

Government of Madras
HOME DEPARTMENT (EDUCATION)

G.O. No. 1349, ³⁵⁰ 1st November 1919

Women's Educational Service

Directing that a reply be despatched to the reference from the Government of India on the
ject of the reorganization of the —

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Directing that a reply be despatched to the reference from the Government of India on the subject of the reorganization of the —.

READ—the following papers :—

I

Telegram—from the Secretary to the Government of India, Department of Education.

To—the Secretary to the Government of Madras, Home (Education) Department.

Dated—Simla, the 19th August 1919.

No.—887, Education.

Government of India having formulated their views to Secretary of State about men's educational services now propose to address him about women's : main proposals which they favour are the following :—Pay of Indian Educational Service should be Rs. 400—25—850 with selection grade on Rs. 900—50—1,100 for 20 per cent of number of posts ; selection grade posts however to be created only as Local Governments and Government of India deem desirable. No proportion of Europeans and Indians will be fixed for this service but qualified Indians will be appointed where possible. Provision should be made for special rates of pay when existing officers or future recruits appear to merit either lower or higher emoluments ; such special term would be fixed by the Secretary of State at time of recruitment. Pay of Provincial Services will be fixed by Local Governments subject to minimum of Rs. 200 and maximum of Rs. 500. Pension preferable to provident fund as more likely to induce ladies to remain in service ; but it is proposed to permit retirement after twenty years on proportionate pension reckoned in usual way subject to maximum of Rs. 4,000 and to grant no increase beyond maximum of Rs. 5,000 permissible at twenty-five years since service beyond that period not to be encouraged in case of women. Further relaxation of leave and travelling allowance rules, etc., will be made as cases of hardship emerge ; otherwise Indian Educational Service officers will come under European, Provincial Education Service officers under Indian services leave rules. Please telegraph views of Government of Madras before September 20th.

II

Telegram—from the Secretary to the Government of India, Department of Education.

To—the Secretary to the Government of Madras, Home (Education) Department.

Dated—Simla, the 8th September 1919.

No.—998, Education.

Reference this department telegram 887, dated 19th August last. Women's educational services. For purposes of comparison Government of India give below their final proposals regarding men's educational services as regards pay and allowances. Indian Educational Service pay time scale of Rs. 550—50—1,550 with selection grade of Rs. 1,500—50—1,750 for 15 per cent of posts exclusive of Directors. Allowances Rs. 150 a month for Principal of each college, Rs. 250 for one Principal in each province. Natives of India with European qualification to receive same rate of pay as Europeans irrespective of place of recruitment. Natives of India with no European qualifications recruited in India are required to obtain European qualifications at Government expense, their initial pay to be between Rs. 350 and Rs. 550 and they will rise as other members of the service and be eligible for selection grade. Natives of India promoted from Provincial Services to

receive pay as nearest multiple of Rs. 50 above their pay in Provincial Service and thereafter whether they possess European qualifications or not to advance by increments of Rs. 50 other members of the service. Provincial Educational Service : Local Governments to have free hand in settling grading of these services subject to a minimum of Rs. 250 and a maximum of Rs. 800.

III

Telegram—from the Secretary to the Government of India, Department of Education.

To—the Secretary to the Government of Madras, Home (Education) Department.

Dated—Simla, the 22nd September 1919.

No.—1047, Education.

Reference correspondence ending this department telegram 998, 8th instant, Women's educational services. Kindly expedite reply.

IV

Telegram—from the Secretary to the Government of Madras, Home (Education) Department.

To—the Secretary to the Government of India, Department of Education.

Dated—Stonehouse Hill, The Nilgiris, the 6th October 1919.

No.—903.

Your telegram 887, 19th August. Women's educational service. Madras Government accept Government (of) India's recommendations in all respects but commend more generous terms in respect of pension, leave and travelling allowance than granted to men. Letter follows.

Order—No. 1349, Home (Education), dated 1st November 1919.

The following reply will be despatched to the Government of India.

(True extract)

R. RAMACHANDRA RAO,
Secretary to Government.

GOVERNMENT OF MADRAS

HOME (EDUCATION) DEPARTMENT

No. 1350.

From

M.R.Ry. DIWAN BAHADUR

R. RAMACHANDRA RAO AVARGAL,

Secretary to the Government of Madras,

Home (Education) Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,

DEPARTMENT OF EDUCATION.

Dated Fort St. George, the 1st November 1919.

SIR,

I am directed to invite a reference to the correspondence ending with my telegram No. 903, dated the 6th October 1919, and to communicate the views of the Governor in Council in detail on the proposals for the improvement of the pay and prospects of the Women's Educational Service.

2. *Indian Educational Service.*—(i) *Scale of pay.*—The Government of India suggest that the pay of women officers included in the Indian Educational Service should be fixed at Rs. 400—25—850 per mensem with selection grade on Rs. 900—50—1,100 per mensem limited to 20 per cent of the cadre. The scales of pay proposed are less than those recommended for the men's educational service ; but, as it is the practice everywhere to pay women with similar qualifications at lower rates than men, the Governor in Council accepts the above rate of pay as suitable. He also agrees with the Government of India that the selection grade posts should be created only as the Local Government and the Government of India deem desirable. As suggested in your telegram No. 887, dated the 19th August 1919, provision should be made for the grant of special rates of pay when existing officers or future recruits appear to merit either lower or higher emoluments, such special terms being fixed by the Secretary of State at the time of recruitment.

(ii) *Recruitment.*—The Governor in Council fully concurs in the opinion of the Government of India that, for the Indian Educational Service for women, no proportion of Europeans and Indians need be fixed but that qualified Indians should be appointed where possible and allowed the same rate of pay as Europeans.

3. *Provincial Educational Service.*—The Government of India suggest that the pay of the Provincial Educational Service should be fixed by the Local Government according to local conditions subject to a minimum of Rs. 200 per mensem and a maximum of Rs. 500 per mensem. There is at present no Provincial Educational Service cadre for women in this Presidency but, if one is formed, the limits proposed by the Government of India will be observed in framing a suitable scale.

4. *Pension*.—The Governor in Council accepts the view of the Government of India that a system of pensions is preferable to provident funds as furnishing a possibly greater incentive to remain in service. The Government of India propose to permit voluntary retirement after a service of 20 years on proportionate pension subject to a maximum of Rs. 4,000 per annum. They are, however, averse from granting any increase beyond the maximum of Rs. 5,000 permissible on completion of 25 years' service, since service beyond that period is not to be encouraged in the case of women. This Government welcome the proposal to permit retirement after 20 years' service; but they are of the opinion that women officers who have put in a service of 20 years should be allowed a more liberal scale of pension than that suggested above and that those who have completed 25 years' service should be allowed a proportionate increase to their pension. In this connexion, I am to invite a reference to the views expressed in the Hon'ble Mr. Todhunter's letter No. 121, Public, dated the 7th March 1919. In the opinion of Government a suitable scale of pension would be half the salary after 20 years' service subject to a maximum of Rs. 5,000 per annum; and the maximum should be raised to Rs. 6,000 for 25 years' service.

5. *Leave rules*.—This Government accept the view of the Government of India that Indian Educational Service officers should come under the European Service Leave rules and Provincial Educational Service officers under the Indian Service Leave rules. The Government of India state that relaxation of the leave rules might be made as cases of hardship emerge. The climate of the plains is much more trying to a woman's constitution than to a man's, and, in view of this circumstance, the Governor in Council would recommend that women officers should be given more generous terms as regards the amount of leave admissible. It is suggested that six weeks' privilege leave in the year should be granted to inspecting officers on the ground that a woman who does 10½ months' touring work requires at least six weeks' holidays if she is not to break down in health.

6. *Travelling allowances*.—Women inspecting officers in this Presidency are put to much inconvenience and have to incur also heavy expense when on tour for want of proper conveyances and properly furnished rest-houses at the places they visit and they should, in the opinion of the Governor in Council, be compensated to some extent by the grant of a higher rate of travelling allowance than is now admissible. In view of the changes that are in contemplation I am directed to recommend for the present raising the daily allowances by 25 per cent.

I have the honour to be,

Sir,

Your most obedient servant,

R. RAMACHANDRA RAO,
Secretary to Government.

HOME (EDUCATION) DEPARTMENT.

NOTES CONNECTED WITH G.O. Nos. 1849-50, HOME (EDUCATION),
DATED 1st NOVEMBER 1919

[SUBJECT.—*Reorganization of the Women's Educational Service.*]

*From the Government of India, Department of Education,
dated 19th August 1919, No. 887.*

In 1917 when the Government of India addressed local Governments on the subject of the reorganization of the educational services with reference to the recommendations of the Public Services Commission, they stated that it was not 'proposed to touch for the present on the service for women which the Commission have recommended' (page 1 of G.O. No. 950, dated 17th July 1918). As proposals in respect of men's educational service have now been submitted to the Secretary of State, that Government propose to take up the question of the reorganization of the women's educational service. They ask for the views of this Government on certain points connected with this reorganization. These are noted on below. The recommendations of the Public Services Commission are in paragraphs 30-35 of annexure IV.

2. *Organization and classification*.—The Public Services Commission have recommended that, as in the case of the service for men, there should be a women's educational service to comprise class I, class II and special appointments and also a subordinate service.

3. According to the proposals made for men's service in letter No. 951, dated 17th July 1918, officers will be regrouped into separate bodies according as they belong either to the administrative branch or are employed in colleges or lie outside these two groups in a special class (paragraphs 3 and 4 of letter No. 951, dated 17th July 1918). The local Government will, however, retain full discretion to transfer officers from one branch to the other in special cases, provided it is in the public interests to do so.

Both the administrative and collegiate branches of the department will be organized on the basis of the work to be done into two classes and the distinction between class I and class II will be drawn as far as possible with reference to the nature of the work, i.e., according to the greater or lesser degree of responsibility and control (paragraph 7 of letter No. 951, dated 17th July 1918). *Class I* will comprise on the *collegiate* side Principals of all Arts Colleges, Principals of Professional colleges (excepting Law and Medicine), Professors of all first grade Arts and Professional colleges, and the Headmaster of the Central High School, Mercara (paragraph 8 of letter No. 951, dated 17th July 1918). On the *administrative* side, Inspectors of Schools, and the existing appointments of Deputy Director and Personal Assistant to the Director of Public Instruction will be included. *Class II* will ordinarily include on the *collegiate* side all lecturers, Assistant Professors and Assistant Lecturers in all Arts and Teachers' Colleges, and, on the *administrative* side, Assistant Inspectors and other officers of equivalent rank.

4. *Women's service—Class I*.—The following are the posts now included in the Indian Educational Service:—

Indian Educational Service—Queen Mary's College for Women.

[G.O. No. 1466, dated 18th November 1918.]

- (1) One Principal Rs. 400—20—500—25—750 + local allowances Rs. 200.
- (2) One Professor Rs. 400—20—500—25—750.
- (3) One „ Rs. 400.

	Inspectresses.	RS.
(4) One Inspectress	500—20—600	
(5) One	450—10—500	
(6) One	400—10—450	
<i>Presidency Training School for Mistresses.</i>		
(7) One Superintendent	350—10—450.	
<i>Temporary.</i>		
(8) One Chief Inspectress	600 (sanctioned temporarily for a period of one year) (G.O. No. 794, dated 24th June 1919).	

All the above posts may be included in class I of the new service. It is for consideration whether a recommendation may not at the same time be made to the Government of India that the post of Chief Inspectress should be made permanent. The need for strengthening the female inspecting staff is fully set out in letter No. 1461, Home (Education), dated 18th November 1918.

5. *Women's service—Class II.*—There is at present no recognized Provincial Service for women as in the case of men. There is, however, such a service both in Bombay and in Bengal comprising the posts noted below :—

PROVINCIAL EDUCATIONAL SERVICE—

	RS.
One Inspectress	300—40—500
One Superintendent, Hyderabad Training College for Women ..	250—10—300
One Inspectress of Urdu Girls' schools	200—20—300
One Superintendent, High school for Indian girls, Poona ..	250—10—300

BENGAL.

Ten Assistant Inspectresses	Pay varying from Rs. 200 to Rs. 300.
Three Headmistresses of girls' schools	
One mistress, Eden High school for girls	

6. At present the following posts held by women in this Presidency are treated as gazetted posts :—

	RS.
One Assistant Inspectress	250
Two Assistant Inspectresses	200
One Lecturer on kindergarten, Teachers' College	250

7. *Assistant Inspectresses.*—In addition to the three Assistant Inspectresses who are treated as gazetted officers, there are also at present eleven Sub-Assistant Inspectresses, eight permanent and three temporary. The Sub-Assistant Inspectresses are at present graded and paid as follows :—

	RS.
<i>Permanent—</i>	
Two	175
Two	150
Four	125
<i>Temporary—</i>	
Two	125
One	150

There is no essential difference between the work done by an Assistant Inspectress or by a Sub-Assistant Inspectress. In 1915, when submitting proposals for the reorganization of the female inspecting agency, the Director of Public Instruction (Mr. Duncan) recommended that the designations of 'Assistant Inspectress' and 'Sub-Assistant Inspectress' should be changed into 'Deputy Inspectress' and that the staff should be strengthened and graded as follows :—

	RS.
2 Deputy Inspectresses	250
2	225
2	200
4	175
4	150
4	125
18	

He also recommended that Deputy Inspectresses on Rs. 200 and above should continue to be treated as gazetted officers. The regrading which the Government proposed to recommend to the Government of India was as follows :—

	RS.
1 Deputy Inspectress	250
2 Deputy Inspectresses	200 each.
4	175 ..
4	150 ..
7	125 ..
18	

Apparently it was the intention of Government to treat all posts as non-gazetted. Against the above arrangements, Sir Henry Stone entered a protest in his Demi-official No. 60, dated 10th October 1919, and asked that his original proposals should be adhered to. No final decision was arrived at and the matter was left over for consideration at the time of the reorganization of the educational services in connection with the recommendations of the Public Services Commission.

8. In his letter No. 120, dated 16th June 1919, the present Director of Public Instruction has made the following recommendation :—

For women officers in the inspection branch.—"It is proposed to amalgamate the cadres of Sub-Assistant and Assistant Inspectresses into one cadre under the designation of 'Deputy Inspectresses', the posts being all *non-gazetted* and the scales of salaries being fixed at Rs. 150—10—250 in the case of trained graduates. Trained 'Masters' of Arts will be required in collegiate work; they are required less in the inspectorate than in the colleges, so no special provision is made for them as Deputy Inspectresses. In order to make up for the more strenuous life that inspecting officers have to lead and for the fact that they will not receive any 'duty' allowance such as may fall to the lot of heads of girls' schools, a better scale of pay is proposed for them, the maximum of which is however the same as the maximum that can be obtained by the head of a school who is a trained graduate."

9. The Public Services Commission have recommended the grant of a pay of Rs. 200—10—400 per mensem to female officers included in class II and the Government of India suggest that the pay should be fixed by Local Governments subject to a minimum of Rs. 200 and a maximum of Rs. 500 per mensem.

10. If the recommendation of the Director as reproduced in paragraph 8 above is accepted, the posts of Assistant Inspectresses which are now treated as gazetted cannot well be included in class II of the new service. It may be mentioned in this connexion that under the scheme for the reorganization of the male inspecting agency formulated in 1914, the grade of Assistant Inspectors in the Provincial Educational Service will be abolished and there will be only two classes of officers, viz., Inspectors included in the Indian Educational Service and Deputy Inspectors in the Subordinate Educational Service.

11. *Lecturer in Kindergarten, Teachers' College, Saidapet.*—(Pay Rs. 250). Till 1916, the post was filled by ladies recruited in England. The present incumbent, Miss Corrie Gordon, is an Anglo-Indian and a Native of India (G.O. No. 141, dated 7th February 1918). She was specially sent to England to undergo training in kindergarten methods. If a class II service for women is formed, the post may be included in that class.

12. *Assistant Professors, Queen Mary's College for Women.*—There are at present four Assistant Professors in the College who are graded and paid as follows (page 4 of G.O. No. 1466, dated 18th November 1918) :—

	RS.
One Assistant Professor	225—10—275
Three Assistant Professors	200—10—250 each

In his letter No. 120, dated 16th June 1919, the Director of Public Instruction has proposed the following rates of pay for lady teachers in the scholastic branch:—

	RS.
B.A. (Honours) and L.T. or M.A. and L.T.	150—10—250
B.A. (Pass) and L.T.	125—5—175
B.A. (Honours) or M.A. untrained	120
B.A. (Pass) untrained	100

It is doubtful whether the Director intends to apply the above scale to Assistant Professors in the Queen Mary's College. In the service for men, all Assistant Professors in colleges are to be included in class II. If a class II service for women is formed, the above posts may be included in that class.

13. *Headmistresses and Superintendents of Secondary and Training schools.*—The following are the principal posts included in the sanctioned scale:—

Headmistresses and Superintendents of Secondary and Training schools.

	RS.
One Superintendent, Government Secondary and Training school, Triplicane	250—10—300
One Headmistress, Presidency Training school, Egmore	170—10—250
One Superintendent, Secondary and Training school, Coimbatore	200—10—250
One Headmistress, Queen Mary's Secondary school, Vizagapatam	200—10—250
One Superintendent, Hobart Muhammadan Training School	200—10—250

The new scale of pay suggested by the Director of Public Instruction for teachers in schools is detailed in paragraph 12 above. The Director of Public Instruction has also proposed that heads of institutions should, in addition, be paid a duty allowance of Rs. 50 or Rs. 75 per mensem varying according to the size and importance of the institution. The Government of India have suggested that, in the case of class II officers, the minimum should be Rs. 200 and the maximum Rs. 500 per mensem. If the pay of the abovementioned posts is fixed on the scale suggested by the Director of Public Instruction, they cannot well be included in class II, if such a class is created in the women's service. It may be mentioned in this connexion that Headmasters of Government Secondary schools for boys are included in the Provincial Educational Service (or class II.)

14. (1) *Lecturer on Domestic Economy and needle-work for European schools* (pay Rs. 300—25—350).

(2) *Peripatetic teacher of music for European schools* (pay Rs. 210) (G.O. No. 529, dated 23rd April 1919).—These posts are temporary and require special qualifications. They cannot well be included either in class I or class II and must continue to be treated as special posts.

15. The Director of Public Instruction may, it is submitted, be asked u.o. whether it is necessary to form a class II service for women in this Presidency and, if so, which posts should be included in that class.

N K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

The relevant portions of the Director of Public Instruction's note are reproduced below:—

The proposals of the Government of India regarding the Women's Educational Service are based upon and run parallel to their proposals regarding the men's educational services, but that women's education in India being in a state of flux with rapid development in some directions but almost stationary in others, does not enable us to accept without misgiving a general administrative scheme based upon the present-day administration of boys' education. My general proposals were submitted to Government with my letter, dated 16th June 1919, and the scales of pay I proposed were the lowest which I considered would secure at the present

day the kind of woman who is required for educational work. Ten or fifteen years hence—possibly less—considerable modifications will be required in the scheme that I have proposed. Meantime I may explain how I expect the scheme to work in practice and compare it with the Government of India's proposals. So far as pay is concerned, the Government of India's proposals are more liberal than those I suggested and are more in my opinion than what is necessary to secure suitable recruits in the south of India. For class I which would include permanently only inspectresses and professors and principals of colleges, I propose Rs. 400—20—500—25—750 with a duty allowance of Rs. 150 per mensem for any officer who has been five years in her maximum pay of Rs. 750 per mensem.

My scheme makes no provision for a class II officer. I detail below however the more important posts which might be considered as equivalent to those which India would appear to contemplate placing in class II with the pay I propose:—

(1) Deputy Inspectresses, Rs. 150—10—250.

(2) Superintendents of Secondary Training Schools (including the Presidency Training School at Egmore)—minimum pay Rs. 125 + 75, maximum pay Rs. 250 + 75. The pay of the Superintendent of the Presidency Training School at Egmore is now Rs. 350—10—450, but this school should eventually be brought into line with the other training schools in the Presidency.

(3) Heads of Secondary schools—minimum pay Rs. 125 + 50, maximum pay Rs. 250 + 50.

(4) Assistant professors or lecturers in the Queen Mary's College for Women, Rs. 150—10—250. We shall employ only trained Honours B.A., or M.A., graduates.

(5) Special posts including the lecturer in Kindergarten, Teachers' College, Saidapet, the lecturer on domestic economy and needle-work for European schools and the peripatetic teacher of music for European schools.

