarding any modification of the Civil Service Regulations which might appear to be indicated either by these latter concessions or any others which might seem desirable. The Government of India have considered the replies of Local Governments and I am now directed to communicate their decision on the various proposals submitted. It is to be clearly understood, however, that where these orders involve the grant of concessions which are inadmissible at present they are in each case subject to the general condition that they can only be given effect to in a particular province at the discretion of the Local Government concerned.

2. *Conveyance allowances.*—The first three proposals entered in statement II appended to this department letter dated the 17th November 1913 provided for the grant of conveyance allowances at a specified rate to certain assistant inspectresses and the authorization of Local Governments to grant similar allowances not exceeding this or a slightly lower rate to other assistant inspectresses and to zenana governesses who might be found deserving of the concession. These proposals met with general approval. In one instance, however, it was suggested that the amount of the allowance to be given might be left, without limit, to the Local Government's discretion as the maximum rate mentioned would probably prove an insufficient allowance in some parts of India where living was dear and wheeled traffic a comparatively recent innovation. Another suggestion received was that the general powers which

it was proposed to vest in them should permit Local Governments to extend the concession also to other lady subordinate inspecting officers. The following further proposals for conveyance allowances were made:—

(1) Local Governments may be authorized to sanction conveyance allowances to head mistresses and lady teachers in lieu of free quarters in cases in which it is difficult to procure suitable residences near the school premises.

(2) A conveyance allowance of Rs. 30 per mensem be given to a circle or divisional inspectress where the number of schools at headquarters exceeds 30, or at the discretion of the Local Government where the number is less. In the case of an assistant inspectress, when she is specially appointed to look after all the schools in a comparatively large city, the Local Government might similarly be authorized, at its discretion, to grant a conveyance allowance up to a limit of Rs. 30 a month.

It is observed that for all practical purposes the powers which Local Governments now possess under paragraph III (1) of the Finance Department Resolution No. 358 E.A., dated the 31st August 1912, as amended by Resolution No. 146 E.B., dated 16th February 1917, are sufficient to enable them to deal with the majority of claims to conveyance allowance on behalf of all classes of female educational officers other than those who fall within the category of gazetted officers recruited in England, and in these circumstances the Government of India do not propose to issue any general instructions on the subject of the grant of these allowances. As regards proposal (1) above, I am to suggest that as the conditions which ordinarily regulate the grant of a conveyance allowance would not be fulfilled in the cases in question, a suitable house-rent allowance, which the Local Government could sanction under their own financial powers, might more appropriately achieve the object in view. In this connection attention is invited to this Government's letter No. 2205 of the 26th September 1912. But it would have to be distinctly stipulated, where such an allowance is given, that no claim to a conveyance allowance would be countenanced.

3. *Relaxation of travelling allowance rules.*—The classification of officers for the purpose of travelling allowance as given in article 1002, Civil Service Regulations, is one to which it has been found necessary to adhere as rigidly as possible in the past. But an ample justification for its relaxation in the case under consideration is to be found in the well-established fact that when a woman and a man of equivalent status do identical or similar work the former is usually remunerated at a lower rate and that hence the classification in article 1002, Civil Service Regulations, cannot always be suitably applied to her case. Yet it is essential that female educational officers should be enabled to travel in safety and reasonable comfort. The proposals which were commended to Local Governments were that lady teachers of secondary schools of all grades who belong to the third class under the travelling allowance rules should be included in the second class and that a similar concession should be granted to lady clerks accompanying inspectresses or assistant inspectresses on tour. While these proposals are generally approved so far as they go, they do not seem, in the opinion of the majority of Local Governments, to be sufficiently comprehensive. After carefully considering the various recommendations made in this connection, and with a view to meeting the general criticism mentioned above, the Government of India would suggest that all female educational officers as well as female clerks, school matrons and school nurses belonging to the third class whose pay or maximum pay is not less than Rs. 50 should in future be treated as officers of the second class for the purpose of the travelling allowance rules. Further, they also authorize Local Governments to grant, at their discretion, to assistant inspectresses and female inspecting officers of similar position when travelling on duty by steamer, travelling allowance at first-class rates in view of the fact that the second-class accommodation on the steamers by which these officers are obliged to travel is often extremely limited and generally unsuitable.