If the scheme I propose is to fit in with India's proposal to have a class II, then either the minima I propose above for deputy inspectresses, heads of secondary schools and assistants in Queen Mary's College should be raised or India's proposal to fix the minimum for the Provincial Services at Rs. 200 should be modified so as to bring that minimum down to Rs. 150. The acceptance of India's figures might have the advantages of securing a better class of women and of obtaining them in larger numbers than at present. But I should prefer to err on the side of caution and refrain from inflating the market value of educated women. There are relatively few available in India for educational posts and, of the local graduates we have, extremely few are able to assume the responsibilities of head of a training or secondary school and fewer still are desirous of accepting the responsibilities and touring life of an inspecting officer though they may be competent to do so. For the next 10 or 15 years, I should prefer to increase temporarily the number of appointments in class I and diminish the number in the proposed class II, and import educated women in class I to fill the posts of heads of the more important training schools and probably also the posts of the more important secondary schools for girls. The present position is that we cannot keep pace with our scheme for the expansion of women's education, to a very large extent, because we have not a sufficient supply of competent graduates able or willing to assume the control of our secondary and training schools which we desire to open. This deficiency cannot be met by placing an inflated value on the women available in this country but by the importation of women from Europe. There will be a permanent need for the latter since with the general expansion of women's education we shall require additional inspectresses and College professors and when the time comes to hand over the control of a secondary or training school to an Indian or Anglo-Indian woman graduate, and it can only come when the supply of graduates is considerably increased over the present output, the women in class I may then be drafted into the newly-created posts of inspectresses or college lecturers. To standardize now the women's educational services will, in my opinion, defeat one of our main objects, viz., the advancement of women's education in India.

R. LITTLEHAILES—8-9-19.

1349-50, Home (Edn.)—2

HOME (EDUCATION) DEPARTMENT.

The Director of Public Instruction would include in class I the posts of inspectresses, principals and professors in colleges. He is also for filling temporarily, for the present, the posts of Superintendents of training institutions and headmistresses of secondary schools for girls by women recruited from Europe. A more economical arrangement appears to be to depute some of the best local graduates (Anglo-Indian or Indian) for a course of training in England to enable them to fill suitably the posts mentioned. Their knowledge of the local vernaculars is an additional argument in their favour. So far as the present reference from the Government of India is concerned, the actual number to be included in class I need not be rigidly considered now.

2. The Director of Public Instruction is not for forming a class II service for women in this Presidency. As already pointed out above, there is at present a Provincial Service for women in Bombay and Bengal and, if the pay and prospects of the service in those Presidencies are improved, the best graduates from the local College will seek employment outside the Presidency. There is also the risk of those taking up service within the Presidency always remaining a discontented lot. There is however much force in the Director's remarks on page 14 *infra* that the pay of the service should be fixed with reference to local conditions and not to those obtaining elsewhere. The question is for orders. The Director of Public Instruction's scale referred to on page 3 *supra* to vary with qualifications is not practicable. We cannot have the pay for each appointment to be determined with reference to the qualification of the candidate available for appointment at the time. We must fix the pay definitely and lay down a specific educational qualification for the candidate to be recruited. A general cadre as class II seems on the whole to be desirable.

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

System of recruitment.—The Public Services Commission have stated that, in matters of recruitment, the rules laid down for men should be followed as closely as may be, but that it should be recognised that the supply of women from India, who are fitted to fill appointments in class I or special appointments of a kindred character, is more limited than in the case of men and that the same high educational qualifications cannot, for the present, be insisted upon for any class of appointment. The Commission also emphasized the possession by all women recruited from England of previous teaching experience.

2. In the case of the service for men, the Public Services Commission recommended that approximately three-quarters of the number of posts in class I as reorganised should be recruited for in Europe provided suitable candidates were forthcoming and one-quarter in India and that, as new posts were created, recruitment in Europe and India should be so adjusted that additional officers would be taken half from one country and half from the other. The suggested proportion was not however accepted by this Government. They proposed that the Indian Educational Service should be reorganised and strengthened so as to provide for a cadre of 80 and that, of this total, 48 should be recruited in Europe and 32 in India (paragraph 15 of Letter No. 951, dated 17th July 1918).

3. Out of the seven permanent posts in the Indian Educational Service open to women, six are held by ladies of European parentage and only one, Miss Patterson (third Inspectress), is an Anglo-Indian and a native of India. As pointed out by the Public Services Commission, the supply of women in India qualified to hold posts in class I is limited and, in view of this circumstance, the Government of India do not deem it desirable to fix any proportion of Europeans and Indians for the women's service, but state that qualified Indians will be appointed where possible. Submitted that the Government of India's views may be accepted.

N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

I agree.

R. LITTLEHAILES—8-9-19.

HOME (EDUCATION) DEPARTMENT.

The Government may accept the view of the Government of India concurred in by the Director of Public Instruction.

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

Qualifications of recruits.—In letter No. 951, dated 17th July 1918, this Government recommended that for recruitment of *men* to Class I in Europe, an Honours degree of at least the second class at Oxford or Cambridge or its equivalent in other Universities should be the minimum qualification insisted upon and that in the case of direct recruitment to Class I in India a high research or honours degree should be required. Officers promoted from Class II to Class I should ordinarily be research or honours graduates of a British University or should have been deputed to a British University and have undergone satisfactorily an approved course of study.

2. As pointed out by the Public Services Commission, it is not possible at present to insist on the possession of any such high qualification in the case of *women* recruits. The best candidate available in England or in India will have to be appointed whenever a vacancy arises.

N.K. - 30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

I think the Commissioners were rather too optimistic about the men's services and too pessimistic in regard to recruitment for the women's services. On the scales of pay proposed for the two branches women will be obtained with equally good qualifications as the men obtainable.

R.L.—8-9-19.

HOME (EDUCATION) DEPARTMENT.

The Government of India have not referred to the above question in their telegram and perhaps no specific expression of opinion is necessary.

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

Mode of filling posts in India.—In paragraph 19 of letter No. 951, dated 17th July 1918, the Government accepted the suggestion of the Public Services Commission that a committee of five members should be set up in each province to advise on the selection of *male* candidates for direct appointment in India to Class I or Class II but reserved to themselves the power to dispense with selection committees in special cases. They also acquiesced in the Commission's recommendation that direct appointments in India to Class I should be made by the Government of India, but expressed the view that promotions from Class II to Class I and appointments to Class II should be made by the Local Government (paragraph 20 of letter No. 951, dated 17th July 1918).

2. It is for consideration whether the aid of selection committees should be invoked in the matter of appointments to Class I or Class II of the women's educational service or whether the existing procedure should be allowed to continue. As in the case of the men's service, direct appointments to Class I in India may be made by the Government of India on the recommendation of the Local Government. No specific reply in respect of the above points appears to be necessary. They may be reserved for detailed consideration later on.

N.K.—30-8-19.

[The Director of Public Instruction has offered no remarks.]

Probation and Training.—The Public Services Commission have recommended that women recruited in England should come out in the first instance for five years and that women recruited in India should be on the same footing as regards probation as men similarly recruited.

2. The period of probation now fixed in the case of both men and women recruited for the Indian Educational Service is only two years. It is not clear why it is proposed to extend the period of probation in the case of women recruited in England from two to five years unless it be to allow them the option of serving in India for a limited period only and secure for them the concession of a free return passage at the end of five years. In this connexion, attention is solicited to paragraph 14 of the Government of India's letter printed on page 6 of G.O. No. 27, Educational, dated 17th January 1910.

3. The Director of Public Instruction's remarks may, it is submitted, be invited u.o. on the Commission's recommendation. In the telegram in the current file the Government of India have not made any reference to it.

4. The Commission have also recommended that the rules relating to training laid down for men recruited in England should be followed as far as may be, that every woman should have sufficient knowledge of the vernacular language to test the teaching of a class, and that facilities for training women holding Class II appointments should be provided. The rules for the examinations in vernaculars of officers of the Educational Department in force in this Presidency apply also to female officers and they are required to pass, within the prescribed periods, a compulsory test in a vernacular or vernaculars. Under the Public Services notification, teachers in Government Colleges and schools should have passed the L.T. Degree examination. In her evidence before the Public Services Commission, Miss Lynch (now Mrs. Drysdale) expressed the view that, when an Inspectress came out to India, she should be given at least six months to study one of the languages and should be attached to the office of an Inspectress for very light work so that she might obtain some insight into the conditions of girls' schools. This suggestion will, no doubt, be borne in mind when the Government of India communicate their final orders on the question of the reorganization of the Women's Educational Service. Besides, the formation of a leave reserve is necessary to give effect to the proposal—vide note on page 15 infra.

5. Here again the Government of India have not asked for a specific reply.

N.K.—80-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

With reference to paragraph 3 supra the object appears to be to place an obstacle in the way of women coming out to this country for a couple of years only and then, having found conditions here not to their liking, returning to Europe with a Government-paid passage. I grant the risk—on the other hand I think that recruitment will be easier if only a two years' probation is fixed, and should prefer the shorter period.

R. LITTLEHAILES—8-9-19.

HOME (EDUCATION) DEPARTMENT.

It is for consideration whether the Government of India may be informed that the period of probation should be fixed at two years as at present. That Government have not called for any specific expression of opinion on the point. But there is no harm in our advancing our views on the matter to avoid at least the risk of the Government of India passing orders without consultation.

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

Conditions of salary.—The following statement compares the existing scale of pay for women officers of the Indian Educational Service, the revised scale suggested by this Government in 1910 and those recommended by the Public Services Commission and the Government of India :—

Existing Scale.	Revised scale suggested.		
	In 1910.	By the Public Services Commission.	By the Government of India.
Inspectors	Rs. 500-20-600	Rs. 400-20-500	Rs. 400-25-850
Principal and professors, Queen Mary's College.	450-10-500 40-10-450 400-20-500 25-750 and 400	25-750	25-800
Superintendent, Presidency Training School, Egmore.	350-10-450		
(a) A local allowance of Rs. 200 is also attached to the post of Principal.			
(b) The Inspectress of Girls' Schools, Central Circle, draws a conveyance allowance of Rs. 50 per mensem.			
(c) The Superintendent, Presidency Training School for Mistresses, is in receipt of a house-allowance of Rs. 80 per mensem.			
Selection grade 20 per cent. of the total number of posts on Rs. 900-50-1,100. These posts to be created only as Local Government and Government of India deem desirable. Provision should be made for special rates of pay when existing offices or future recruits appear to merit either lower or higher emoluments. Such special terms would be fixed by the Secretary of State at the time of recruitment.			

2. **Class 1 or Indian Educational Service.**—In 1912 the Inspectresses submitted memorials in which they asked for a pay of Rs. 500—35—850—paragraph 3 of note on page 5 of notes to G.O. No. 938, dated 13th October 1913. The Government of India deferred consideration of these memorials pending receipt of the recommendations of the Public Services Commission.—In their memorandum presented to the Public Services Commission, the Inspectresses asked for a pay of Rs. 500—50—1,000 and for a Presidency allowance of Rs. 100 per mensem to the women officers of the Indian Educational Service whose headquarters are in Madras—page 8 of G.O. No. 422, dated 8th May 1913. In 1915 the Hon'ble Mr. Littlehailes submitted a memorandum on the Women's Educational Service—paragraph 8 of note on page 2 of notes to G.O. No. 504, dated 9th May 1916. In this he compared the scales of pay of Inspectresses in the various provinces and in the United Kingdom and stated that "it is no doubt desirable to introduce as soon as possible in India generally the scale of Rs. 400—500 and thereafter Rs. 500—750 for lady members of the Indian Educational Service but that this change is no more pressing than very many others which have been urged before Government and the Public Services Commission." Recently he has recommended that the pay of Inspectresses should be Rs. 400—20—500—25—750 with a duty allowance of Rs. 150 for any officer after she has been five years on her maximum pay of Rs. 750.

3. The pay recommended for male members of Class I in letter No. 951, Home (Education), dated 17th July 1918, and that now suggested by the Government of India for women are compared below :—

Service for men.	Class I.	Service for women.
Scale recommended by the Government.	Scale finally recommended by India to the Secretary of State for Men's Service.	
(a) Rs. 400-50-1,250 per mensem.	Rs. 550-50-1,550.	Rs. 400-25-850 per mensem.
Selection grade up to 15 per cent of the cadre Rs. 1,300-50-1,600 per mensem.	Selection up to 15 per cent 1,500-50-1,700.	
(b) Special compensatory allowance of one-third of the pay to Europeans and to Indians recruited in Europe subject to a maximum of Rs. 2,000 per mensem.	To be allowed to all officers with European qualifications irrespective of place of recruitment. Allowance of Rs. 150 to Principals and one allowance of Rs. 250 to a selected Principal.	Selection grade up to 20 per cent of the cadre Rs. 900-50-1,100 per mensem.

The pay proposed for women in Class I, will be given to all irrespective of their nationality or place of recruitment—paragraph 3², page 104 of the Public Services Commission report. The question of the institution of a selection grade has not been considered before. The Director of Public Instruction's remarks may be invited u.o.

4. The Government of India state that provision should be made for special rates of pay when existing officers or future recruits appear to merit either lower or higher emoluments. The only officer in the Indian Educational Service who has had any grievance in respect of pay is Mrs. Drysdale, Chief Inspectress of girls' schools. The pay of her permanent post is Rs. 500-20-600 per mensem. Till the beginning of July, she was in receipt of a pay of Rs. 540 per mensem. She is now in receipt of a salary of Rs. 600 per mensem and, if the scale suggested by the Government of India is adopted, she will probably get into the selection grade Rs. 900-50-1,100 per mensem if such a grade is created for this Presidency. No special recommendation on her behalf appears to be necessary.

N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

For Class I which would include permanently only inspectresses and professors and principals of colleges I propose Rs. 400-20-500-25-750 with a duty allowance of Rs. 150 per mensem for any officer who has been for five years in her maximum pay of Rs. 750 per mensem. India proposes Rs. 400-25-850 with a selection grade on Rs. 900-50-1,100 for 20 per cent of the number of posts. I prefer to replace the selection grade by an allowance to the Principal of a College and to the senior Inspectress in addition to the duty allowance that I have proposed of Rs. 150 per mensem for any officer who has been five years in her maximum salary.

R. LITTLEHAILES—8-9-19.

HOME (EDUCATION) DEPARTMENT.

It is not quite clear whether the Director of Public Instruction accepts the Government of India scale Rs. 400-25-850 per mensem or adheres to his original scale Rs. 400-20-500-25-750 per mensem. As there is not much difference between the two, the Government may agree to the adoption of the Government of India's scale to secure uniformity throughout India.

2. A local allowance of Rs. 200 per mensem is attached to the post of Principal of the Queen Mary's College for Women. The Director of Public Instruction suggests that, instead of creating selection grades, a similar allowance may be sanctioned to the senior Inspectress and that all officers of Class I who have been on their maximum pay for a period of five years should be granted a duty allowance of Rs. 150 per mensem. Under this proposal, the maximum salary which an officer can draw will be Rs. 850+200+150=Rs. 1,200 as against the maximum of Rs. 1,100 proposed for the selection grade. If, however, the Director of Public Instruction's scale Rs. 400-20-500-25-750 per mensem is adopted, the maximum attainable will be only Rs. 1,100 per mensem. There is thus no material difference between the Director of Public Instruction's proposal to grant an allowance and the Government of India's selection grade, so far as the total number of existing appointments to come under Class I is concerned.

3. Under the Director's proposal, officers will be remunerated according to the nature of their duties and the length of their service. If a selection grade is created as proposed by the Government of India, promotion will, on occasions, be rapid and, at other times, slow, according to the occurrence of vacancies.

N.K.—8-9-19.

But as the principle of selection grade is adopted in all services now undergoing reorganization and in respect of men's service in Indian Educational Service also, it may be better to agree to the Government of India's proposal.

C. RAMANUJA ACHARIYAR—9-9-19

Conditions of salary—Class II.—The Public Services Commission have recommended a scale of Rs. 200-10-400 per mensem for class II officers. The Government of India suggest that the pay should be fixed by the Local Government subject to a minimum of Rs. 200 and a maximum of Rs. 500 per mensem.

2. In her memorandum placed before the Public Services Commission, Mrs. Srinivasa suggested that women officers included in class II should be paid a salary Rs. 300-25-500 per mensem—page 17 of G.O. No. 422, dated 8th May 1913. The scale of pay recommended for men included in class II in letter No. 951, dated 17th July 1918, is Rs. 250-20-450-25-700 per mensem.

3. As already pointed out in paragraph 5 on page 2 above, there is at present no regular service for women corresponding to the Provincial Educational Service for men. The following are treated as gazetted posts:—

	Rs.
One Assistant Inspectress	250
Two Assistant Inspectresses	200 each.
One Lecturer in kindergarten, Teachers' College, Saidapet ..	250

There are also four posts of Assistant Professors in the Queen Mary's College for women, which are non-gazetted. They are paid as follows:—

	Rs.
One Assistant Professor	225-10-275
Three Assistant Professors	200-10-250 each.

4. The question of the scale of pay to be adopted depends on the formation of a class II service for women and the nature of the posts to be included in it. Perhaps there will be no objection to a general assent being given to the Government of India's proposal as regards the fixing of the minimum at Rs. 200 and the maximum at Rs. 500 per mensem, the pay being varied within these limits to suit the needs of each post. The Director of Public Instruction's remarks may be invited u.o.

N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

My scheme makes no provision for a class II officer. I detailed below however the more important posts which might be considered as equivalent to those which India would appear to contemplate placing in class II, with the pay I propose—

(1) Deputy Inspectresses—Rs. 150-10-250.

(2) Superintendents of Secondary Training schools (including the Presidency training school at Egmore) minimum pay Rs. 125+75, maximum pay Rs. 250+75. The pay of the Superintendent of the Presidency training school at Egmore is now Rs. 350-10-450, but this eventually should be brought into line with the other training schools in the Presidency.

(3) Heads of secondary schools—minimum pay Rs. 125+50, maximum pay Rs. 250+50.

(4) Assistant Professors or Lecturers in the Queen Mary's College for Women—Rs. 150-10-250. We shall employ only trained honours B.A. or M.A. graduates.

(5) Special posts including the Lecturer in Kindergarten, Teachers' College, Saidapet, the Lecturer on Domestic Economy and Needlework for European schools and the peripatetic teacher of music for European schools.

If the scheme I propose is to fit in with India's proposal to have a class II, then either the minima I propose above for Deputy Inspectresses, heads of secondary schools and Assistants in Queen Mary's College should be raised, or India's proposal to fix the minimum for the provincial services at Rs. 200 should be modified so as to bring that minimum down to Rs. 150. The acceptance of India's figures might have the advantages of securing a better class of women and of obtaining them in larger numbers than at present. But I should prefer to err on the side of caution and refrain from inflating the market value of educated women.

12 NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919

Conditions in Madras where we have two large flourishing colleges for women and a population, the majority of whose women do not preserve the purdah or gosha system, are essentially different from those in the Punjab where there is only one institution for the collegiate instruction of girls—a high school 'The Kinnaird High school' with collegiate classes attached to it and containing according to the latest statistics in my possession only fifteen students—and where a large part of the female population is gosha. What we in Madras can obtain for Rs. 150 can be obtained in some other parts of India only for Rs. 250 and if India's proposals are accepted, Madras will be required to pay more than the market value of the article she wants and on which she has spent and is spending large sums from Provincial funds to produce, in order that other provinces may be supplied with those articles which they have been behindhand in producing—either through lack of foresight or on account of the different social customs prevailing to a greater or less extent in different parts of India.

So far as recruitment from Europe is concerned I should accept a uniform scheme for all India, but, when we come to consider the posts that are to be filled by local recruitment, then local conditions must receive primary consideration and this implies that India's suggestion of a uniform maximum and minimum for class II for all India should be negated, for it is obvious that local conditions are not the same in Madras as in the Punjab or the United Provinces.

R. LITTLEHAILE—8-9-19.

HOME (EDUCATION) DEPARTMENT.

The Government of India may be informed as at 'M' above in case it is decided not to form a class II service for women in this Presidency. If we form a class II, it is for consideration what minimum and maximum should be fixed. The Government of India have since intimated that in respect of men's service they have finally recommended a minimum of Rs. 250 and a maximum of Rs. 800 (as against the existing rates of Rs. 200 and 700 respectively). The object is to enhance the existing rates of pay all round. The Public Services Commission and the Government of India agree that a minimum of Rs. 200 is desirable. While we may ask the Government of India that no maximum need be fixed, we may perhaps consent to a minimum of Rs. 200. We have now no appointment which carries a pay of even Rs. 300, and we are not likely to reach the maximum suggested by India. We may include in the class II only such appointments (however few they may be) as can easily be brought in. We have already appointments of assistant inspectresses on Rs. 200. These with the assistant professors can without difficulty go into this class.

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

Conditions of service—Leave reserve.