4. *Medical examination of female educational officers.*—Difficulty has arisen in the past from the operation of the existing rules requiring the submission of health certificates by lady members of the Education Department. In many cases it would be impossible to insist on medical examination by a male doctor and it has been suggested that wherever it is possible ladies in the department should be examined by lady doctors. This suggestion has met with a very sympathetic reception from

Local Governments. But it is also recognized that there are great and obvious difficulties in the way of giving effect to it—a fact to which several Local Governments have drawn attention. For example a practically universal obstacle is presented by the general dearth of qualified female medical practitioners in this country. The relevant rules in the Civil Service Regulations are—

(i) *Articles 49-50.*—Rules regarding health certificates for entry into Government service.

(ii) { (a) *Articles 828-832.* } Rules regarding medical certificates for grant or extension of leave (in India).
{ (b) *Articles 833-834.* }

(iii) *Article 225.*—Rules regarding medical certificates of fitness for duty on the expiry of medical leave (in India).

(iv) *Articles 442-444.*—Rules regarding medical certificates required for the grant of invalid pensions (in India).

After very deliberate consideration of the full circumstances of this important question, the Government of India regret that they are unable to agree to so complete a departure from the existing practice as the unqualified acceptance of the present proposal would entail. They are prepared, however, to authorize Local Governments with reference to the rules contained in articles 50, 225 and 883, Civil Service Regulations, and in such cases as they may consider desirable, either to dispense with the medical examination of ladies by commissioned (or male) medical officers or to authorize their examination by doctors of their own sex under suitable safeguards. Medical reports on all such officers should be regarded as strictly confidential.

5. *Free quarters or house-rent allowances.*—(i) Though the matter is one which would almost invariably be found to be within the Local Government's own financial competence, the Government of India have definitely expressed their approval of the policy of granting free quarters or house-rent allowances to mistresses employed in the Government girls' schools wherever local circumstances may indicate the desirability of this course, it being presumed that the concession would be permitted principally in those cases in which school mistresses are living alone [*vide* this department's letter No. 2205 of the 26th September 1912]. The following specific suggestions have been made by some Local Governments in furtherance of the above-mentioned policy, but as they are not covered by any rule or authority vested in Local Governments they require the sanction of higher authority:—

(a) that a fixed house-rent allowance of Rs. 20 per mensem be granted to lady assistants in training colleges for women who are not provided with free quarters as the present rate of 10 per cent of salary is not considered adequate;

(b) that the Local Government should have discretion to provide free quarters with strictly necessary furniture not merely for mistresses in Government or board schools but also for assistant inspectresses, zenana governesses and peripatetic needle-work teachers;

(c) that the Local Government should have full discretion in the matter of the grant of free quarters or house-rent allowances, the general principle being that such quarters or, in their place, allowance should be granted except when there were obvious reasons to the contrary;

(d) the house accommodation to be provided should be on a liberal scale with a view to the demands of the situation rather than to the limits of admissible outlay imposed by formula;

(e) lady teachers on maternity leave occupying Government quarters should not be under compulsion to vacate them in favour of their substitutes, but the Local Government should have discretion to grant house allowances to such substitutes.

(ii) In support of (a) it is urged that training colleges for women are always situated in large towns, where accommodation, living and conveyances are comparatively expensive and that for this reason a house-rent allowance of only 10 per cent of salary in practice is inadequate. It is added that, in view of the orders conveyed in Government of India, Finance Department, letter No. 1380-E.B., dated the 7th October 1914, the Local Government assume that they are competent to sanction this proposal. The latter assumption is, however, incorrect. It was

never intended that the orders of the Government of India which are cited should be held to authorize the issue by a Local Government of a general order such as that contemplated in respect of a whole class of officers employed at various places. While the Government of India are prepared to admit that the proposed concession is one which it may be generally desirable to grant, they feel bound to request the Local Government to consider each case on its own merits before determining whether the enhanced rate of allowance should be given.

(iii) The Government of India are prepared to accept proposal (b) so far as free quarters or an equivalent allowance is concerned, but they desire that the general concession thus involved should, as in the case of all other privileges sanctioned in this letter, be confined to the employees of Government.

(iv) They also believe that there is much to be said in favour of the supplementary recommendation that, in a case where free quarters are provided, strictly necessary furniture should also be given. It is said that ladies find it much more difficult than men to establish themselves in new surroundings and among strangers and that hence any concession which will have the effect of lessening the difficulties they experience is likely to have a beneficial effect on recruitment. The Government of India are accordingly prepared to agree to the proposal provided it is understood that the furniture will be supplied by the Education Department and not by the Public Works Department, and on the further condition that the concession is not to be allowed in any case in which the substantive monthly pay of an officer is in excess of Rs. 300.