The Public Services Commission have stated that there is an immediate need everywhere for a leave reserve which should be provided. In letter No. 37, dated 9th January 1914, this Government agreed with the Government of India as to the need for the formation of such a leave reserve in the Indian Educational Service, both for men and women. The question is apparently still under the consideration of the Government of India. The current telegram makes no reference to it and no mention need therefore be made of the point in the reply to be sent to the Government of India.

N.K.—30-8-19.

*Director of Public Instruction's remarks—Nil.**Travelling allowance.*

The following are the remarks of the Public Services Commission under this head:—

"Complaints were also made to us that the existing rules as to travelling and accommodation were not sufficiently elastic to afford adequate facilities and protection to women when on tour. We recommend that this matter may be examined with the aid of expert advice together with the questions relating to leave and pension."

2. In this Presidency, inspectresses of schools are treated as first-class officers and assistant inspectresses as second-class officers. The former are entitled to a daily allowance of Rs. 5 and a mileage of 8 annas. Assistant inspectresses draw daily allowance according to their pay (4 annas for every Rs. 25 or fraction of Rs. 25) and four annas as mileage. In her evidence before the Public Services Commission, Miss Lynch (now Mrs. Drysdale) said that the work of inspection often took an inspectress away from the railways, that a woman's travelling expenses were heavier than men's as she had to take about more servants with her and that the travelling allowances should therefore be raised in her case by at least 25 per cent. Mrs. Srinivasa also complained of the difficulty felt in obtaining accommodation in travellers' bungalows and suggested that the daily allowance in the case of assistant inspectresses should be fixed at Rs. 4 and that the mileage rate of 4 annas should be doubled. The following is an extract from her evidence:—

"The two second-class fares given for travelling on railways just about covered the cost of the assistant inspectress's ticket and the servants' tickets. When not travelling on railways an assistant inspectress had to use all kinds of conveyances. One cart would cost two annas a mile and two carts about three or four annas a mile, depending upon the locality. The allowance of four annas received from Government, might in that case cover cartage, but there were other incidental expenses which made it insufficient. At the bungalows 8 annas had to be paid for every twenty-four hours and that came out of the allowance of Rs. 3. The servants had to be given an allowance of two annas a day. In municipal towns one rupee a day had to be paid for bungalows. Again the Rs. 3 did not cover all the expenses because no allowance was paid for the day on which the train journey was taken, although the bungalow charges for that day had to be paid. Even if Rs. 3 were received for each day, it would not cover the expenses, as there were other matters, such as wear and tear of things, coolies at the station, water-men and other people at the travellers' bungalows, and for conveyance to and from schools inspected, which had to be paid for. If Rs. 4 were granted, it would be legitimately spent upon expenses. The eight annas per mile asked for might be more than sufficient in some cases, but not in many."

3. The Government of India have now under consideration the question of the liberalization of the travelling allowance rules. In their letter No. 1682-E.B., dated 21st November 1918, they suggested the following changes (page 1 of G.O. No. 254, Financial, dated 24th March 1919):—

(1) For journeys by rail, three fares of the class to which the officer is ordinarily entitled, to be drawn by officers of the first three classes, officers of the fourth class to receive actual fare plus double daily allowance.

(2) For journeys by steamer, double fare to be drawn by officers of the first three classes, no deduction being made for table money. Officers of the fourth class to receive actual fare, plus double daily allowance.

(3) For journeys by road, double mileage to be drawn instead of single mileage.

The extra fares by rail and steamer and the extra mileage rate for road journeys are intended to cover the transport of servants and other incidental expenses.

(4) The maximum limit for the free transport of personal effects by goods train, steamer or other craft to be raised to twelve maunds in the case of third-class officers.

(5) In the case of journeys by rail and steamer extending 1,000 miles, under certificate by the local Government that the circumstances were special, the maxima for free transport in the case of first and second-class officers to be increased to 60 and 30 maunds, respectively.

4. In this Government's letter No. 255, Financial, dated 24th March 1919, it has been pointed out that the changes proposed by the Government of India are only a palliative inasmuch as there will still be many cases in which officers will be put to loss by transfers, and that, if anything approaching a complete remedy is sought, officers should be paid the actual expenses of conveying themselves, their family and necessary servants and their personal effects, subject however to certain specified limits for each class of officer.

5. The concessions proposed by the Government of India will, if sanctioned, go a long way to remove the grievances entertained by female inspecting officers. As suggested in the telegram from the Government of India, the question of the further relaxation of travelling allowance rules in the case of women officers may be considered as cases of hardship arise.

N.K.—30-8-19.

Director of Public Instruction's remarks—Nil.

Conditions of leave.—The remarks of the Public Services Commission under this head are reproduced below :—

"The leave rules at present applicable to women are the same as for men. We think that a case was made out for a special inquiry with the aid of experts into this matter. In several respects the needs of women differ from those of men and we are not convinced that the present regulations are sufficiently elastic."

2. Members of the Indian Educational Service are at present subject to the European Service leave rules and the others to the Indian Service leave rules. As will be seen from G.O. Nos. 183-84, Financial, dated 10th March 1919, the question of allowing further concessions in the matter of leave to officers subject to the European Service leave rules is already under the consideration of the Government of India. In her evidence submitted before the Public Services Commission, Mrs. Srinivasa suggested that, instead of only two years' furlough, officers subject to the Indian Service leave rules should be allowed furlough equal to one-sixth of the actual service. A similar suggestion has already been made by the Government of India and accepted by local Governments—vide paragraph 82 of the Public Services Commission's report. The Government of India suggest that further relaxations of the leave rules can be made as cases of hardship emerge. This suggestion may be accepted.

3. The Government of India also propose that, as at present, officers of the Indian Educational Services (class I) should come under the European Service leave rules and class II officers under the Indian Service leave rules. It is proposed that Indian officers admitted to class I should receive the same pay as Europeans and the recommendation to admit them also to the benefits of the European Service leave rules is in accordance with that made in paragraph 78 of the Public Services Commission's report. In this connexion attention is solicited to the answer given to a question put on the subject by the Hon'ble Mr. V. J. Patel at a meeting of the Imperial Legislative Council held on the 26th February 1919.

4. The Government of India's proposal in the current file may be accepted.

N.K.—30-8-19.

Director of Public Instruction's remarks.—Nil.

Conditions of pension.—The Public Services Commission have remarked that the present pensionary system works hardly in the case of those women who, owing to marriage or otherwise, desires to retire early and that many women would probably prefer the certain benefits of a Provident fund to the uncertainties of a pension. If, however, the present pension system is kept, the Commission recommend that the present period of service for full pension should be reduced to 25 years and that it should be possible for any one to retire on a reduced pension after 20 years.

2. In her evidence before the Public Services Commission, Mrs. Drysdale stated that Inspectresses should receive a pension after twenty years' service as that was quite long enough for a woman to work in India. She pointed out that no Inspectress entered the service before the age of 28 or 30 and she therefore preferred a

pension to a provident fund unless the Government was prepared to contribute as in the case of the railway provident fund. Mrs. Sirinivasa also suggested that Indian women officers should be permitted to retire at 50 instead of at 55 and that 25 years' full service or 20 years with medical certificate should entitle them to draw pension at half pay.

3. At present all officers are required to serve for thirty years to earn a full retiring pension. The amount of pension now admissible under article 474 of the Civil Service Regulations is as follows :—

Years of completed service.	Scale of pension.	Maximum limit of pension per annum.
		Rs.
20 years	20 of average emoluments.	4,000
21 "	do.	4,200
22 "	do.	4,400
23 years	do.	4,600
24 "	do.	4,800
25 and above	do.	5,000

4. After a consideration of the recommendation of the Public Services Commission contained in paragraphs 91-92 of their report, the Government of India in their letter No. 442-C, dated 22nd November 1917, suggested a modification of the pensionary rules as shown below (page 2 of G.O. No. 120, Public, dated 7th March 1919).

"(a) Except as provided below, all officers belonging to pensionable civil services should be required to serve 30 years for full retiring pension. Subject to the absolute right of Government to decline to permit any officer to retire before reaching the age of superannuation should it be necessary in the public interest to retain his services, officers should be allowed to retire optionally after 25 or more years' service and in that event the pension admissible to the officer should ordinarily be regulated as follows :—

25
60 of average emoluments after 25 years' completed service, subject to a maximum of Rs. 5,000 a year.

26
60 of average emoluments after 26 years' completed service.

27
60 of average emoluments after 27 years' completed service.

28
60 of average emoluments after 28 years' completed service.

29
60 of average emoluments after 29 years' completed service.

(b) For service exceeding 25 completed years maximum limits of pension should be fixed starting at Rs. 5,200 per annum after 26 years' completed service and advancing by Rs. 200 a year up to Rs. 6,000 per annum after 30 years' completed service.

(f) In the case of departments or appointments in which recruitment is likely normally to take place after 25 years of age officers recruited over that age may reckon as service qualifying for *superannuation* pension the number of completed years not exceeding five by which their age at recruitment was over 25. This concession should not extend to individual officers appointed at an age exceeding 25 to other departments or appointments."

5. In letter No. 121, Public, dated 7th March 1919, this Government have suggested that the maximum pension at the end of 25 years' service should be fixed at Rs. 6,000 per annum and that earned at the end of 30 years' service at Rs. 7,200 per annum.

16 NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1ST NOVEMBER 1919

6. The Government of India are of the opinion that a system of pension is preferable to the provident fund as more likely to induce ladies to remain in the service. *This view may be concurred in.*

7. They also propose that women should be permitted to retire after 20 years' service on proportionate pension reckoned in usual way subject to a maximum of Rs. 4,000 but that they should not be allowed any increase beyond the maximum of Rs. 5,000 now permissible after 25 years' service, since service beyond that period is not to be encouraged in the case of women.

8. This Government have suggested that the maximum pension at the end of 25 years' service should be raised to Rs. 6,000 per annum. The proposal to restrict the maximum pension to Rs. 5,000 a year in the case of women may therefore create some dissatisfaction. In view however of the other concessions proposed, the proposals of the Government of India may be accepted with the reservation that the maximum pension should be raised to Rs. 6,000 per annum, if such a concession is allowed to men who have put in 25 years' service.

N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

Regarding pensions I agree with the view and proposals of the Government of India.

R. LITTLEHAILES—8-9-19.

HOME (EDUCATION) DEPARTMENT.

The file may be sent u.o. to the Director of Public Instruction for remarks

N.K.—30-8-19.

The reply has to go to India before 20th September. There is very little time before us. I reserve consideration of the above note till I see the Director of Public Instruction's views. I invite them on the whole question, I shall be obliged if the matter is treated as emergent.

R. RAMACHANDRA RAO—30-8-19.

Submitted.

The Director of Public Instruction's note has been typed under relevant heads. The Government of India's further telegram just received giving us for facility of consideration their final recommendations in regard to men's section of the Indian Educational Service, has been added to the current file. That scale has been entered in the proper place in the notes above. The file has to go to Financial for remarks.

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

The office-note above traverses all the points dealt with in the Public Service Commission's report. These go far beyond the reference from the Government of India. I allow the note to remain as it will come in useful if a further reference is received. I note below on the points referred to in the Government of India reference and orders may be confined to these points.

2. *Point 1—Pay of women officers in the Indian Educational Service.*—The Public Service Commission's report recommend Rs. 400—20—500—25—300. India now proposes Rs. 400—25—850 with a maximum number of 20 per cent of selection grades on Rs. 900—50—1,100. The Director of Public Instruction proposes Rs. 400—20—500—25—750 with a duty allowance of Rs. 150 for officers who have been five years on Rs. 750. The Director of Public Instruction is not for selection grades but wishes to attach allowances to the Principal and Chief Inspectress.

3. *Question 1 (a).—Should there be selection grades?*—We have a selection grade in the men's service of 15 per cent of the cadre. Further if one be appointed as

If she isn't fit, she ought to lose it.

L.D.

Principal and thereafter we get another more competent person, we will be loath to remove the Principal as she will lose allowances. The selection grade testifies to good and long work and not necessarily to competence to fill a particular post. I think that the proposal may be approved. After all, the selection grades are to be created only as Local Governments and the Government of India deem desirable.

4. *Question 1 (b).—India states that no proportion of Europeans and Indians be fixed for this service but qualified Indians will be appointed wherever possible.* This may be agreed to. What the qualifications are will be laid down elsewhere.

5. *Question 1 (c).—Should any allowance be paid to the Principals of Colleges?* We have only one Principal. In the men's service, every Principal is to get an allowance of Rs. 150 and one Rs. 250. The reason why the Government of India does not refer to this is probably because there are very few Government Women's Colleges elsewhere. The Director of Public Instruction recommends an allowance. An allowance of Rs. 150 may be recommended. At present the Principal gets Rs. 200 local allowance but this can be reduced under the improved conditions of salary.

6. *Question 1 (d).—Should an allowance be attached to the Chief Inspectress as recommended by the Director of Public Instruction?* I think not, if selection grades are approved.

7. *Question 1 (e).—Rate of salary.*—India is more liberal than the Director of Public Instruction. The Director of Public Instruction proposes a rise from Rs. 400 to Rs. 750 in 15 years' time. India proposes a rise from Rs. 400 to Rs. 750 in 14 years' time and a further rise to Rs. 850 in four more years' time. It is better to have a uniform scale for all India; also to ensure continuous service on the part of these officers, India's proposals may be accepted.

8. *Question 1 (f).—Rate of salary for the selection grades.*—India's proposals may be accepted.

9. *Point 2.*—India proposes that provision should be made for special rates of pay when existing officers or future recruits appear to merit either lower or higher emoluments. This may be acceded to.

A.Y.G.C.—16-9-19.

10. *Point 3.*—The pay of the Provincial Service will be fixed by Local Governments subject to a minimum of Rs 200 and maximum of Rs. 500. It is here that the Director of Public Instruction criticises the position. I agree with the Director of Public Instruction that local conditions should be regarded and that it is unnecessary to pay the women more than they deserve. The available material is poor and it is wrong to pay more than what is necessary for the material available.

11. The Director of Public Instruction appears to have missed the point. The Provincial Service is not defined anywhere. Nor is it necessary that all Deputy Inspectresses should be placed in the Provincial Service. At present we have Inspectors in the Indian Educational Service and Inspectors in the Provincial Educational Service. We have Assistant Inspectors in the Provincial Educational Service and Assistant Inspectors in the Subordinate Educational Service. I agree that if all Deputy Inspectresses and the like are to be placed in the Provincial Service we will be throwing away more money than necessary. It is not intended to abolish the Women's Subordinate Service. What is proposed is to interpose between the Indian Educational Service and the Subordinate Educational Service an intermediate service. It will be a reward for good work done, it will also directly recruit eligible candidates who will not enter the Subordinate Educational Service. The question is—not to declare all appointments of a certain class to be included in the Provincial Educational Service but to create an intermediate service of gazetted officers, I repeat that we are not now concerned with the duties or methods of recruitment of these officers. The Public Services Commission recommend this.

India also recommends. The officers of the Provincial Educational Service will be gazetted. Once the service is created, its salaries and rates of increase will be fixed by Government and also its cadre. Thereafter it will be open to the Director of Public Instruction to recommend promotions. In no case need he recommend promotion unless he considers the officer deserves it. So the argument that a woman will be paid more than her market value disappears. Nor so long as the cadre is fixed, can any woman claim the minimum salary of Rs. 200. The Director of Public Instruction's mistake consists in the assumption that once the service is created all officers fulfilling certain duties must be gazetted to the Provincial Educational Service. The arguments in favour of an intermediate service are overwhelming.

12. *Question 3 (a).*—Should the limits Rs. 200 and Rs. 500 be accepted? I think so. But I would press for a selection grade of 20 per cent with an ultimate maximum salary of Rs. 750. The other details will be for the Local Government to settle.

13. *Question 3 (b).*—Qualifications, methods of recruitment, increments and cadre need not now be considered.

14. *Point 4.*—The Government of India calls the service 'Indian Educational' and 'Provincial Educational.' We may suggest the names, class I and class II—vide Public Services Commission's report.

15. *Point 5.*—India considers that pension is preferable to provident fund as more likely to induce ladies to remain in service. We may agree.

A.Y.G.C.—16-9-19.

16. *Point 6.*—India permits optional retirement after 20 years' service and pension limits to 20 and 25 years' service. These may be agreed to.

A.Y.G.C.—16-9-19.

17. *Point 7.*—Regarding leave rules, Indian Educational Service women officers are to be governed by the European Service rules and Provincial Educational Service women officers by the Indian Service rules. We may agree.

A.Y.G.C.—16-9-19.

18. To sum up. We may accept India's proposals subject to the observations in paragraphs 5, 12 and 14 above.

19. The Director of Public Instruction says that for some years to come we may not have sufficient local material to fill up posts over Rs. 200 and that temporary posts

should be created in class I till local material is trained. I agree with the Director of Public Instruction. Such appointments may be treated as special—vide paragraph 9 above. Neither the permanent cadre nor the rates of pay need be affected by this suggestion; and so this need not be referred to in the reply to the present reference.

20. India wants a reply before 20th September; so I shall be obliged if Financial will deal with this file urgently.

R. RAMACHANDRA RAO—12-9-19.

FINANCIAL DEPARTMENT.

Perusal is solicited of paragraph 1 of the Home Secretary's note above. The points at present concerning Financial in connexion with the organization of a Women's Educational Service are noted below.

2. In respect of the *Men's* Educational Service there will be the three following distinct classes—cf. paragraphs 15 and 17 of letter to Government of India No. 951, Home (Education), dated 17th July 1918:—

(1) *Class I.*—Under this category will come posts of major responsibility and control; recruitment for this class will be made both in Europe and in India.

(2) *Class II.*—This will include appointments which involve lesser responsibility and control.

The recruitment will be entirely in India.

(3) *Subordinate Educational Service.*—This will include all subordinate appointments.

The Home Department propose to adopt a similar classification in respect of the Women's Educational Service (paragraph 14 on page 18 a te, and portion K page 17 ante). Submitted that the proposal may be accepted. The Home Department do not however now intend to fix

the cadre of classes I and II of the Women's Educational Service, i.e., to lay down exactly the number of posts to be included in the two classes of paragraph 1 of Home Secretary's note, page 16 ante). This aspect of the question is to be specially considered later on; it is only when such details are worked out the exact financial effect of the proposals in this case will be known.

3. *Class I.—Rates of salary.*—

Rates of pay now allowed to the lady members of the Indian Educational Service.	Rates recommended by the Public Services Commission.	Rates now proposed by the Government of India.	Rates suggested by the Director of Public Instruction.	Rates suggested by Home (Education).
(1)	(2)	(3)	(4)	(5)
One Principal (400—20—500—25—750) plus local allowance Rs. 700.	First five years—400—20—500. Thereafter—500—25—800.	Ordinary grade—400—25—800.	400—20—500—25—750 with a duty allowance of Rs. 150 for any officer who has been for five years on the maximum; and an allowance to the Principal of a College and to the Senior Inspectress (amount not stated).	Same as in column (3) plus a local allowance of Rs. 150 to the Principal of the College only.
One Professor (400—20—500—25—750).	(No reference to the payment of any allowance to the Principal or other officer.)	Selection grade for 20 per cent of the number of posts—900—0—1,000.	(No reference to the payment of any allowance to the Principal or other officer.)	
One Professor (400—20—500).				
One Inspector (500—20—600).				
One Inspector (450—10—500).				
One Inspector (400—10—450).				
One Superintendent, Elmore Training School (350—10—450).				

A selection grade has no doubt been proposed by the Government of India on the analogy of the arrangement which it is proposed to adopt in respect of the Men's Educational Service. It is, however, submitted that for a small cadre such as that of

L.D. the Women's Educational Service (class I), a selection grade will probably not be

suitable since promotion to that grade will depend upon the occurrence of vacancies and is thus likely to be unequal—it being too favourable in some cases and the reverse in others. Under the Director of Public Instruction's proposal an officer will reach the maximum of Rs. 750 at the end of her fourteenth year of service and will be granted a duty allowance of Rs. 150 per mensem at the end of the nineteenth year. The Director of Public Instruction's proposal, it is submitted, seems so far suitable. Perhaps the full requirements of the case will be met by the grant of another

J.M.H.—15-9-19.

A.Y.G.C.—16-9-19.

I would leave this to the ordinary personnel allowance rules: I don't expect women will serve on for over 22 years.

L.D.

4. Neither the Public Services Commission nor the Government of India refer to the grant of any allowance either to the Principal or to any other officer. The Director of Public Instruction proposes to grant an allowance to the Principal and to the Senior Inspectress, the amount of which he has not specified. The Home Department propose to grant an allowance of Rs. 150 per mensem to the Principal only.

In the proposals for the organization of the Men's Educational Service it is proposed to grant allowances to the Principals only, and not to the holders of any other special appointment. Submitted that, if the proposal at M above is

J.M.H.—15-9-19.

A.Y.G.C.—16-9-19.

accepted, it does not seem necessary to grant any allowance to the Senior Inspectress, in the Women's Educational Service. The ordinary rate of allowance to be granted to Principals in the Men's

Educational Service is Rs. 150 per mensem. Following the difference in the rates of pay of class I officers in the Men's and Women's Educational Service respectively, submitted that an allowance of Rs. 100 per mensem would seem to be suitable for Women Principals.

I think we may agree to Rs. 150.

J.M.H.—15-9-19.

Yes.

A.Y.G.C.—16-9-19.

5. *Class II officers—Rates of salary.*—There is at present no regular Provincial Educational Service for women. As already referred to, the question of the number of actual posts to be included in this class is to be considered later on. The various proposals regarding the rates of pay are shown below:—

As recommended by the Public Services Commission.	The scale which the Government of India propose to recommend.	As recommended by the Director of Public Instruction.	As proposed by the Home Department.
RS. 200—10—400	RS. 200—500 (details to be fixed by the local Government).	The Director of Public Instruction does not advocate the formation of a definite class II service at present. For the posts which might be considered as equivalent to those which India contemplate placing in class II, he proposes rates of salary varying from Rs. 125 to Rs. 250 exclusive of allowances to heads of secondary and training schools.	Scale suggested by the Government of India together with a selection grade for 20 per cent of the officers with an ultimate maximum of Rs. 750. Further details to be worked out.

The rate of pay recommended by the Government of India for class II officers in the Men's Educational Service is Rs. 250—800, details being left to the local Government to settle later. Submitted that, in view of the Director of Public

J.M.H.—15-9-19.

Yes.

A.Y.G.C.—16-9-19.

selection grade. Really capable women officers of class II can no doubt hope to obtain promotion to class I on the analogy of the arrangement which it is proposed to adopt in respect of the Men's Educational Service.

J.M.H.—15-9-19.

A.Y.G.C.—16-9-19.

6. The suggestions in paragraphs 9, 15, 16, 17 and 19 of the Home Secretary's note, may, it is submitted, be accepted.

C.P.K.—15-9-19.

J. M. HOOPER—15-9-19.

The Director of Public Instruction may, I think, be asked to propose a scale for class II officers and to state whether any allowances are necessary for any appointments. We may agree that starting pay of Rs. 150 is sufficient in Madras.

A. Y. G. CAMPBELL—16-9-19.

HOME (EDUCATION) DEPARTMENT.

I think that Financial has missed my point. Under their proposals the Provincial Service will include all appointments down to Rs. 150. I propose the service should include only appointments down to Rs. 200. The appointments between Rs. 150 and Rs. 200 may be included in the subordinate Women's Educational service.

2. The points for orders are stated on pages 16 to 18. I note below differences between me and Financial.

3. *Question 1 (a).*—I recommend selection grades, the Director of Public Instruction proposes special allowances to special posts. Financial proposes uniform long service allowances. In both these cases the benefit of selection is lost. India approves of selection.

4. *Question 3 (a)—Scale for Provincial Service.*—Probably there is no real difference of opinion between me and Financial. I draw the dividing line at 200; Financial at 150. My cadre would be less than theirs.

But I ask for a maximum of 500 with selection grades. Financial stops with 400

This is met by point 2.

L.D.—17-9-19.

and does not want selection grades. Unless you give some prize appointments, you cannot attract sufficient women material.

R. RAMACHANDRA RAO—16-9-19.

The office was quite right to send this up in manuscript, but I must ask for As India wants a reply by 20th it is regretted re-submission in print. Please print at that the file could not be circulated in print. once.
C.R.—16-9-19.

The Government of India have no right to hustle us in this manner. If they telegraph a reminder, we shall have to express regret, etc., if they do not remind, it will suffice, when our letter goes, to say that earlier reply was impossible.

L. D. [AVIDSON]—17-9-19.

C. G. T. [ODHUNTER]—18-9-19.

The current and notes have been printed. The file may now be circulated.

S.K.—24-9-19.

N.K.—24-9-19.

C. RAMANUJA ACHARIYAR—24-9-19.

R.R.—24-9-19.

The arrangement adopted in the printed note is inconvenient as there is no space for Member's remarks at convenient places.

I follow Secretary's 'points' and 'questions' at pages 16 to 18.

2. *Point 1—Pay in Indian Educational Service.*—I agree with the Director of Public Instruction and approve Rs. 400—20—500—25—750 with allowances of Rs. 150 for the Principal and Chief Inspectress and others (of approved service) who have been at the Rs. 750 stage for five years.

Question 1 (a).—Selection grades are not required, if the pay be as above.

Question 1 (b).—No proportion between European and Indian is desirable or possible; qualified Indians should be welcomed. They are such a rare commodity that there need be no racial difference in pay.

Question 1 (c).—The Principal should get Rs. 150.

Question 1 (d).—The Chief Inspectress should also get Rs. 150.

Question 1 (e).—I would advocate the lower scale Rs. 400—750 for all India, but add that in this respect Madras must be treated in the same way as other provinces; otherwise our staff will tend to be drawn off to other provinces.

3. *Point 2.*—No objection to special rates for special reasons; on the contrary, this is desirable.

4. *Point 3.*—I incline to the Director of Public Instruction's view that it is doubtful whether a Provincial or Class II service is really required at present and that the proposed scale of pay is excessive; but if it is to be created in other provinces we must have it in Madras, otherwise our staff will be gradually drained away. It is really a question of present market rates as to which I accept Mr. Littlehailes' view

* Or Rs. 400 so as to run up to Class I.

that a scale ranging from Rs. 150 to Rs. 325* (inclusive of allowances) should

be sufficiently attractive. There is much force in the Director of Public Instruction's remarks on pages 5 and 11.

Question 3 (a).—Given a Provincial service, the limits may be Rs. 150 and Rs. 400.

Question 3 (b).—Now irrelevant.

5. Point 4.—I prefer the style 'Indian' and 'Provincial,' but this is a small matter.

6. Point 5.—Pensions are preferable to provident fund.

7. Point 6.—I accept optional retirements at 20 years' service, and pensions as proposed at 20 and 25.

8. Point 7.—Leave rules according to general service rules, Indian and European.

L. D[AVIDSON]—28-9-19.

In view of the confusing state of the notes and of the fact that the reply to India is already long overdue, it is difficult to deal with anything but generalities.

2. I should like to have seen the views of the Chief Inspector and other senior

Not consulted.

R.R.—30-9-19.

Instruction that the case is one for caution and that the present condition of girls' education is such as to make it undesirable to standardize the Women's Educational Service at the present time. It seems to me that the rapid advance of female education is a matter of supreme importance to the country at the present time, politically and otherwise, so much so that I should regard this as a development department in which capital is to be sunk rather than as one in respect of which we are to proceed cautiously, giving the minimum salaries that will secure officers. In another development department—the agricultural—we have, I believe, a large scheme of standardized appointments which can only be filled as we train men to fill them and I think, if anything, our scheme of women's education should be on the same lines. For these reasons, I would certainly not advocate whitening down the scheme proposed by the Government of India or dispensing in this Presidency with the appointments in class II.

3. On the other hand, I should like to see an appointment created somewhat of

Will presumably come in the Indian Educational Service.

R.R.—30-9-19.

that the point of view of the lady officers of the department secured a hearing on all important questions.

4. It is the practice to pay women with the same qualifications less than men, presumably on the ground that they have not families to support. On this basis I think we may accept India's scales of pay. On the other hand, I do think that we ought to give the ladies more generous terms in respect of leave, travelling allowance and pension. There is no doubt that the climate of the plains is much more trying to a woman's constitution than to a man's. The matter of travelling is one of great difficulty for them in this province of ramshackle half-furnished bungalows, and the difficulties they undergo form, I think, one of the chief reasons for the unpopularity of the inspection work to which the Director of Public Instruction alludes. The remedy of course is to have properly furnished inspection bungalows with servants attached, within reasonable reach of the railway stations, at all large towns, but something may be done by giving the ladies a higher rate of travelling allowance. As regards pension, I think we ought to allow a fairly liberal scale of pension for a period of 20 years' service with an increase for those who serve for 25 years.

I think we have given full circulation to all the other proposals arising out of the Public Services Commission's report and I think we should give the same in this case.

C. G. T[ODHUNTER]—30-9-19.

Submitted.

R. RAMACHANDRA RAO—30-9-19.

As this file reached me rather late in the night and I had to return it at once, I must confess that I have not had the time to wade through this bulky file. So far as I have been able to glean through it, I may say that I am in general agreement with

the views expressed by the Hon'ble Mr. Davidson. While I own that in the matter of female education particularly at the present moment, there should be no attempt to curtail expenditure, I think the supply must at the same time take into account the demand.

M. H[ABIB-UL-LAH]—30-9-19.

I agree with Mr. Todhunter's note in every way.

W[ILLINGTON]—1-10-19.

The following statement shows in one view the points on which the Government of India have asked for the opinion of this Government and the views of the Hon'ble Mr. Davidson and the Hon'ble Mr. Todhunter thereon. Honourable Member (Local and Municipal) agrees with the former and His Excellency the Governor with the latter:—

Points on which opinion is called for.	The Hon'ble Mr. Davidson's views.	The Hon'ble Mr. Todhunter's views.
(1) Pay of Indian Educational Service: 400—25—850 with selection grade on Rs. 900—50—1,100 for 20 per cent of posts.	400—20—500—25—750 with allowances of Rs. 150 for the Principal and Chief Inspector and others (of approved service) who have been at the Rs. 750 stage for five years. Selection grade not required. The scale of pay should be uniform for all India. Agrees with the Government of India.	
(2) No proportion of Europeans and Indians will be fixed for this service but qualified Indians will be appointed where possible.	This is desirable.	Accepts India's scheme and scales of pay.
(3) Provision should be made for special rates of pay when existing officers or future recruits appear to merit either lower or higher emoluments; such special terms would be fixed by the Secretary of State at the time of recruitment.	Provincial service not required at present. But if it is organized in other provinces, it may be introduced in Madras also. The minimum and maximum pay may be 150 and 400. Agrees with the Government of India.	
(4) Pay of Provincial service to be fixed by local Governments subject to minimum of Rs. 200 and maximum of Rs. 500.	Agrees with the Government of India.	A fairly liberal scale of pension for a period of 20 years' service with an increase for those who serve for 25 years is necessary. Ladies should be allowed more generous terms in respect of leave than men. They may be given a higher rate of travelling allowance
(5) Pension is preferable to provident fund.	Agrees with the Government of India.	
(6) It is proposed to permit retirement after 20 years on proportionate pension reckoned in usual way subject to a maximum of Rs. 4,000 and to grant no increase beyond maximum of Rs. 5,000 permissible at 25 years.	Leave rules according to general service rules, Indian and European.	
(7) Indian Educational Service officers will come under European and Provincial Service officers under Indian service leave rules.		
(8) Further relaxation of leave and travelling allowance rules will be made as cases of hardship emerge.		

For orders whether the Government of India may be informed by telegram

(1) that the Madras Government accept India's recommendations in all respects
(2) but that local Government commend more generous terms in respect of pension, leave and travelling allowance than are granted to men.

As regards special Deputy Director for Women's Service suggested by the Hon'ble Mr. Todhunter, the question may be taken up separately. It does not touch on the present reference from India which concerns only with rate of pay and allowance. It may be mentioned that the post of Chief Inspector of girls' schools, which was recently created temporarily for a year, has attached to it the duties of

advising the Director of Public Instruction on general questions relating to female education—G.O. No. 794, dated 24th June 1919. Please see paragraph 4 of letter to the Government of India, No. 1461, dated the 18th November 1918, and paragraph 4 of note on pages 1 and 2 supra.

S.K.—2-10-19.

C. RAMANUJA ACHARIYAR—2-10-19.

The points on which there is difference of opinion are—

(1) 4 on page 21 above.

(2) also regarding 6, 7, 8 but as no definite figures are suggested, orders are requested if a *general* recommendation may go in the draft.

3. Regarding the Deputy Directress action will be taken up separately.

R. RAMACHANDRA RAO—4-10-19.

No council discussion being possible for nearly a fortnight more a telegram had better go in accordance with the views of the majority, i.e., as at A on page 23. Discussion might have led to some modification of my views, but without it all I can say is that I do not wish to be regarded as a party to the recommendation. Mr. Littlehales, I know, holds decided opinions on the main issue, namely as to the sufficiency of the pay he proposes and the absence of present need for Class II. He is not a man whose opinions are lightly formed, and I accept his judgment in the main, so far as this case is concerned.

Honourable Member, Financial, should be asked if a draft as at A will meet his views. If it does, I have nothing more to say; but if he wishes any material expansion I should like to see the draft before it issues.

L. D[AVIDSON]—4-10-19.

A draft telegram is submitted on the lines of the portion marked A on page 23. It may be circulated to Honourable Member (Financial).

S.K.—5-10-19.

C.R.—5-10-19.

I wanted Honourable Member (Financial) to settle the terms.

L.D.—7-10-19.

Honourable Member evidently wants the telegram to issue. It is only the draft that has to be circulated. Issue and prepare draft.

R.R.—5-10-19.

A draft letter to the Government of India is submitted. It may be circulated to Honourable Member (Financial) and Honourable Member for approval.

N.K.—6-10-19.

C.R.—6-10-19.

R.R.—6-10-19.

L. D[AVIDSON]—7-10-19.

I think it would be well to make the recommendations as regards pension, leave and travelling allowances rather more definite and should be glad if financial could work out concrete proposals. How would it be, in the case of pension, to give rates equal to those given to the men for the same period of service, in that of travelling allowance to give the men's rates, and in the matter of leave, to let the ladies earn 50 per cent more privilege leave in the year? The latter concession would be for the inspecting staff, not for people who enjoy the vacation.

C. G. T[ODHUNTER]—7-10-19.

The file may, it is submitted, be sent u.o. to the Financial Department, with reference to the Honourable Member's note above.

N.K.—8-10-19.

C. H. BROWN—8-10-19.

FINANCIAL (PENSION) DEPARTMENT.

The Home (Education) Department accept the proposal of the Government of India to permit voluntary retirement after a service of 20 years on proportionate pension subject to a maximum of Rs. 4,000 per annum but they add that women officers who have put in a service of 20 years should be allowed a more liberal scale of pension and that those who have completed 25 years' service should be allowed a proportionate increase to their pension.

With a view to make the recommendation to the Government of India as regards pension (etc.) more definite Honourable Member (Financial) has directed that concrete proposals should be worked out.

Attention is here invited to paragraph 3 of letter No. 121, Public, dated 7th March 1919, in which this Government have suggested that the maximum pension at the end of 25 years' service should be fixed at Rs. 6,000 per annum and that earned at the end of 30 years' service at Rs. 7,200 per annum. Perhaps this scale of pension may be recommended to the Government of India for women officers. Thus the maximum pension at the end of 20 years' service would be Rs. 6,000 per annum and that earned at the end of 25 years' service would be Rs. 7,200 per annum.

If the above proposal is approved Home (Education) may be asked to modify paragraph 4 of their draft letter to the Government of India accordingly.

A.S.M.—15-10-19.

S.S.—15-10-19.

The Honourable Member's views and the Director of Public Instruction's views are summarized at page 22 of the notes. It is not clear how much extra pension the Honourable Member (Financial) intends to give women. The argument that they will not have—presumably—families to support seem a strong one against the office proposal, that they should have the same as men and work five years less for it in each case. Also if they are to have one and a half months' privilege leave per annum plus three months' maternity leave on full pay (under Article 288 A, Civil Service Regulations) as often as necessary, it will make the cost of a 'unit of utility' from them very high in comparison to men. The Director of Public Instruction is not in favour of increasing the Government of India's proposed pension.

E. M. GAWNE—29-10-19.

Honourable Member's proposal was to give pensions equal to those given to men for the same period of service.

R. A. GRAHAM—30-10-19.

FINANCIAL DEPARTMENT.

Please see Honourable Member's note at A on page 24. The following statement shows in one view the present and proposed grading, etc., of the female officers of the Educational Department in this Presidency:—

Existing		Proposed.	
(a) Officers of the Indian Educational Service and Inspectresses of Schools.		Indian Educational Service officers class I.	
	Pay. Rs.	Pay. Rs.	
Queen Mary's College—			
(1) Principal, Queen Mary's College for Women.	400—20—500—25—750, local allowance Rs. 200.		
(2) One Professor	400—20—500—25—750.		
(3) One do.	400		
Presidency Training School for Mistresses—			
(4) One Superintendent	350—10—450		
Inspectresses—			
(5) One Chief Inspectress	600 (tam.)		
(6) One Inspectress	500—20—600		
(7) One do.	450—10—500		
(8) One do.	400—10—450		

The pay of these officers will be Rs. 400—25—850 with a selection grade on Rs. 900—50—1,100.

Existing.		Proposed.	
(b) Officers who more or less correspond to the male officers of the Provincial Educational Service.		Officers who will come under the Provincial Educational Service (Class II).	
	Pay. Rs.		Pay. Rs.
One Assistant Inspector ...	250		
Two Assistant Inspectresses ...	200 (each)		
One Lecturer in Kindergarten ...	250		
Two Sub-Assistant Inspectresses. ...	175 (each)		
do.	150 (do.)		
do.	125 (do.)		
One Assistant Professor, Queen Mary's College.	225-10-275	The pay of these officers will be fixed at Rs. 200-500 at the discretion of Government.	
Three Assistant Professors, Queen Mary's College.	200-10-250		
One Headmistress of Secondary and Training School.	170-10-250		
Three Superintendents of Secondary and Training Schools.	200-10-250		
One Superintendent of Secondary and Training School.	250-10-300		

Under Appendix 18—items (29 and 30) officers of the Indian Educational Service and Inspectresses of Schools are classed as *first-class* officers and as such they draw—

- (1) a daily allowance of Rs. 5,
- (2) mileage at As. 8, and
- (3) double first-class fare for journeys by rail.

These officers will, even after the reorganization by which they will get increased pay—Rs. 400-25-850 with a selection grade on Rs. 900-50-1,100, continue to draw travelling allowance at the above rates. They will also be eligible for enhanced rates of allowance on *transfer* now under correspondence between the Government of India and the Secretary of State—vide G.O. No. 254, Financial, dated 24th March 1919.

In her evidence before the Public Services Commission (Miss Lynch) Mrs. Drysdale stated "that the work of inspection often took an Inspectress away from the railways, that a woman's travelling expenses were heavier than men's as she had to take about more servants with her and that the travelling allowances should therefore be raised in her case by *at least 25 per cent*". It seems bare justice to allow female touring officers to draw more travelling allowance than male touring officers and we may agree with Mrs. Drysdale as regards the proportion by which the rates of travelling allowances are to be increased.

Under the enhanced powers recently delegated to us by the Government of India in their letter in G.O. No. 722, Financial, dated 9th October 1919, the rate of daily allowance may be increased by the Government to any sum up to Rs. 10. For orders whether we may raise it from Rs. 5 to Rs. 6-4-0 in the case of the Inspectresses.

Any increase in the existing mileage rates (annas 8) or the number of railway fares (double first-class) would require the sanction of the Government of India—vide item (2) of paragraph 1 of India's letter in G.O. No. 722, Financial, dated 9th October 1919, and article 1012, Civil Service Regulations.

May we recommend the grant of mileage at 19 As. and of 2½ first class fares to these officers? Female officers of the Indian Educational Service who hold non-touring posts need not be allowed these special rates.

2. Officers who will come in the Class II—Under this class come,

- (a) Assistant and Sub-Assistant Inspectresses,
- (b) Headmistresses and Superintendents of Secondary and Training Schools,
- (c) Assistant Professors, Queen Mary's College,
- (d) Lecturer in Kindergarten, etc.

The pay of these officers which now varies from Rs. 125-300, will, under the reorganization, be fixed at Rs. 200-500. Accordingly, these officers will, as at present, continue to be *second-class* officers.

* This is not correct. They now draw the allowances admissible under the ordinary rules of the Civil Service Regulations (G.O. 920, Educational, 20th August 1915).

At present the Sub-Assistant Inspectresses are allowed fixed * travelling allowance of Rs. 35 against Rs. 25 drawn by Sub-Assistant Inspectors. The other officers draw travelling allowance as follows:—

N.K.

- (1) Daily allowance of As. 4 for every Rs. 25 of the pay *subject to a maximum* of Rs. 3;
- (2) mileage at As. 4 and
- (3) double second-class railway fare.