(v) As regards proposal (c) the Government of India do not consider it necessary to add to the existing general orders touching this subject and they desire only to emphasise the opinion already expressed in connection with proposal (a), viz., that cases in which the Local Government consider *prima facie* that a house-rent allowance of 10 per cent of salary is inadequate should be examined individually and on their merits.

(vi) As regards proposal (d), paragraph 917 (1), Public Works Department Code, volume I, lays down the limits up to which Local Governments and Administrations can sanction expenditure on residential buildings. These limits, which already seem to reserve to Local Governments fairly wide powers in the matter, are in no sense rigid and unalterable and where in rare cases reasonable amenities in the matter of accommodation cannot be provided within the prescribed limits, it is always open to the Local Government to apply to the Government of India for sanction to their relaxation. In these circumstances the Government of India are not prepared to recommend to the Secretary of State the grant to Local Governments and Administrations of larger powers in the case of residences for female educational employees.

(vii) Proposal (e) requires the sanction of the Secretary of State which is being separately applied for.

6. *Leave*.—It has been suggested that the existing privilege of maternity leave, which under article 288-A of the Civil Service Regulations, is at present admissible only to school inspectresses, should be extended to all married female educational officers, and that where an officer is unfit to return to duty at the expiry of the maximum period she should be allowed to take leave on medical certificate in extension of the maternity leave. This proposal requires the sanction of the Secretary of State who is being addressed on the subject.

7. *Miscellaneous*.—The Government of India desire to commend to the consideration of Local Governments the following proposals:—

(i) free education for the children of Indian or European female teachers should be provided in the school in which they serve, and in the case of teachers drawing less than a certain minimum in schools of all grades under the direct control of Government;

(ii) that local agents (preferably a senior member of the local high school staff) should be appointed at headquarters stations on a small allowance to look after the girls' schools at headquarters and to assist the inspectress in making tour arrangements. This proposal is suggested to remedy the difficulty due to the fact

that the inspectress has no subordinate officer at headquarters stations directly under her who could arrange for her arrival and departure and generally facilitate her touring.

8. Several Local Governments have formulated important proposals for the grant of special concessions to female educational officers in the matter of pension and for the more or less complete reorganization of the general conditions of their service. The Government of India propose to defer examination of these proposals pending the consideration of the recommendations of the Public Services Commission—a matter which is likely to engage attention at an early date.

9. On receipt of the Secretary of State's orders a further communication will be addressed to Local Governments on the points referred to in paragraph 5 (i) (e) and (vii) and paragraph 6 of this letter.

Order—No. 551, Home (Education), dated the 30th April 1917.

Recorded.

2. The Director of Public Instruction is requested to report whether any and, if so, what concessions newly sanctioned by the Government of India should be introduced in this Presidency.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

To the Director of Public Instruction.

„ Accountant-General.
„ Financial Department.
„ Public Works Department.

Box 5
enc 26/4/17
26/4/17

Home (Ed.)

Abraham

Education of girls

Recording the letter from the Govt. of India on the question of the conditions of service of school mistresses and members of the staff and requesting the D.P.I. to report whether any concessions introduced in these proposals the 27th July 1914.

READ AGAIN G.O. No.

888, 889, dated

the 27th July

1914.

" " " " " " " "

READ ALSO:-

Forwarding to the Govt. of India the views of the Govt. of Madras regarding the grant of concessions to school mistresses and members of the inspecting staff of the institutions for the education of girls by the amendment of the

II-C. No. 1705,

From the

Govt. of India, Dept. of Education, No. 242,

dated the 16th March 1917.

" " " " " " " " 191

of these conditions of service

" " " " " " " " 191

ORDER.

P.S.

No. 551, dated 30 4

1917.

Recorded.

The D.P.I. is requested to report whether any and, if so, what concessions

newly sanctioned by the Govt. of India should be introduced in this Presidency.

AM
25/4/17

CA
25/4/17
30/4/17
see



H. E.

26/4/17

Retired with H.H.
(By order) 27.4.17

To The D.P.I.
Financial Dept
P.W.D.

Recd
with Sec
DMS
11.5.17

note The D.P.I. may be left to come up for the grant of any concessions, if he sees need therefor

ORDINARY.

PRESS SLIP.

PREFERENCE.

URGENT (a).

Home (S.D.R.) DEPARTMENT.