Mrs. Srinivasa recommended that Assistant Inspectresses should be given a daily allowance of Rs. 4 and a mileage of As. 8. It is for orders whether in virtue of the powers now delegated to us—vide G.O. No. 722, Financial, dated 9th October 1919, we may (1) allow Assistant and Sub-Assistant Inspectresses of Schools to draw—

- (a) daily allowance of Rs. 4 and Rs. 3 respectively, irrespective of the pay drawn by them, and
- (b) mileage rates at As. 8 and 6 respectively;
- (2) withdraw the fixed rate of travelling allowance now drawn by sub-assistant inspects; and
- (3) recommend to the Government of India the grant of three and two and a half second-class fares respectively to these officers.

C.V.R.—28-10-19.

Not but what there is little said by Mrs. Drysdale and Mrs. Srinivasa that applies specially to them—bungalows, watermen and servants cost the same for them that they do for male officers. Why do they want more servants? A male officer often takes his wife into camp. A female officer does not in the same way take a husband. It is difficult for Financial to formulate concrete proposals with nothing to go upon, but the office proposals are not ungenerous.

E. M. GAWNE—29-10-19.

Whether 'a female officer's expenses are greater than a man's or no, there is no doubt that her difficulties on tour are greater. I do not know that there is any case for more than double first-class fare on railways; but the rates of road mileage and daily allowance might be raised 50 per cent above those allowed to men.

R. A. GRAHAM—30-10-19.

I think it ought to be enough if we raise the daily allowance.

C. G. T[ODHUNTER]—30-10-19.

3. Leave rules.—Officers of the Indian Educational Service and Inspectresses of Schools come under the European service leave rules and as such are eligible for—

Privilege leave	...	One month for every eleven months' duty without interruption.
Furlough	...	Furlough earned is quarter of the active service, but furlough granted not to exceed two years at a time. The furlough allowance is equal to half the officer's average salary.
Special leave on urgent private affairs.	...	Not more than six months at a time. Allowance equal to half average salary.

(The aggregate amount of furlough and special leave with allowances is six years.)

Privilege leave.—As in the case of male officers, female officers are eligible for privilege leave for one month for every eleven months' duty without interruption, and can accumulate such leave for a period of three months (article 246, Civil Service Regulations).

As suggested by the Honourable Member if these female inspecting officers are to be granted 50 per cent more privilege leave, then for every ten and a half months' duty without interruption, these officers will be entitled to one and a half months'

privilege leave. This may be recommended to the Government of India for sanction who have now under consideration a proposal to allow officers of all services to accumulate privilege leave up to four months (vide paragraph 1 on page 1 of G.O. Nos. 183-84, Financial, dated 10th March 1919). In the event of the proposal to allow male officers to accumulate privilege leave for four months matures we may as a corollary to the proposal allow one and a half months' privilege leave to female inspecting officers of the Educational Department in a year and ask the Government of India to allow these officers to accumulate privilege leave up to six months at a time. It may, however, be stated in this connexion that under article 288-A, Civil Service Regulations, maternity leave on full pay is now allowed up to three months to married female Educational officers.

It will be seen from the Government of India's letter in G.O. Nos. 183-84, Financial, dated 10th March 1919, that the question of altering *furlough leave* rules is under consideration. If the proposal of the Government of India materialises—officers will be eligible to take furlough not on half average salary as at present but on full average salary, the amount of furlough allowed to the officers being proportionately decreased. It would seem better to await the final orders of the Secretary of State in the matter before proposals for recommending further concessions to female Educational officers are considered.

4. Female Educational officers who will come under class II are now eligible for leave under the Indian Service Leave rules as follows:

Privilege leave—

One month for eleven months' consecutive service.

Furlough—

One year after ten years' service, two years after eighteen years' service (total limited to two years in all).

Leave on private affairs—

Six months to those who had not had furlough after six years' service. To be repeated after six years.

Leave on Medical Certificate—

Three years in all but not more than two years at a time.

Privilege leave.—As in the case of the female inspecting officers of the Indian Educational Service, the Assistant and Sub-Assistant Inspectresses who do not enjoy vacation may be allowed the proposed concession of enhanced privilege leave, viz., one and a half months' privilege leave for ten and a half months' continuous service with the right to accumulate the same up to six months and the Government of India addressed. These officers also now enjoy the concession relating to maternity leave (article 288-A, Civil Service Regulations.)

Furlough.—In her evidence before the Public Services Commission, Mrs. Srinivasa, Assistant Inspectress, suggested that instead of only two years' furlough now allowed to officers subject to the Indian Service Leave rules should be allowed furlough equal to one-sixth of actual service. This means that furlough should be raised to five years instead of two years. Similar suggestion has already been made by the Government of India and accepted by Local Government and by Public Services Commission—paragraph 82 of the Public Services Commission Report. Apparently the Government of India are now in correspondence with the Secretary of State in the matter and we may shortly hear what final decision has been reached in the matter. May India be now asked to state in what stage the matter stands?

Before formulating definite proposals, the Home (Education) will doubtless obtain the views of the Director of Public Instruction.

C.V.R.—28-10-19.

Beyond the proposal to increase the amount of privilege leave earned by 50 per cent, it would not seem necessary to recommend any other concession at a time when the whole matter of furlough is likely to be altered radically.

E. M. GAWNE—29-10-19.

I would suggest, instead of additional privilege leave, easier terms for furlough on full average salary than are granted to men. Without information of what rules are going to be in force for men, it is difficult to formulate exact proposals.

R. A. GRAHAM—29-10-19.

HOME (EDUCATION) DEPARTMENT.

Pension.—(Honourable Member's note and Financial Department note on page 27 ante). The Financial Department supports the Honourable Member's suggestion that the rates of pension for women officers of the Educational Department should be the same as those for men for the same period of service—vide Public letter No. 121, dated 7th March 1919.

2. *Travelling allowance.*—(Honourable Member's note on page 27 and Financial Department note on page 28 ante.) The rates of road mileage and daily allowance for women officers might be raised 50 per cent above those allowed to men.

3. *Leave rules.*—(Honourable Member's note on page 27 and Financial Department note above). The Honourable Member suggested that women inspecting officers might be allowed to earn 50 per cent more privilege leave in the year. The Chief Secretary considers that, instead of additional privilege leave, they might be granted easier terms for furlough on full average salary than are allowed to men. As the leave rules are now under revision by the Government of India, the Financial Department is unable to formulate exact proposals. (For the conditions proposed in respect of similar concession to men; please see letter No. 184, Financial, dated 10th March 1919.)

4. The file may be circulated to Honourable Member (Financial) for orders.

N.K.—30-10-19.

C. RAMANUJA ACHARIYAR—30-10-19.

Submitted for orders.

If Honourable Member (Financial) considers that the proposals require further examination, may we not promise a further communication? But if Honourable Member (Financial) accepts the Financial recommendations and formulates proposals regarding leave, on the material in the file, these may be worked into the draft. Government of India has telegraphed for reply twice.

To save time, I circulate first to Honourable Member, Financial.

R. RAMACHANDRA RAO—30-10-19.

Pension.—India's proposal for Women's Educational Service (pay Rs. 400—25—850 with a selection grade on Rs. 900—50—1,100) is to permit retirement after 20 years on proportionate pension reckoned in the usual way subject to a maximum of Rs. 4,000 per annum and to grant no increase beyond a maximum of Rs. 5,000 per annum permissible at 25 years.

2. The scales of pension for the men's services are as follow:—

	Maximum pension per annum.
	RS.
After 20 years' service (article 474, Civil Service Regulations) ...	4,000
After 25 years' service (paragraph 3 of this Government's letter No. 121, Public, dated 7th March 1919) ...	6,000
After 30 years' service (ibid) ...	7,200

3. For the Women's Educational Service, the maximum limits may be.—

	Maximum pension per annum.
	RS.
(a) After 20 years' service ...	5,000
(b) After 25 years' service ...	6,000

The calculation should be at $\frac{30}{60}$ ths after 20 years' service.

4. *Travelling allowance.*—In view of the changes that are in contemplation, I would suggest raising daily allowances only by 25 per cent.

5. *Leave rules.*—I would suggest giving six weeks' privilege leave in the year to Inspecting officers on the ground that a woman who does 10½ months' touring work requires at least six weeks' holidays if she is not to break down in health.

C. G. T[ODHUNTER]—30-10-19.

36
30 NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919

Three additions to the draft in manuscript.

R. RAMACHANDRA RAO—31-10-19.

L. D[AVIDSON]—31-10-19.

M. H[ABIR-UL-LAH]—31-10-19.

W[ILLINGDON]—1-11-19.

The following telegram has been sent to the Government of India:—

"Your telegram 1188, dated 28th October 1919. Letter regarding Women's Educational Service posted to-day."

S.K.—3-11-19.

C.R.—3-11-19

Issue *at once* and telegraph as soon as the despatch is sent.

2. Take up separately Honourable Member (Financial's) suggestion for a Deputy Director of Education for women's education, page 22 supra.

R.R.—1-11-19.

The letter and telegram have issued. The file may be sent to the Financial Department for perusal.

S.K.—3-11-19.

N.K.—3-11-19.

C. RAMANUJA ACHARIYAR—3-11-19.

FINANCIAL (PENSION) DEPARTMENT.

May be perused and passed on.

S.S.—4-11-19.

FINANCIAL DEPARTMENT.

The file may be perused and returned to Home (Education) with thanks.

P.K.K.—4-11-19.

C.V.R.—5-11-19.

E. M. GAWNE—6-11-19.

R. A. GRAHAM—7-11-19.

[G.O. Nos. 1349-50, Home (Education), dated 1st November 1919.]

19 88
Order No. 1349-50, 1-11-19.
The following reply will be despatched to the Govt. of India.

Letter:- 1350 8/1. 11. 1919

To

The Secretary to the Govt. of India,
Department of Education.

Sir,

I am directed to invite a reference to the correspondence ending with my telegram No. 903, dated the 6th October 1919, and to communicate the views of the Governor in Council in detail on the proposals for the improvement of the pay and prospects of the Women's Educational Service.

2. Indian Educational Service.

(i) Scale of pay.— The Govt. of India suggest that the pay of women officers included in the Indian Educational Service should be fixed at Rs. 400-25-850 p.m. with selection grade on Rs. 900-50-1,100 p.m. limited to 20 per cent of the cadre. The scales of pay proposed are less than those recommended for men's educational service, but as it is the practice everywhere to pay women with similar qualifications at lower rates than men, the Governor in Council accepts the above rate of pay as suitable. He also agrees with the Govt. of India that the selection grade posts should be created only as the Local Govt. and the Govt. of India deem desirable.

As suggested in your telegram No. 887, dated 19-8-19 provision should be made for the grant of special rates of pay when existing

existing officers or future recruits appear to merit either lower or higher emoluments, such special ^{terms} being fixed by the Secretary of State at the time of recruitment.

(ii) Recruitment.— The Governor in Council fully concurs in the opinion of the Govt. of India that for the Indian Education Service for women, ^{no} proportion of Europeans and Indians need be fixed but that qualified Indians should be appointed where possible and ^{allowed} on the same rate of pay as Europeans.

3. Provincial Educational Service.— The Govt. of India suggest that the pay of the P.E.S. should be fixed by the Local Govt. according to local conditions subject to a minimum of Rs. 200 p.m. and a maximum of Rs. 500 p.m. There is at present no P.E.S. cadre for women in this Presidency but, if one is formed, the limits proposed by the Govt. of India will be observed in framing a suitable scale.

4. Pension.— The Governor in Council accepts the view of the Govt. of India that a system of pensions is preferable to Provident Funds ^{as providing a better income} ~~and encouraging ladies to remain~~ in service. The Govt. of India propose to permit ~~them~~ to retire voluntarily after service of 20 years on proportionate pension subject to a maximum of Rs. 4000 per annum. They are, however, averse ^{from} to granting any increase beyond the maximum of Rs. 5,000 permissible on completion of 25 years' service, since service beyond that period is not to be encouraged in the case of

of women. This Govt. welcome the proposal to permit retirement after 20 years' service, but they are of the opinion that women officers who ^{have put in a service of 20 years} should be allowed a more liberal scale of pension than that suggested above and that those who have completed 25 years' service should be allowed a proportionate increase to their pension. In this connection, I am to invite a reference to the views expressed in the Hon'ble Mr. Todhunter's letter No. 121, Public, dated

7-8-19.

5. Leave rules.— This Govt. accept the view of the Govt. of India that I.E.S. officers should come under the European Service Leave rules and P.E.S. officers under the Indian Service Leave rules. The Govt. of India state that relaxation of the leave rules might be made as cases of hardship emerge. The climate of the plains is much more trying to a woman's constitution than to a man's, and in view of this circumstance, the Governor in Council would recommend that women officers should be given more generous terms as regards the amount of leave admissible. ^{It is suggested} ~~the Govt. of India~~

6. Travelling allowances.— Women inspecting officers in this Presidency are put to much inconvenience and have to incur also heavy expense when on tour for want of proper conveyances and properly furnished rest houses at the places they visit and they should, in the opinion of the Governor-in.

In the opinion of Government a suitable scale of pension ^{will} be half the salary after 20 years service subject to a maximum of Rs 5000 per annum; and the maximum should be ^{fixed} at Rs 6000 for 25 years service.

At six weeks private leave in the year should be granted to Inspecting officers on the ground that a woman who does lot of travelling work requires at least six weeks holiday if she is not to break down in health.

4

in Council be compensated to some extent
by the grant of a higher rate of travelling
allowance than is now admissible.

I have, etc.

In view of the changes that are in
contemplation I am directed to
recommend for the present raising
the daily allowances by 25 per cent.

NK
6/11/19

Ca
brog
6/11/19

Home (Education) Department.

No.

From

M.R.Ry., Diwan Bahadur R. Ramachandra Rao Avargal,
Secretary to the Government of Madras.

To

The Secretary to the Government of India,
Department of Education.

Dated, Fort St. George, the 1st November 1919.

Sir,

I am directed to invite a reference to the correspondence
ending with my telegram No. 903, dated the 6th October 1919 and to
communicate the views of the Governor in Council in detail on the
proposals for the improvement of the pay and prospects of the
Women's Educational Service.

2. Indian Educational Service. -

(i) Scale of pay. The Government of India suggest that the
pay of women officers included in the Indian Educational Service
should be fixed at Rs 400-25-850 per mensem with selection grade
on Rs 900-50-1,100 per mensem limited to 20 per cent of the cadre.
The scales of pay proposed are less than those recommended for the
men's educational service but as it is the practice everywhere to
pay women with similar qualifications at lower rates than men, the
Governor in Council accepts the above rate of pay as suitable. He
also agrees with the Government of India that the selection grade
posts should be created only as the Local Government and the
Government of India deem desirable. As suggested in your telegram
No. 887, dated the 9th August 1919, provision should be made for the
grant of special rates of pay when existing officers or future

recruits appear to merit either lower or higher emoluments, such special terms being fixed by the Secretary of State at the time of recruitment.

(ii) Recruitment. The Governor in Council fully concurs in the opinion of the Government of India that, for the Indian Educational Service for women no proportion of Europeans and Indians need be fixed but that qualified Indians should be appointed where possible and allowed the same rate of pay as Europeans.

3. Provincial Educational Service. The Government of India suggest that the pay of the Provincial Educational Service should be fixed by the Local Government according to local conditions subject to a minimum of Rs 200 per mensem and a maximum of Rs 500 per mensem. There is at present no Provincial Educational Service cadre for women in this Presidency but, if one is formed, the limits proposed by the Government of India will be observed in framing a suitable scale.

4. Pension. The Governor in Council accepts the view of the Government of India that a system of pensions is preferable to Provident Funds as furnishing a possible greater incentive to remain in service. The Government of India propose to permit voluntary retirement after a service of 20 years on proportionate pension subject to a maximum of Rs 4,000 per annum. They are, however, averse from granting any increase beyond the maximum of Rs 5,000 permissible on completion of 25 years' service, since service beyond that period is not to be encouraged in the case of women. This Government welcome the proposal to permit retirement after 20 years' service; but they are of the opinion that women officers who have put in a service of 20 years should be allowed a more liberal scale of pension than that suggested above and that those who have completed 25 years' service should be allowed a proportionate increase to their pension. In this connection, I am to invite a reference to the views expressed in the Hon'ble Mr. Todhunter's letter No. 121, Public, dated the 7th March 1919. In the opinion of Government a suitable scale of pension would be half the salary after 20 years' service subject to a maximum of Rs 5,000 per annum; and the maximum should be raised to Rs 6,000 for 25 years'

service.

5. Leave rules. This Government accepts the view of the Government of India that Indian Educational Service officers should come under the European Service Leave rules and Provincial Educational Service officers under the Indian Service Leave rules. The Government of India state that relaxation of the leave rules might be made as cases of hardship emerge. The climate of the plains is much more trying to a woman's constitution than to a man's, and, in view of this circumstance, the Governor in Council would recommend that women officers should be given more generous terms as regards the amount of leave admissible. It is suggested that six weeks' privilege leave in the year should be granted to Inspecting officers on the ground that a woman who does 10 months' touring work requires at least six weeks' holidays if she is not to break down in health.

6. Travelling allowances. Women inspecting officers in this Presidency are put to much inconvenience and have to incur also heavy expense when on tour for want of proper conveyances and properly furnished rest houses at the places they visit and they should, in the opinion of the Governor in Council, be compensated to some extent by the grant of a higher rate of travelling allowance than is now admissible. In view of the changes that are in contemplation I am directed to recommend for the present raising the daily allowances by 25 per cent.

I have the honour to be,

Sir,

Your most obedient servant,

Secretary.

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MADRAS HOME OOTACAMUND.

NO 887 EDUCATION GOVERNMENT OF INDIA HAVING FORMULATED THEIR VIEWS TO SECRETARY OF STATE ABOUT MENS EDUCATIONAL SERVICES NOW PROPOSE TO ADDRESS HIM ABOUT WOMENS MAIN PROPOSALS WHICH THEY FAVOUR ARE THE FOLLOWING PAY OF INDIAN EDUCATIONAL SERVICE SHOULD BE RS 400/25/850 WITH SELECTION GRADE ON RS 900/50/1111 FOR 20 PER CENT OF NUMBER OF POSTS ~~XXXX~~ SELECTION GRADE POSTS HOWEVER TO BE CREATED ONLY AS LOCAL GOVERNMENTS AND GOVT OF INDIA DEEM DESIRABLE NO PROPORTION OF EUROPEANS AND INDIANS WILL BE FIXED FOR THIS SERVICES BUT QUALIFIED INDIANS WILL BE APPOINTED WHERE POSSIBLE

---PAGE TWO---

POSSIBLE.---
PROVISION SHOULD BE MADE FOR SPECIAL RATES OF PAY WHEN EXISTING OFFICERS OF FUTURE RECRUITS APPEAR TO MERIT ~~XXXX~~ EITHER LOWER OR HIGHER EMOLUMENTS SUCH SPECIAL TERM WOULD BE FIXED BY THE SECRETARY OF STATE AT TIME OF RECRUITMENT PAY OF PROVINCIAL SERVICES WILL BE FIXED BY LOCAL GOVTS SUBJECT TO MINIMUM OF RS 200 AND MAXIMUM OF RS 500/ PENSION ~~SHOULD~~ PREFERABLE TO PROVIDENT FUND AS MORE LIKELY TO INDUCE LADIES TO REMAIN IN SERVICE BUT IT IS PROPOSED TO PERMIT RETIREMENT AFTER 20 YEARS ON PROPORTIONATE PENSION RECKONED IN USUAL WAY SUBJECT MAXIMUM OF RS. 4000/ AND TO GRANT NO INCREASE

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---PAGE				THREE	8/52.-
				7/7/79---	

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MAXIMUM OF RS 500 PERMISSIBLE AT 25 YEARS SINCE SERVICE BEYOND THAT PERIOD NOT TO BE ENCOURAGED IN CASE OF WOMEN FURTHER RELAXATION OF LEAVE AND TRAVELLING ALLOWANCE REPEES ETC WILL BE MADE AS CASES OF HARDSHIP EMERGE OTHERWISE INDIAN EDUCATIONAL SERVICE OFFICERS WILL COME UNDER EUROPEAN PROVINCIAL EDUCATION SERVICE OFFICER UNDER INDIAN SERVICES LEAVE RULES PLEASE TELEGRAPH VIEWS OF GOVT OF MADRAS BEFORE SEPTR 20TH

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12-40

Madras Home Dept. 12-40
 No 998 Education reference this
 department telegram 887 dated 1918
 August last women's Educational Services
 for purposes of comparison Government
 of India given below their

final proposals regarding
 men's ~~educ~~ educational services
 as regards pay and allowances
 stop 9. e. s. pay time
 scale of rs 550 dash
 50 dash 1550 with selection
 grade of rs 1500 dash 50 dash
 1750 for 15 percent of
 posts exclusive of directors
 stop allowances rs 150
 a month for principal
 of each college rs 2.50

for one principal in each
province stop natives of india
with european qualification
to receive same rate of
pay as europeans irrespective
of place of recruitment-native

of india with no european qualifi-
cations recruited in india
are required to obtain ~~same~~
european qualifications at govern-
ment expense their initial
pay to be between rs 350 and

54 550 and they will rise as
other members of the Service
and be eligible for selecting
Grade natives of India promoted
from provincial services to receive
pay at least multiple of

Rs 50 above their pay
in provincial service and thereafter
whether they possess European Qualifications
or not to advance by
increments of rs 50 on other
members of the Service stop

7/12/07
No 27
To E. S. Local Governments 5
to have free hand in settling grading of these services
subject to a minimum of
rs 250 and a maximum
of Rs 800 Education India
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G.O. No. 1349, 1st November 1919

Women's Educational Service

Directing that a reply be despatched to the Government of India on the subject of the reorganization of the —

READ—the following papers

Telegram—from the Secretary to the Government of India, Department of Education.

To—the Secretary to the Government of Madras, Home (Education) Department.

Dated—Simla, the 9th August 1919.

No.—887, Education.

Government of India having formulated their views to Secretary of State about men's educational services now propose to address him about women's : main proposals which they favour are the following :—Pay of Indian Educational Service should be Rs. 400—25—350 with selection grade on Rs. 900—50—1,100 for 20 per cent of number of posts; selection grade posts however to be created only as Local Governments and Government of India deem desirable. No proportion of Europeans and Indians will be fixed for this service but qualified Indians will be appointed where possible. Provision should be made for special rates of pay when existing officers or future recruits appear to merit either lower or higher emoluments; such special term would be fixed by the Secretary of State at time of recruitment. Pay of Provincial Services will be fixed by Local Governments subject to minimum of Rs. 200 and maximum of Rs. 500. Pension preferable to provident fund as more likely to induce ladies to remain in service; but it is proposed to permit retirement after twenty years on proportionate pension reckoned in usual way subject to maximum of Rs. 4,000 and to grant no increase beyond maximum of Rs. 5,000 permissible at twenty-five years since service beyond that period not to be encouraged in case of women. Further relaxation of leave and travelling allowance rules, etc., will be made as cases of hardship emerge; otherwise Indian Educational Service officers will come under European, Provincial Education Service officers under Indian services leave rules. Please telegraph views of Government of Madras before September 20th.

Telegram—from the Secretary to the Government of India, Department of Education.

To—the Secretary to the Government of Madras, Home (Education) Department.

Dated—Simla, the 14th September 1919.

No.—998, Education.

Reference this department telegram 887, dated 9th August last. Women's educational services. For purposes of comparison Government of India give below their final proposals regarding men's educational services as regards pay and allowances. Indian Educational Service pay time scale of Rs. 550—50—1,550 with selection grade of Rs. 1,500—50—1,750 for 15 per cent of posts exclusive of Directors. Allowances Rs. 150 a month for Principal of each college, Rs. 250 for one Principal in each province. Natives of India with European qualification to receive same rate of pay as Europeans irrespective of place of recruitment. Natives of India with no European qualifications recruited in India are required to obtain European qualifications at Government expense, their initial pay to be between Rs. 350 and Rs. 550 and they will rise as other members of the service and be eligible for selection grade. Natives of India promoted from Provincial Services to

receive pay as nearest multiple of Rs. 50 above their pay in Provincial Service and thereafter whether they possess European qualifications or not to advance by increments of Rs. 50 other members of the service. Provincial Educational Service : Local Governments to have free hand in settling grading of these services subject to a minimum of Rs. 250 and a maximum of Rs. 800.

III

Telegram—from the Secretary to the Government of India, Department of Education.

To—the Secretary to the Government of Madras, Home (Education) Department.

Dated—Simla, the 22nd September 1919.

No.—1047, Education.

Reference correspondence ending this department telegram 998, 8th instant, Women's educational services. Kindly expedite reply.

IV

Telegram—from the Secretary to the Government of Madras, Home (Education) Department.

To—the Secretary to the Government of India, Department of Education.

Dated—Stonehouse Hill, The Nilgiris, the 6th October 1919.

No.—903.

Your telegram 837, 9th August. Women's educational service. Madras Government accept Government (of) India's recommendations in all respects but commend more generous terms in respect of pension, leave and travelling allowance than granted to men. Letter follows.

V

Telegram—from the Secretary to the Government of India, Department of Education.

To—the Secretary to the Government of Madras, Home (Education) Department.

Dated—Simla, the 20th October 1919.

No.—1150, Education.

Your telegram 903, 6th October. Kindly telegraph when we may expect to receive promised letter women's educational service. If letter was despatched before 15th, please send copy urgently.

VI

Telegram—from the Secretary to the Government of India, Department of Education.

To—the Secretary to the Government of Madras, Home (Education) Department.

Dated—Simla, the 24th October 1919.

No.—1172, Education.

Correspondence ending this department telegram 1150 of 20th. Kindly telegraph action taken regarding despatch of promised letter on women's educational services. Matter most urgent.

VII

Telegram—from the Secretary to the Government of India, Department of Education.

To—the Secretary to the Government of Madras, Home (Education) Department.

Dated—Simla, the 28th October 1919.

No.—1188, Education.

Your telegram 950, dated 25th instant. Women's educational service. On receipt of your telegram 903, dated 6th October, Government of India decided to await letter although all other Local Governments had replied long since and delay was most inconvenient. Government of India are now informed that conclusions are embodied in previous telegram. They had awaited details regarding manner in which terms should be rendered more generous in respect of pension, leave and travelling allowance and would be glad to know what are definite proposals of Government of Madras in this respect. It is imperative that Secretary of State be now addressed at once.

Order—No. 1349, HOME (EDUCATION), dated 1st November 1919.

The following reply will be despatched to the Government of India.

(True extract)

R. RAMACHANDRA RAO,
Secretary to Government.

GOVERNMENT OF MADRAS
HOME (EDUCATION) DEPARTMENT
No. 1350.

From M.R.Ry. DIWAN BAHADUR
R. RAMACHANDRA RAO AVARGAL,
Secretary to the Government of Madras,
Home (Education) Department,
To THE SECRETARY TO THE GOVERNMENT OF INDIA,
DEPARTMENT OF EDUCATION.
Dated Fort St. George, the 1st November 1919.

Sir,
I am directed to invite a reference to the correspondence ending with my telegram No. 903, dated the 6th October 1919, and to communicate the views of the Governor in Council in detail on the proposals for the improvement of the pay and prospects of the Women's Educational Service.

2. *Indian Educational Service.*—(i) *Scale of pay.*—The Government of India suggest that the pay of women officers included in the Indian Educational Service should be fixed at Rs. 400—25—850 per mensem with selection grade on Rs. 900—50—1,100 per mensem limited to 20 per cent of the cadre. The scales of pay proposed are less than those recommended for the men's educational service; but, as it is the practice everywhere to pay women with similar qualifications at lower rates than men, the Governor in Council accepts the above rate of pay as suitable. He also agrees with the Government of India that the selection grade posts should be created only as the Local Government and the Government of India deem desirable. As suggested in your telegram No. 887, dated the 14th August 1919, provision should be made for the grant of special rates of pay when existing officers or future recruits appear to merit either lower or higher emoluments, such special terms being fixed by the Secretary of State at the time of recruitment.

(ii) *Recruitment.*—The Governor in Council fully concurs in the opinion of the Government of India that, for the Indian Educational Service for women, no proportion of Europeans and Indians need be fixed but that qualified Indians should be appointed where possible and allowed the same rate of pay as Europeans.

3. *Provincial Educational Service.*—The Government of India suggest that the pay of the Provincial Educational Service should be fixed by the Local Government according to local conditions subject to a minimum of Rs. 200 per mensem and a maximum of Rs. 500 per mensem. There is at present no Provincial Educational Service cadre for women in this Presidency but, if one is formed, the limits proposed by the Government of India will be observed in framing a suitable scale.

4. *Pension.*—The Governor in Council accepts the view of the Government of India that a system of pensions is preferable to provident funds as furnishing a possibly greater incentive to remain in service. The Government of India propose to permit voluntary retirement after a service of 20 years on proportionate pension subject to a maximum of Rs. 4,000 per annum. They are, however, averse from granting any increase beyond the maximum of Rs. 5,000 permissible on completion

Order No. 1349, Home (Education), dated 1st November 1919.
The following reply will be despatched to the Government of India.
(True extract)
R. RAMACHANDRA RAO,
Secretary to Government.

III
Telegrams from the Secretary to the Government of India, Department of Education, to the Secretary to the Government of Madras, Home (Education) Department, dated the 2nd September 1919.
No. 1011, Education.
Reference correspondence ending this department telegram 903, 31st instant, Women's educational service. Kindly expedite reply.

IV
Telegrams from the Secretary to the Government of India, Home (Education) Department, to the Secretary to the Government of Madras, Home (Education) Department, dated the 6th October 1919.
No. 903, Education.
Your telegram 887, 14th August 1919, Women's educational service. Madras Government accept Government of India's recommendations in all respects but commend more generous terms in respect of pension, leave and travelling allowances than granted to men's service.

V
Telegrams from the Secretary to the Government of India, Department of Education, to the Secretary to the Government of Madras, Home (Education) Department, dated the 30th October 1919.
No. 1150, Education.
Your telegram 903, 6th October 1919, kindly telegram when we may expect to receive from the Government of India's educational service. It is noted that the 1919, please send copy accordingly.

VI
Telegrams from the Secretary to the Government of India, Department of Education, to the Secretary to the Government of Madras, Home (Education) Department, dated the 31st October 1919.
No. 1117, Education.
Correspondence ending this department telegram 1150 of 30th. Kindly telegraph action taken regarding despatch of pensioned officers on women's educational service. Matter most urgent.

VII
Telegrams from the Secretary to the Government of India, Department of Education, to the Secretary to the Government of Madras, Home (Education) Department, dated the 25th October 1919.
No. 1182, Education.
Your telegram 903, dated 31st instant, Women's educational service. On receipt of your telegram 903, dated 31st October, Government of India decided to write letter although all other Local Governments had replied long since and delay was most inconvenient. Government of India are now in agreement that consideration was embodied in previous telegram. They had awaited a reply regarding manner in which leave should be rendered more generous in respect of pension, leave and travelling allowances and would be glad to know what are definite proposals of Government of India in this respect. It is imperative that Secretary of State be now addressed at once.

of 25 years' service, since service beyond that period is not to be encouraged in the case of women. This Government welcome the proposal to permit retirement after 20 years' service; but they are of the opinion that women officers who have put in a service of 20 years should be allowed a more liberal scale of pension than that suggested above and that those who have completed 25 years' service should be allowed a proportionate increase to their pension. In this connexion, I am to invite a reference to the views expressed in the Hon'ble Mr. Todhunter's letter No. 121, Public, dated the 7th March 1919. In the opinion of Government a suitable scale of pension would be half the salary after 20 years' service subject to a maximum of Rs. 5,000 per annum; and the maximum should be raised to Rs. 6,000 for 25 years' service.

5. *Leave rules.*—This Government accept the view of the Government of India that Indian Educational Service officers should come under the European Service Leave rules and Provincial Educational Service officers under the Indian Service Leave rules. The Government of India state that relaxation of the leave rules might be made as cases of hardship emerge. The climate of the plains is much more trying to a woman's constitution than to a man's, and, in view of this circumstance, the Governor in Council would recommend that women officers should be given more generous terms as regards the amount of leave admissible. It is suggested that six weeks' privilege leave in the year should be granted to inspecting officers on the ground that a woman who does 10½ months' touring work requires at least six weeks' holidays if she is not to break down in health.

6. *Travelling allowances.*—Women inspecting officers in this Presidency are put to much inconvenience and have to incur also heavy expense when on tour for want of proper conveyances and properly furnished rest-houses at the places they visit and they should, in the opinion of the Governor in Council, be compensated to some extent by the grant of a higher rate of travelling allowance than is now admissible. In view of the changes that are in contemplation I am directed to recommend for the present raising the daily allowances by 25 per cent.

I have the honour to be,

Sir,

Your most obedient servant,

R. RAMACHANDRA RAO,

Secretary to Government.

88
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GOVERNMENT OF INDIA
Home (Education) Department
1919

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NOTES CONNECTED WITH G.O. Nos. 1349-50, HOME (EDUCATION),
DATED 1st NOVEMBER 1919

[SUBJECT.—Reorganization of the Women's Educational Service.]

From the Government of India, Department of Education,
dated 19th August 1919, No. 887.

In 1917 when the Government of India addressed local Governments on the subject of the reorganization of the educational services with reference to the recommendations of the Public Services Commission, they stated that it was not 'proposed to touch for the present on the service for women which the Commission have recommended' (page 1 of G.O. No. 950, dated 17th July 1918). As proposals in respect of men's educational service have now been submitted to the Secretary of State, that Government propose to take up the question of the reorganization of the women's educational service. They ask for the views of this Government on certain points connected with this reorganization. These are noted on below. The recommendations of the Public Services Commission are in paragraphs 80-85 of annexure IV.

2. *Organization and classification.*—The Public Services Commission have recommended that, as in the case of the service for men, there should be a women's educational service to comprise class I, class II and special appointments and also a subordinate service.

3. According to the proposals made for men's service in letter No. 951, dated 17th July 1918, officers will be regrouped into separate bodies according as they belong either to the administrative branch or are employed in colleges or lie outside these two groups in a special class (paragraphs 3 and 4 of letter No. 951, dated 17th July 1918). The local Government will, however, retain full discretion to transfer officers from one branch to the other in special cases, provided it is in the public interests to do so.

Both the administrative and collegiate branches of the department will be organized on the basis of the work to be done into two classes and the distinction between class I and class II will be drawn as far as possible with reference to the nature of the work, i.e., according to the greater or lesser degree of responsibility and control (paragraph 7 of letter No. 951, dated 17th July 1918). *Class I* will comprise on the *collegiate* side Principals of all Arts Colleges, Principals of Professional colleges (excepting Law and Medicine), Professors of all first grade Arts and Professional colleges, and the Headmaster of the Central High School, Mercara (paragraph 8 of letter No. 951, dated 17th July 1918). On the *administrative* side, Inspectors of Schools, and the existing appointments of Deputy Director and Personal Assistant to the Director of Public Instruction will be included. *Class II* will ordinarily include on the *collegiate* side all lecturers, Assistant Professors and Assistant Lecturers in all Arts and Teachers' Colleges, and, on the *administrative* side, Assistant Inspectors and other officers of equivalent rank.

4. *Women's service—Class I.*—The following are the posts now included in the Indian Educational Service :—

Indian Educational Service—Queen Mary's College for Women.
[G.O. No. 1486, dated 18th November 1918.]

(1) One Principal	Rs. 400—20—500—25—750 + local allowance Rs. 200.
(2) One Professor	Rs. 400—20—500—25—750.
(3) One " "	Rs. 400.
(4) One Inspectress	Rs. 500—20—600
(5) One " "	Rs. 450—10—500
(6) One " "	Rs. 400—10—450
<i>Presidency Training School for Mistresses.</i>	
(7) One Superintendent	Rs. 350—10—450.
<i>Temporary.</i>	
(8) One Chief Inspectress	Rs. 600 (sanctioned temporarily for a period of one year) (G.O. No. 794, dated 24th June 1919).

2 NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919

All the above posts may be included in class I of the new service. It is for consideration whether a recommendation may not at the same time be made to the Government of India that the post of Chief Inspectress should be made permanent. The need for strengthening the female inspecting staff is fully set out in letter No. 1461, Home (Education), dated 18th November 1918.

5. *Women's service—Class II.*—There is at present no recognized Provincial Service for women as in the case of men. There is, however, such a service both in Bombay and in Bengal comprising the posts noted below:—

BOMBAY.

Provincial Educational Service—

	RS.
One Inspectress	300—40—500
One Superintendent, Hyderabad Training College for Women..	250—10—300
One Inspectress of Urdu Girls' schools	200—20—300
One Superintendent, High school for Indian girls, Poona ..	250—10—300

BENGAL.

Ten Assistant Inspectresses	} Pay varying from Rs. 200 to Rs. 300.
Three Headmistresses of girls' schools	
One mistress, Eden High school for girls	

6. At present the following posts held by women in this Presidency are treated as *gazetted* posts:—

	RS.
One Assistant Inspectress	250
Two Assistant Inspectresses	200
One Lecturer on kindergarten, Teachers' College	250

7. *Assistant Inspectresses.*—In addition to the three Assistant Inspectresses who are treated as gazetted officers, there are also at present eleven Sub-Assistant Inspectresses, eight permanent and three temporary. The Sub-Assistant Inspectresses are at present graded and paid as follows:—

	RS.
Permanent—	
Two	175
Two	150
Four	125
Temporary—	
Two	125
One	150

There is no essential difference between the work done by an Assistant Inspectress or by a Sub-Assistant Inspectress. In 1915, when submitting proposals for the reorganization of the female inspecting agency, the Director of Public Instruction (Mr. Duncan) recommended that the designations of 'Assistant Inspectress' and 'Sub-Assistant Inspectress' should be changed into 'Deputy Inspectress' and that the staff should be strengthened and graded as follows:—

	RS.
2 Deputy Inspectresses	250
2	225
2	200
4	175
4	150
4	125

18

He also recommended that Deputy Inspectresses on Rs. 200 and above should continue to be treated as gazetted officers. The regrading which the Government proposed to recommend to the Government of India was as follows:—

	RS.
1 Deputy Inspectress	250
2 Deputy Inspectresses	200 each.
4	175 "
4	150 "
7	125 "

18

Apparently it was the intention of Government to treat all posts as non-gazetted. Against the above arrangements, Sir Henry Stone entered a protest in his Demi-official No. 60, dated 10th October 1919, and asked that his original proposals should be adhered to. No final decision was arrived at and the matter was left over for consideration at the time of the reorganization of the educational services in connexion with the recommendations of the Public Services Commission.

8. In his letter No. 120, dated 16th June 1919, the present Director of Public Instruction has made the following recommendation:—

For women officers in the inspection branch.—"It is proposed to amalgamate the cadres of Sub-Assistant and Assistant Inspectresses into one cadre under the designation of 'Deputy Inspectresses', the posts being all *non-gazetted* and the scales of salaries being fixed at Rs. 150—10—250 in the case of trained graduates. Trained 'Masters' of Arts will be required in collegiate work; they are required less in the inspectorate than in the colleges, so no special provision is made for them as Deputy Inspectresses. In order to make up for the more strenuous life that inspecting officers have to lead and for the fact that they will not receive any 'duty' allowance such as may fall to the lot of heads of girls' schools, a better scale of pay is proposed for them, the maximum of which is however the same as the maximum that can be obtained by the head of a school who is a trained graduate."

9. The Public Services Commission have recommended the grant of a pay of Rs. 200—10—400 per mensem to female officers included in class II and the Government of India suggest that the pay should be fixed by Local Governments subject to a minimum of Rs. 200 and a maximum of Rs. 500 per mensem.

10. If the recommendation of the Director as reproduced in paragraph 8 above is accepted, the posts of Assistant Inspectresses which are now treated as gazetted cannot well be included in class II of the new service. It may be mentioned in this connexion that under the scheme for the reorganization of the male inspecting agency formulated in 1914, the grade of Assistant Inspectors in the Provincial Educational Service will be abolished and there will be only two classes of officers, viz., Inspectors included in the Indian Educational Service and Deputy Inspectors in the Subordinate Educational Service.

11. *Lecturer in Kindergarten, Teachers' College, Saidapet*—(Pay Rs. 250). Till 1916, the post was filled by ladies recruited in England. The present incumbent, Miss Corrie Gordon, is an Anglo-Indian and a Native of India. (G.O. No. 141, dated 7th February 1918). She was specially sent to England to undergo training in kindergarten methods. If a class II service for women is formed, the post may be included in that class.

12. *Assistant Professors, Queen Mary's College for Women*.—There are at present four Assistant Professors in the College who are graded and paid as follows page 4 of G.O. No. 1466, dated 18th November 1918:—

	RS.
One Assistant Professor	225—10—275
Three Assistant Professors	200—10—250 each

In his letter No. 120, dated 16th June 1919, the Director of Public Instruction has proposed the following rates of pay for lady teachers in the scholastic branch:—

	RS.
B.A. (Honours) and L.T. or M.A. and L.T.	150—10—250
B.A. (Pass) and L.T.	125—5—175
B.A. (Honours) or M.A. untrained	120
B.A. (Pass) untrained	100

It is doubtful whether the Director intends to apply the above scale to Assistant Professors in the Queen Mary's College. In the service for men, all Assistant Professors in colleges are to be included in class II. If a class II service for women is formed, the above posts may be included in that class.