Current No. dated 191

G.O. No. 551, dated 30-4-191

Number of MS. pages sent { Correspondence (b) 6
Notes (b¹) ml

of subject

(c) Number of copies required when struck off (not including copies for volumes and tables which are retained in the Press).

E. T. copies to supply requisitions for purchase by the public.

Complete correspondence and orders.

Notes.

FOR RECORD.*

Adras Records ...

City Records ...

or filing with original

Total ..

FOR ISSUE.†

Letter only.

Complete G.O.

(b) Special issue copies of G.O.

Notes

ature copies

India Office

Govt. of India Dept.

Revenue Department

Public Works Department

Local and Municipal Department

Educational Department

P. W. Dept.

Public Dept.

Judicial Dept.

Political Total

Financial Dept.

Marine Dept.

Ecclesiastical Dept.

Spare copies

The ... A G ...

The ...

The ...

The ...

The ...

The ...

The ...

The ...

The ...

The ...

The ...

The ...

The ...

The ...

The ...

The ...

Total ...

INSTRUCTIONS FOR THE SECRETARIAT.

(a) If a paper is marked to be printed urgently, the Superintendent of the section concerned should sign the Press slip. The Superintendent should exercise a careful discretion in the matter.

(b) Each letter, memorandum, or order, or set of orders, in the file of correspondence should be headed in succession with the Roman numeral I, II, III, etc., the number being written in red ink or blue chalk above the item. The particular papers to be printed in the special issue-copies should be indicated by the Roman numeral (I, II, etc.) by which that item has been headed in the correspondence file. All matter, including marginal remarks or references, to be printed should be written in ink and matter which should not be printed should be encircled. Initials and signatures that are not quite legible should be re-written distinctly.

(b¹) For rules regarding printing of notes, see rule 315 of the office Manual.

(c) The number of copies and the details of distribution should be filled in by the Superintendent or Referencer concerned.

(d) In the absence of special instructions to the Press to keep matter standing for a specified period, ordinary papers of 8 pages and under will be kept standing for one week, and larger papers for two weeks only. The type of notes and of all confidential papers is distributed immediately after striking.

(e) This slip, properly and completely filled in, should accompany every paper sent to Press; it will be returned by the Press when proofs are furnished; it should be sent to the Press when a call is made for revised proofs or when a corrected proof is sent for striking. When finally returned by Press it should be filed with the original order or letter.

INSTRUCTIONS FOR THE PRESS.

(a) If, in the opinion of the Superintendent of the Press, a paper has been marked urgent unnecessarily, he should send the Press slip to the Registrar with a remark to that effect.

(b) Unless a note to the contrary is made against the matter, pencil entries should not be printed. The Superintendent of the Press may bring to the notice of the Registrar any instance of incomplete or careless editing.

(c) Signature copies of letters to the Secretary of State or to the Government of India should be printed on hand-made paper.

(d) This slip should be returned by the Press to the Secretariat when proofs are furnished; it will be sent back to the Press when proofs are returned corrected and should be finally returned to the Secretariat when struck-off copies are supplied.

(e) The names of the Secretary and Members should be printed in full when they occur on the right hand side, only the first time when they appear on the left side, the initials alone being printed later.

* Copies distributed on ‡(Press Clerk.)

† Copies distributed on ‡(Press Despatcher.)

To be initialled and dated

TO PRESS, MADRAS COPY.

A

Proof in duplicate. The
e been carefully edited.

Referencer.
Clerk.

Supdt.

B

Proof returned corrected. Please strike
off and send number of copies as indicated.

Type may be released after usual interval.
at once.

Referencer.
Clerk.

Supdt.

C

As the matter is clear manuscript
has been carefully edited, (b) proof
not be sent. Please print and sup
number of copies as indicated.

Type may be released after usual interv

Referen.
Clerk.

Sup

SPECIAL INSTRUCTIONS.

TO BE FILLED IN BY THE PRESS.

Diary.		Initials of Press official.		
Received in Press on.....				
First proof furnished on.....				
Call for revised proof received on.....				
Revised proof furnished on.....				
Corrected proof received for striking on.....				
Final copies supplied on.....				

Account of copies.	Complete copies.	Notes.	Issue copies.	Special E.T. edition.
Supplied to Secretariat for Record.....				
" " " Issue.....				
" " " for Extra E.T. copies to supply requisitions for sale to the public.				4
For Volumes.....				
For supply to newspapers and institutions admitted to the privileges of the E.T.				
Total ...				