13. *Headmistresses and Superintendents of Secondary and Training schools.*—The following are the principal posts included in the sanctioned scale:—

		Rs.
One Superintendent, Government Secondary and Training school, Triplicane,		250—10—300
One Headmistress, Presidency Training school, Egmore ..		170—10—250
One Superintendent, Secondary and Training school, Coimbatore.		200—10—250
One Headmistress, Queen Mary's Secondary school, Vizagapatam.		200—10—250
One Superintendent, Hobart Muhammadan Training School		200—10—250

The new scale of pay suggested by the Director of Public Instruction for teachers in schools is detailed in paragraph 12 above. The Director of Public Instruction has also proposed that heads of institutions should, in addition, be paid a duty allowance of Rs. 50 or Rs. 75 per mensem varying according to the size and importance of the institution. The Government of India have suggested that, in the case of class II officers, the minimum should be Rs. 200 and the maximum Rs. 500 per mensem. If the pay of the abovementioned posts is fixed on the scale suggested by the Director of Public Instruction, they cannot well be included in class II, if such a class is created in the women's service. It may be mentioned in this connexion that Headmasters of Government Secondary schools for boys are included in the Provincial Educational Service (or class II.)

14. (1) *Lecturer on Domestic Economy and needle-work for European schools* (pay Rs. 300—25—350).

(2) *Peripatetic teacher of music for European schools* (pay Rs. 210) (G.O. No. 529, dated 28th April 1919).—These posts are temporary and require special qualifications. They cannot well be included either in class I or class II and must continue to be treated as special posts.

15. The Director of Public Instruction may, it is submitted, be asked u.o. whether it is necessary to form a class II service for women in this Presidency and, if so, which posts should be included in that class.

N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

The relevant portions of the Director of Public Instruction's note are reproduced below:—

The proposals of the Government of India regarding the Women's Educational Service are based upon and run parallel to their proposals regarding the men's educational services, but that women's education in India being in a state of flux with rapid development in some directions but almost stationary in others, does not enable us to accept without misgiving a general administrative scheme based upon the present-day administration of boys' education. My general proposals were submitted to Government with my letter, dated 16th June 1919, and the scales of pay I proposed were the lowest which I considered would secure at the present day the kind of woman who is required for educational work. Ten or fifteen years hence—possibly less—considerable modifications will be required in the scheme that I have proposed. Meantime I may explain how I expect the scheme to work in practice and compare it with the Government of India's proposals. So far as pay is concerned, the Government of India's proposals are more liberal than those I suggested and are more in my opinion than what is necessary to secure suitable recruits in the south of India. For class I which would include permanently only inspectresses and professors and principals of colleges, I propose Rs. 400—20—500—25—750 with a duty allowance of Rs. 150 per mensem for any officer who has been five years in her maximum pay of Rs. 750 per mensem.

My scheme makes no provision for a class II officer. I detail below however the more important posts which might be considered as equivalent to those which India would appear to contemplate placing in class II with the pay I propose:—

(1) Deputy Inspectresses, Rs. 150-10-250.

(2) Superintendents of Secondary Training Schools (including the Presidency Training School at Egmore)—minimum pay Rs. 125 + 75, maximum pay Rs. 250 + 75. The pay of the Superintendent of the Presidency Training School at Egmore is now Rs. 350-10-450, but this school should eventually be brought into line with the other training schools in the Presidency.

(3) Heads of Secondary schools—minimum pay Rs. 125 + 50, maximum pay Rs. 250 + 50.

(4) Assistant professors or lecturers in the Queen Mary's College for Women, Rs. 150-10-250. We shall employ only trained Honours B.A., or M.A., graduates.

(5) Special posts including the lecturer in Kindergarten, Teachers' College, Saidapet, the lecturer on domestic economy and needle-work for European schools and the peripatetic teacher of music for European schools.

If the scheme I propose is to fit in with India's proposal to have a class II, then either the minima I propose above for deputy inspectresses, heads of secondary schools and assistants in Queen Mary's College should be raised or India's proposal to fix the minimum for the Provincial Services at Rs. 200 should be modified so as to bring that minimum down to Rs. 150. The acceptance of India's figures might have the advantages of securing a better class of women and of obtaining them in larger numbers than at present. But I should prefer to err on the side of caution and refrain from inflating the market value of educated women. There are relatively few available in India for educational posts and, of the local graduates we have, extremely few are able to assume the responsibilities of head of a training or secondary school and fewer still are desirous of accepting the responsibilities and touring life of an inspecting officer though they may be competent to do so. For the next 10 or 15 years, I should prefer to increase temporarily the number of appointments in class I and diminish the number in the proposed class II, and import educated women in class I to fill the posts of heads of the more important training schools and probably also the posts of the more important secondary schools for girls. The present position is that we cannot keep pace with our scheme for the expansion of women's education, to a very large extent, because we have not a sufficient supply of competent graduates able or willing to assume the control of our secondary and training schools which we desire to open. This deficiency cannot be met by placing an inflated value on the women available in this country but by the importation of women from Europe. There will be a permanent need for the latter since with the general expansion of women's education we shall require additional inspectresses and College professors and when the time comes to hand over the control of a secondary or training school to an Indian or Anglo-Indian woman graduate, and it can only come when the supply of graduates is considerably increased over the present output, the women in class I may then be drafted into the newly-created posts of inspectresses or college lecturers. To standardize now the women's educational services will, in my opinion, defeat one of our main objects, viz., the advancement of women's education in India.

R. LITTLEHAILES—8-9-19.

HOME (EDUCATION) DEPARTMENT.

The Director of Public Instruction would include in class I the posts of inspectresses, principals and professors in colleges. He is also for filling temporarily, for the present, the posts of Superintendents of training institutions and Headmistresses of secondary schools for girls by women recruited from Europe. A more economical arrangement appears to be to depute some of the best local graduates (Anglo-Indian or Indian) for a course of training in England to enable them to fill suitably the posts mentioned. Their knowledge of the local vernaculars is an additional argument in their favour. So far as the present reference from the Government of India is concerned, the actual number to be included in class I need not be rigidly considered now.

6 NOTES to G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919

2. The Director of Public Instruction is not for forming a class II service for women in this Presidency. As already pointed out above, there is at present a Provincial Service for women in Bombay and Bengal and, if the pay and prospects of the service in those Presidencies are improved, the best graduates from the local College will seek employment outside the Presidency. There is also the risk of those taking up service within the Presidency always remaining a discontented lot. There is however much force in the Director's remarks on page 14 infra that the pay of the service should be fixed with reference to local conditions and not to those obtaining elsewhere. The question is for orders. The Director of Public Instruction's scale referred to on page 3 supra to vary with qualifications is not practicable. We cannot have the pay for each appointment to be determined with reference to the qualification of the candidate available for appointment at the time. We must fix the pay definitely and lay down a specific educational qualification for the candidate to be recruited. A general cadre as class II seems on the whole to be desirable.

N.K.—8-9-19.

C. RAMANUJA AOHARIYAR—9-9-19.

NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919 7

System of recruitment.—The Public Services Commission have stated that, in matters of recruitment, the rules laid down for men should be followed as closely as may be, but that it should be recognised that the supply of women from India, who are fitted to fill appointments in class I or special appointments of a kindred character, is more limited than in the case of men and that the same high educational qualifications cannot, for the present, be insisted upon for any class of appointment. The Commission also emphasized the possession by all women recruited from England of previous teaching experience.

2. In the case of the service for men, the Public Services Commission recommended that approximately three-quarters of the number of posts in class I as reorganised should be recruited for in Europe provided suitable candidates were forthcoming and one-quarter in India and that, as new posts were created, recruitment in Europe and India should be so adjusted that additional officers would be taken half from one country and half from the other. The suggested proportion was not however accepted by this Government. They proposed that the Indian Educational Service should be reorganised and strengthened so as to provide for a cadre of 80 and that, of this total, 48 should be recruited in Europe and 32 in India (paragraph 15 of Letter No. 951, dated 17th July 1918).

3. Out of the seven permanent posts in the Indian Educational Service open to women, six are held by ladies of European parentage and only one, Miss Patterson (third Inspectress), is an Anglo-Indian and a native of India. As pointed out by the Public Services Commission, the supply of women in India qualified to hold posts in class I is limited and, in view of this circumstance, the Government of India do not deem it desirable to fix any proportion of Europeans and Indians for the women's service, but state that qualified Indians will be appointed where possible. Submitted that the Government of India's views may be accepted.

N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.
I agree.

R. LITTLEHAILES—8-9-19.

HOME (EDUCATION) DEPARTMENT.
The Government may accept the view of the Government of India concurred in by the Director of Public Instruction.
N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

N.K.-30-8-19.

R. LITTLEHAILES—8-9-19

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

9 NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919

Mode of filling posts in India.—In paragraph 19 of letter No. 951, dated 17th July 1918, the Government accepted the suggestion of the Public Services Commission that a committee of five members should be set up in each province to advise on the selection of *male* candidates for direct appointment in India to Class I or Class II but reserved to themselves the power to dispense with selection committees in special cases. They also acquiesced in the Commission's recommendation that direct appointments in India to Class I should be made by the Government of India, but expressed the view that promotions from Class II to Class I and appointments to Class II should be made by the Local Government (paragraph 20 of letter No. 951, dated 17th July 1918).

2. It is for consideration whether the aid of selection committees should be invoked in the matter of appointments to Class I or Class II of the women's educational service or whether the existing procedure should be allowed to continue. As in the case of the men's service, direct appointments to Class I in India may be made by the Government of India on the recommendation of the Local Government. No specific reply in respect of the above points appears to be necessary. They may be reserved for detailed consideration later on.

N.K.—30-8-19.

[The Director of Public Instruction has offered no remarks.]

10 NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919

Probation and Training.—The Public Services Commission have recommended that women recruited in England should come out in the first instance for five years and that women recruited in India should be on the same footing as regards probation as men similarly recruited.

2. The period of probation now fixed in the case of both men and women recruited for the Indian Educational Service is only two years. It is not clear why it is proposed to extend the period of probation in the case of women recruited in England from two to five years unless it be to allow them the option of serving in India for a limited period only and secure for them the concession of a free return passage at the end of five years. In this connexion, attention is solicited to paragraph 14 of the Government of India's letter printed on page 6 of G.O. No. 27, Educational, dated 17th January 1910.

3. The Director of Public Instruction's remarks may, it is submitted, be invited u.o. on the Commission's recommendation. In the telegram in the current file the Government of India have not made any reference to it.

4. The Commission have also recommended that the rules relating to training laid down for men recruited in England should be followed as far as may be, that every woman should have sufficient knowledge of the vernacular language to test the teaching of a class, and that facilities for training women holding Class II appointments should be provided. The rules for the examinations in vernaculars of officers of the Educational Department in force in this Presidency apply also to female officers and they are required to pass, within the prescribed periods, a compulsory test in a vernacular or vernaculars. Under the Public Services notification, teachers in Government Colleges and schools should have passed the L.T. Degree examination. In her evidence before the Public Services Commission, Miss Lynch (now Mrs. Drysdale) expressed the view that, when an Inspectress came out to India, she should be given at least six months to study one of the languages and should be attached to the office of an Inspectress for very light work so that she might obtain some insight into the conditions of girls' schools. This suggestion will, no doubt, be borne in mind when the Government of India communicate their final orders on the question of the reorganization of the Women's Educational Service. Besides, the formation of a leave reserve is necessary to give effect to the proposal—vide note on page 15 infra.

5. Here again the Government of India have not asked for a specific reply.
N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

With reference to paragraph 3 supra the object appears to be to place an obstacle in the way of women coming out to this country for a couple of years only and then, having found conditions here not to their liking, returning to Europe with a Government-paid passage. I grant the risk—on the other hand I think that recruitment will be easier if only a two years' probation is fixed, and should prefer the shorter period.

R. LITTLEHAILES—8-9-19.

HOME (EDUCATION) DEPARTMENT.

It is for consideration whether the Government of India may be informed that the period of probation should be fixed at two years as at present. That Government have not called for any specific expression of opinion on the point. But there is no harm in our advancing our views on the matter to avoid at least the risk of the Government of India passing orders without consultation.

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

Conditions of salary.—The following statement compares the existing scale of pay for women officers of the Indian Educational Service, the revised scale suggested by this Government in 1910 and those recommended by the Public Services Commission and the Government of India:—

Existing Scale.	Revised scale suggested.		
	In 1910.	By the Public Services Commission.	By the Government of India.
Rs.	RS.	RS.	RS.
Inspectors 500-20-600			
450-10-500			
400-10-450			
400-20-500	400-20-500	400-20-500	400-25-850
Principal and professors, Queen Mary's College. } -25-750	25-750	25-800	
and			
400.			
Superintendent, Presidency Training School, Esmore. 350-10-450			
(a) A local allowance of Rs. 200 is also attached to the post of Principal.			
(b) The Inspectress of Girls' Schools, Central Circle, draws a conveyance allowance of Rs. 50 per mensem.			
(c) The Superintendent, Presidency Training School for Mistresses is in receipt of a house rent allowance of Rs. 80 per mensem.			

2. *Class I or Indian Educational Service.*—In 1912 the Inspectresses submitted memorials in which they asked for a pay of Rs. 500—35—850—paragraph 3 of note on page 5 of notes to G.O. No. 933, dated 13th October 1913. The Government of India deferred consideration of these memorials pending receipt of the recommendations of the Public Services Commission.—In their memorandum presented to the Public Services Commission, the Inspectresses asked for a pay of Rs. 500—50—1,000 and for a Presidency allowance of Rs. 100 per mensem to the women officers of the Indian Educational Service whose headquarters are in Madras—page 8 of G.O. No. 422, dated 8th May 1913. In 1915 the Hon'ble Mr. Littlehales submitted a memorandum on the Women's Educational Service—paragraph 8 of note on page 2 of notes to G.O. No. 504, dated 9th May 1916. In this he compared the scales of pay of Inspectresses in the various provinces and in the United Kingdom and stated that "it is no doubt desirable to introduce as soon as possible in India generally the scale of Rs. 400—500 and thereafter Rs. 500—750 for lady members of the Indian Educational Service but that this change is no more pressing than very many others which have been urged before Government and the Public Services Commission." Recently he has recommended that the pay of Inspectresses should be Rs. 400—20—500—25—750 with a duty allowance of Rs. 150 for any officer after she has been five years on her maximum pay of Rs. 750.

3. The pay recommended for male members of Class I in letter No. 951, Home (Education), dated 17th July 1913, and that now suggested by the Government of India for women are compared below:—

Scale finally recommended by India to the Secretary of State for Men's Service.

Rs. 550-50-1,550.

Selection up to 15 per cent 1,500-50-1,750.

To be allowed to all officers with European qualifications irrespective of place of recruitment.

Allowance of Rs. 150 to Principals and one allowance of Rs. 250 to a selected Principal.

Class I.

Service for men.
Scale recommended by this Government.

(a) Rs. 400-50-1,250 per mensem.
Selection grade up to 15 per cent of the cadre Rs. 1,300-50-1,600 per mensem.

(b) Special compensatory allowance of one-third of the pay to Europeans and to Indians recruited in Europe subject to a maximum of Rs. 2,000 per mensem.

Service for women.
Rs. 400-25-850 per mensem.

Selection grade up to 20 per cent of the cadre Rs. 900-50-1,100 per mensem.

12 NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1ST NOVEMBER 1919

The pay proposed for women in Class I, will be given to all irrespective of their nationality or place of recruitment—paragraph 32, page 104 of the Public Services Commission report. The question of the institution of a selection grade has not been considered before. The Director of Public Instruction's remarks may be invited u.o.

4. The Government of India state that provision should be made for special rates of pay when existing officers or future recruits appear to merit either lower or higher emoluments. The only officer in the Indian Educational Service who has had any grievance in respect of pay is Mrs. Drysdale, Chief Inspectress of girls' schools. The pay of her permanent post is Rs. 500-20-600 per mensem. Till the beginning of July, she was in receipt of a pay of Rs. 540 per mensem. She is now in receipt of a salary of Rs. 600 per mensem and, if the scale suggested by the Government of India is adopted, she will probably get into the selection grade Rs. 900-50-1,100 per mensem if such a grade is created for this Presidency. No special recommendation on her behalf appears to be necessary.

N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

For Class I which would include permanently only inspectresses and professors and principals of colleges I propose Rs. 400-20-500-25-750 with a duty allowance of Rs. 150 per mensem for any officer who has been for five years in her maximum pay of Rs. 750 per mensem. India proposes Rs. 400-25-850 with a selection grade on Rs. 900-50-1,100 for 20 per cent of the number of posts. I prefer to replace the selection grade by an allowance to the Principal of a College and to the senior Inspectress in addition to the duty allowance that I have proposed of Rs. 150 per mensem for any officer who has been five years in her maximum salary.

R.L.—8-9-19.

HOME (EDUCATION) DEPARTMENT.

It is not quite clear whether the Director of Public Instruction accepts the Government of India scale Rs. 400-25-850 per mensem or adheres to his original scale Rs. 400-20-500-25-750 per mensem. As there is not much difference between the two, the Government may agree to the adoption of the Government of India's scale to secure uniformity throughout India.

2. A local allowance of Rs. 200 per mensem is attached to the post of Principal of the Queen Mary's College for Women. The Director of Public Instruction suggests that, instead of creating selection grades, a similar allowance may be sanctioned to the senior Inspectress and that all officers of Class I who have been on their maximum pay for a period of five years should be granted a duty allowance of Rs. 150 per mensem. Under this proposal, the maximum salary which an officer can draw will be Rs. 850+200+150=Rs. 1,200 as against the maximum of Rs. 1,100 proposed for the selection grade. If, however, the Director of Public Instruction's scale Rs. 400-20-500-25-750 per mensem is adopted, the maximum attainable will be only Rs. 1,100 per mensem. There is thus no material difference between the Director of Public Instruction's proposal to grant an allowance and the Government of India's selection grade, so far as the total number of existing appointments to come under Class I is concerned.

3. Under the Director's proposal, officers will be remunerated according to the nature of their duties and the length of their service. If a selection grade is created as proposed by the Government of India, promotion will, on occasions, be rapid and, at other times, slow, according to the occurrence of vacancies.

N.K.—8-9-19.

But as the principle of selection grade is adopted in all services now undergoing reorganization and in respect of men's service in Indian Educational Service also, it may be better to agree to the Government of India's proposal.

C. RAMANUJAN ACHARIYAR—9-9-19.

30600

Conditions of salary—Class II.—The Public Services Commission have recommended a scale of Rs. 200—10—400 per mensem for class II officers. The Government of India suggest that the pay should be fixed by the Local Government subject to a minimum of Rs. 200 and a maximum of Rs. 500 per mensem.

2. In her memorandum placed before the Public Services Commission, Mrs. Srinivasa suggested that women officers included in class II should be paid a salary Rs. 300-25-500 per mensem—page 17 of G.O. No. 422, dated 8th May 1913. The scale of pay recommended for men included in class II in letter No. 951, dated 17th July 1913, is Rs. 250—20—450—25—700 per mensem.

3. As already pointed out in paragraph 5 on page 2 above, there is at present no regular service for women corresponding to the Provincial Educational Service for men. The following are treated as gazetted posts :—

One Assistant Inspectress	Rs. 250
Two Assistant Inspectresses	200 each.
One Lecturer in kindergarten, Teachers' College, Saidapet	250

There are also four posts of Assistant Professors in the Queen Mary's College for women, which are non-gazetted. They are paid as follows :—

One Assistant Professor	Rs. 225—10—275
Three Assistant Professors	200—10—250 each.

4. The question of the scale of pay to be adopted depends on the formation of a class II service for women and the nature of the posts to be included in it. Perhaps there will be no objection to a general assent being given to the Government of India's proposal as regards the fixing of the minimum at Rs. 200 and the maximum at Rs. 500 per mensem, the pay being varied within these limits to suit the needs of each post. The Director of Public Instruction's remarks may be invited u.o.

N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

My scheme makes no provision for a class II officer. I detailed below however the more important posts which might be considered as equivalent to those which India would appear to contemplate placing in class II, with the pay I propose—

(1) Deputy Inspectresses—Rs. 150—10—250.

(2) Superintendents of Secondary Training schools (including the Presidency training school at Egmore) minimum pay Rs. 125+75, maximum pay Rs. 250+75. The pay of the Superintendent of the Presidency training school at Egmore is now Rs. 350—10—450, but this eventually should be brought into line with the other training schools in the Presidency.

(3) Heads of secondary schools—minimum pay Rs. 125+50, maximum pay Rs. 250+50.

(4) Assistant Professors or Lecturers in the Queen Mary's College for Women—Rs. 150—10—250. We shall employ only trained honours B.A. or M.A. graduates.

(5) Special posts including the Lecturer in Kindergarten, Teachers' College, Saidapet, the Lecturer on Domestic Economy and Needlework for European schools and the peripatetic teacher of music for European schools.

If the scheme I propose is to fit in with India's proposal to have a class II, then either the minima I propose above for Deputy Inspectresses, heads of secondary schools and Assistants in Queen Mary's College should be raised, or India's proposal to fix the minimum for the provincial services at Rs. 200 should be modified so as to bring that minimum down to Rs. 150. The acceptance of India's figures might have the advantages of securing a better class of women and of obtaining them in larger numbers than at present. But I should prefer to err on the side of caution and refrain from inflating the market value of educated women.

820

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

Conditions in Madras where we have two large flourishing colleges for women and a population, the majority of whose women do not preserve the purdah or gosha system, are essentially different from those in the Punjab where there is only one institution for the collegiate instruction of girls—a high school 'The Kinnaird High school' with collegiate classes attached to it and containing according to the latest statistics in my possession only fifteen students—and where a large part of the female population is gosha. What we in Madras can obtain for Rs. 150 can be obtained in some other parts of India only for Rs. 250 and if India's proposals are accepted, Madras will be required to pay more than the market value of the article she wants and on which she has spent and is spending large sums from Provincial funds to produce, in order that other provinces may be supplied with those articles which they have been behindhand in producing—either through lack of foresight or on account of the different social customs prevailing to a greater or less extent in different parts of India.

So far as recruitment from Europe is concerned I should accept a uniform scheme for all India, but, when we come to consider the posts that are to be filled by local recruitment, then local conditions must receive primary consideration and this implies that India's suggestion of a uniform maximum and minimum for class II for all India should be negatived, for it is obvious that local conditions are not the same in Madras as in the Punjab or the United Provinces.

R. LITTLEHAILES—8-9-19.

HOME (EDUCATION) DEPARTMENT.

The Government of India may be informed as at 'M' above in case it is decided not to form a class II service for women in this Presidency. If we form a class II, it is for consideration what minimum and maximum should be fixed. The Government of India have since intimated that in respect of men's service they have finally recommended a minimum of Rs. 250 and a maximum of Rs. 800 (as against the existing rates of Rs. 200 and 700 respectively). The object is to enhance the existing rates of pay all round. The Public Services Commission and the Government of India agree that a minimum of Rs. 200 is desirable. While we may ask the Government of India that no maximum need be fixed, we may perhaps consent to a minimum of Rs. 200. We have now no appointment which carries a pay of even Rs. 300, and we are not likely to reach the maximum suggested by India. We may include in the class II only such appointments (however few they may be) as can easily be brought in. We have already appointments of assistant inspectresses on Rs. 200. These with the assistant professors can without difficulty go into this class.

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

14 NOTES TO G.O. Nos. 1349-50 , HOME (EDUCATION) 1st NOVEMBER 1919

Conditions of service—Leave reserve.

The Public Services Commission have stated that there is an immediate need everywhere for a leave reserve which should be provided. In letter No. 37, dated 9th January 1914, this Government agreed with the Government of India as to the need for the formation of such a leave reserve in the Indian Educational Service, both for men and women. The question is apparently still under the consideration of the Government of India. The current telegram makes no reference to it and no mention need therefore be made of the point in the reply to be sent to the Government of India.

N.K.—30-8-19.

Director of Public Instruction's remarks—Nil.

968

Travelling allowance.

The following are the remarks of the Public Services Commission under this head :—

“Complaints were also made to us that the existing rules as to travelling and accommodation were not sufficiently elastic to afford adequate facilities and protection to women when on tour. We recommend that this matter may be examined with the aid of expert advice together with the questions relating to leave and pension.”

2. In this Presidency, inspectresses of schools are treated as first-class officers and assistant inspectresses as second-class officers. The former are entitled to a daily allowance of Rs. 5 and a mileage of 8 annas. Assistant inspectresses draw daily allowance according to their pay (4 annas for every Rs. 25 or fraction of Rs. 25) and four annas as mileage. In her evidence before the Public Services Commission, Miss Lynch (now Mrs. Drysdale) said that the work of inspection often took an inspectress away from the railways, that a woman's travelling expenses were heavier than men's as she had to take about more servants with her and that the travelling allowances should therefore be raised in her case by at least 25 per cent. Mrs. Srinivasa also complained of the difficulty felt in obtaining accommodation in travellers' bungalows and suggested that the daily allowance in the case of assistant inspectresses should be fixed at Rs. 4 and that the mileage rate of 4 annas should be doubled. The following is an extract from her evidence :—

“The two second-class fares given for travelling on railways just about covered the cost of the assistant inspectress's ticket and the servants' tickets. When not travelling on railways an assistant inspectress had to use all kinds of conveyances. One cart would cost two annas a mile and two carts about three or four annas a mile, depending upon the locality. The allowance of four annas received from Government, might in that case cover cartage, but there were other incidental expenses which made it insufficient. At the bungalows 8 annas had to be paid for every twenty-four hours and that came out of the allowance of Rs. 3. The servants had to be given an allowance of two annas a day. In municipal towns one rupee a day had to be paid for bungalows. Again the Rs. 3 did not cover all the expenses because no allowance was paid for the day on which the train journey was taken, although the bungalow charges for that day had to be paid. Even if Rs. 3 were received for each day, it would not cover the expenses, as there were other matters, such as wear and tear of things, coolies at the station, water-men and other people at the travellers' bungalows, and for conveyance to and from schools inspected, which had to be paid for. If Rs. 4 were granted, it would be legitimately spent upon expenses. The eight annas per mile asked for might be more than sufficient in some cases, but not in many.”

3. The Government of India have now under consideration the question of the liberalization of the travelling allowance rules. In their letter No. 1682-E.B., dated 21st November 1918, they suggested the following changes (page 1 of G.O. No. 254, Financial, dated 24th March 1919) :—

(1) For journeys by rail, three fares of the class to which the officer is ordinarily entitled, to be drawn by officers of the first three classes, officers of the fourth class to receive actual fare plus double daily allowance.

(2) For journeys by steamer, double fare to be drawn by officers of the first three classes, no deduction being made for table money. Officers of the fourth class to receive actual fare, plus double daily allowance.

(3) For journeys by road, double mileage to be drawn instead of single mileage.

The extra fares by rail and steamer and the extra mileage rate for road journeys are intended to cover the transport of servants and other incidental expenses.

(4) The maximum limit for the free transport of personal effects by goods train, steamer or other craft to be raised to twelve maunds in the case of third-class officers.

(5) In the case of journeys by rail and steamer extending 1,000 miles, under certificate by the local Government that the circumstances were special, the maxima for free transport in the case of first and second-class officers to be increased to 60 and 30 maunds, respectively.

48
17
NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919 16

4. In this Government's letter No. 255, Financial, dated 24th March 1919, it has been pointed out that the changes proposed by the Government of India are only a palliative inasmuch as there will still be many cases in which officers will be put to loss by transfers, and that, if anything approaching a complete remedy is sought, officers should be paid the actual expenses of conveying themselves, their family and necessary servants and their personal effects, subject however to certain specified limits for each class of officer.

5. The concessions proposed by the Government of India will, if sanctioned, go a long way to remove the grievances entertained by female inspecting officers. As suggested in the telegram from the Government of India, the question of the further relaxation of travelling allowance rules in the case of women officers may be considered as cases of hardship arise.

N.K.—30-8-19.

Director of Public Instruction's remarks—Nil.

17 NOTES to G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919
Conditions of leave.—The remarks of the Public Services Commission under this head are reproduced below :—

"The leave rules at present applicable to women are the same as for men. We think that a case was made out for a special inquiry with the aid of experts into this matter. In several respects the needs of women differ from those of men and we are not convinced that the present regulations are sufficiently elastic."

2. Members of the Indian Educational Service are at present subject to the European Service leave rules and the others to the Indian Service leave rules. As will be seen from G.O. Nos. 183-84, Financial, dated 10th March 1919, the question of allowing further concessions in the matter of leave to officers subject to the European Service leave rules is already under the consideration of the Government of India. In her evidence submitted before the Public Services Commission, Mrs. Srinivasa suggested that, instead of only two years' furlough, officers subject to the Indian Service leave rules should be allowed furlough equal to one-sixth of the actual service. A similar suggestion has already been made by the Government of India and accepted by local Governments—vide paragraph 82 of the Public Services Commission's report. The Government of India suggest that further relaxations of the leave rules can be made as cases of hardship emerge. This suggestion may be accepted.

3. The Government of India also propose that, as at present, officers of the Indian Educational Services (class I) should come under the European Service leave rules and class II officers under the Indian Service leave rules. It is proposed that Indian officers admitted to class I should receive the same pay as Europeans and the recommendation to admit them also to the benefits of the European Service leave rules is in accordance with that made in paragraph 78 of the Public Services Commission's report. In this connexion attention is solicited to the answer given to a question put on the subject by the Hon'ble Mr. V. J. Patel at a meeting of the Imperial Legislative Council held on the 26th February 1919.

4. The Government of India's proposal in the current file may be accepted.

N.K.—30-8-19.

Director of Public Instruction's remarks.—Nil.

Conditions of pension.—The Public Services Commission have remarked that the present pensionary system works hardly in the case of those women who, owing to marriage or otherwise, desires to retire early and that many women would probably prefer the certain benefits of a Provident fund to the uncertainties of a pension. If, however, the present pension system is kept, the Commission recommend that the present period of service for full pension should be reduced to 25 years and that it should be possible for any one to retire on a reduced pension after 20 years.

2. In her evidence before the Public Services Commission, Mrs. Drysdale stated that Inspectresses should receive a pension after twenty years' service as that was quite long enough for a woman to work in India. She pointed out that no Inspectress entered the service before the age of 28 or 30 and she therefore preferred a pension to a provident fund unless the Government was prepared to contribute as in the case of the railway provident fund. Mrs. Sirinivasa also suggested that Indian women officers should be permitted to retire at 50 instead of at 55 and that 25 years' full service or 20 years with medical certificate should entitle them to draw pension at half pay.

3. At present all officers are required to serve for thirty years to earn a full retiring pension. The amount of pension now admissible under article 474 of the Civil Service Regulations is as follows :—

Years of completed service.	Scale of pension.	Maximum limit of pension per annum. Rs.
20 years	20 of average emoluments.	4,000
21 „	21 do.	4,200
22 „	22 do.	4,400
23 years	23 do.	4,600
24 „	24 do.	4,800
25 and above	30 do.	5,000

4. After a consideration of the recommendation of the Public Services Commission contained in paragraphs 91-92 of their report, the Government of India in their letter No. 442-C, dated 22nd November 1917, suggested a modification of the pensionary rules as shown below (No. 120 Public, dated 7th March 1919).

“(a) Except as provided below, all officers belonging to pensionable civil services should be required to serve 30 years for full retiring pension. Subject to the absolute right of Government to decline to permit any officer to retire before reaching the age of superannuation should it be necessary in the public interest to retain his services, officers should be allowed to retire optionally after 25 or more years' service and in that event the pension admissible to the officer should ordinarily be regulated as follows :—

25	of average emoluments after 25 years' completed service, subject to a
60	maximum of Rs. 5,000 a year.
26	of average emoluments after 26 years' completed service.
60	
27	of average emoluments after 27 years' completed service.
60	
28	of average emoluments after 28 years' completed service.
60	
29	of average emoluments after 29 years' completed service.
60	

(b) For service exceeding 25 completed years maximum limits of pension should be fixed starting at Rs. 5,200 per annum after 26 years' completed service and advancing by Rs. 200 a year up to Rs. 6,000 per annum after 30 years' completed service.

page 299. k

20 NOTES to G.O. No. 1349-50, HOME (Education), 1st NOVEMBER 1919

(f) In the case of departments or appointments in which recruitment is likely normally to take place after 25 years of age officers recruited over that age may reckon as service qualifying for *superannuation* pension the number of completed years not exceeding five by which their age at recruitment was over 25. This concession should not extend to individual officers appointed at an age exceeding 25 to other departments or appointments."

5. In letter No. 121, Public, dated 7th March 1919, this Government have suggested that the maximum pension at the end of 25 years' service should be fixed at Rs. 6,000 per annum and that earned at the end of 30 years' service at Rs. 7,200 per annum.

6. The Government of India are of the opinion that a system of pension is preferable to the provident fund as more likely to induce ladies to remain in the service. *This view may be concurred in.*

7. They also propose that women should be permitted to retire after 20 years' service on proportionate pension reckoned in usual way subject to a maximum of Rs. 4,000 but that they should not be allowed any increase beyond the maximum of Rs. 5,000 now permissible after 25 years' service, since service beyond that period is not to be encouraged in the case of women.

8. This Government have suggested that the maximum pension at the end of 25 years' service should be raised to Rs. 6,000 per annum. The proposal to restrict the maximum pension to Rs. 5,000 a year in the case of women may therefore create some dissatisfaction. In view however of the other concessions proposed, the proposals of the Government of India may be accepted with the reservation that the maximum pension should be raised to Rs. 6,000 per annum, if such a concession is allowed to men who have put in 25 years' service.

N.K.—30-8-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

Regarding pensions I agree with the view and proposals of the Government of India.

R. LITTLEHAILES—8-9-19.

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NOTES TO G.O. No. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919 21

HOME (EDUCATION) DEPARTMENT.

The file may be sent u.o. to the Director of Public Instruction for remarks.
N.K.—30-8-19.

The reply has to go to India before 20th September. There is very little time before us. I reserve consideration of the above note till I see the Director of Public Instruction's views. I invite them on the whole question, I shall be obliged if the matter is treated as emergent.

R. RAMACHANDRA RAO—30-8-19.

Submitted.

The Director of Public Instruction's note has been typed under relevant heads. The Government of India's further telegram just received giving us for facility of consideration their final recommendations in regard to men's section of the Indian Educational Service, has been added to the current file. That scale has been entered in the proper place in the notes above. The file has to go to Financial for remarks.

N.K.—8-9-19.

C. RAMANUJA ACHARIYAR—9-9-19.

The office-note above traverses all the points dealt with in the Public Service Commission's report. These go far beyond the reference from the Government of India. I allow the note to remain as it will come in useful if a further reference is received. I note below on the points referred to in the Government of India reference and orders may be confined to these points.

2. *Point 1—Pay of women officers in the Indian Educational Service.*—The Public Service Commission's report recommend Rs. 400—20—500—25—800. India now proposes Rs. 400—25—850 with a maximum number of 20 per cent of selection grades

NOTES TO G.O. No. 1849-50, HOME (EDUCATION), 1st NOVEMBER 1919 21
on Rs. 900-50-1,100. The Director of Public Instruction proposes Rs. 400-20-500-
25-750 with a duty allowance of Rs. 150 for officers who have been five years on
Rs. 750. The Director of Public Instruction is not for selection grades but wishes
to attach allowances to the Principal and Chief Inspectress.

3. Question 1 (a).—Should there be selection grades?—We have a selection grade
in the men's service of 15 per cent of the cadre. Further if one be appointed as

If she ~~won't~~ fit, she ought to lose it.

L.D.

Principal and thereafter we get another
more competent person, we will be loath
to remove the Principal as she will lose

allowances. The selection grade testifies to good and long work and not necessarily
to competence to fill a particular post. I think that the proposal may be approved.
After all, the selection grades are to be created only as Local Governments and the
Government of India deem desirable.

4. Question 1 (b).—India states that no proportion of Europeans and Indians be
fixed for this service but qualified Indians will be appointed wherever possible. This
may be agreed to. What the qualifications are will be laid down elsewhere.

5. Question 1 (c).—Should any allowance be paid to the Principals of Colleges?
We have only one Principal. In the men's service, every Principal is to get an
allowance of Rs. 150 and one Rs. 250. The reason why the Government of India
does not refer to this is probably because there are very few Government Women's
Colleges elsewhere. The Director of Public Instruction recommends an allowance.
An allowance of Rs. 150 may be recommended. At present the Principal gets
Rs. 200 local allowance but this can be reduced under the improved conditions of
salary.

6. Question 1 (d).—Should an allowance be attached to the Chief Inspectress as
recommended by the Director of Public Instruction? I think not, if selection grades
are approved.

7. Question 1 (e).—Rate of salary.—India is more liberal than the Director of
Public Instruction. The Director of Public Instruction proposes a rise from Rs. 400
to Rs. 750 in 15 years' time. India proposes a rise from Rs. 400 to Rs. 750 in 14
years' time and a further rise to Rs. 850 in four more years' time. It is better to
have a uniform scale for all India; also to ensure continuous service on the part
of these officers, India's proposals may be accepted.

8. Question 1 (f).—Rate of salary for the selection grades.—India's proposals
may be accepted.

9. Point 2.—India proposes that provision should be made for special rates of
pay when existing officers or future

A.Y.G.C.—16-9-19.

recruits appear to merit either lower or
higher emoluments. This may be acceded to.

10. Point 3.—The pay of the Provincial Service will be fixed by Local
Governments subject to a minimum of Rs. 200 and maximum of Rs. 500. It is
here that the Director of Public Instruction criticises the position. I agree with
the Director of Public Instruction that local conditions should be regarded and
that it is unnecessary to pay the women more than they deserve. The available
material is poor and it is wrong to pay more than what is necessary for the material
available.

11. The Director of Public Instruction appears to have missed the point.
The Provincial Service is not defined anywhere. Nor is it necessary that all
Deputy Inspectresses should be placed in the Provincial Service. At present we have
Inspectors in the Indian Educational Service and Inspectors in the Provincial Edu-
cational Service. We have Assistant Inspectors in the Provincial Educational Service
and Assistant Inspectors in the Subordinate Educational Service. I agree that if all
Deputy Inspectresses and the like are to be placed in the Provincial Service we will
be throwing away more money than necessary. It is not intended to abolish
the Women's Subordinate Service. What is proposed is to interpose between
the Indian Educational Service and the Subordinate Educational Service an inter-
mediate service. It will be a reward for good work done, it will also directly
recruit eligible candidates who will not enter the Subordinate Educational Service.

22 NOTES TO G.O. Nos. 1349-50, HOME (EDUCATION), 1ST NOVEMBER 1919
The question is—not to declare all appointments of a certain class to be included in the Provincial Educational Service but to create an intermediate service of gazetted officers, I repeat that we are not now concerned with the duties or methods of recruitment of these officers. The Public Services Commission recommend this. India also recommends. The officers of the Provincial Educational Service will be gazetted. Once the service is created, its salaries and rates of increase will be fixed by Government and also its cadre. Thereafter it will be open to the Director of Public Instruction to recommend promotions. In no case need he recommend promotion unless he considers the officer deserves it. So the argument that a woman will be paid more than her market value disappears. Nor so long as the cadre is fixed, can any woman claim the minimum salary of Rs. 200. The Director of Public Instruction's mistake consists in the assumption that once the service is created all officers fulfilling certain duties must be gazetted to the Provincial Educational Service. The arguments in favour of an intermediate service are overwhelming.

12. *Question 3 (a).*—Should the limits Rs. 200 and Rs. 500 be accepted? I think so. But I would press for a selection grade of 20 per cent with an ultimate maximum salary of Rs. 750. The other details will be for the Local Government to settle.

13. *Question 3 (b).*—Qualifications, methods of recruitment, increments and cadre need not now be considered.

14. *Point 4.*—The Government of India calls the service 'Indian Educational' and 'Provincial Educational.' We may suggest the names, class I and class II—vide Public Services Commission's report.

15. *Point 5.*—India considers that pension is preferable to provident fund as more likely to induce ladies to remain in service. We may agree.

16. *Point 6.*—India permits optional retirement after 20 years' service and pension limits to 20 and 25 years' service. These may be agreed to.

17. *Point 7.*—Regarding leave rules, Indian Educational Service women officers are to be governed by the European Service rules and Provincial Educational Service

women officers by the Indian Service rules. We may agree.

18. To sum up. We may accept India's proposals subject to the observations in paragraphs 5, 12 and 14 above.

19. The Director of Public Instruction says that for some years to come we may not have sufficient local material to fill up posts over Rs. 200 and that temporary posts

should be created in class I till local material is trained. I agree with the Director of Public Instruction. Such appointments may be treated as special—vide paragraph 9 above. Neither the permanent cadre nor the rates of pay need be affected by this suggestion; and so this need not be referred to in the reply to the present reference.

20. India wants a reply before 20th September; so I shall be obliged if Financial will deal with this file urgently.

R. RAMACHANDRA RAO—12-9-19.

FINANCIAL DEPARTMENT.

Perusal is solicited of paragraph 1 of the Home Secretary's note above. The points at present concerning Financial in connexion with the organization of a Women's Educational Service are noted below.

2. In respect of the Men's Educational Service there will be the three following distinct classes—cf. paragraphs 15 and 17 of letter to Government of India No. 951, Home (Education), dated 17th July 1918 :—

(1) *Class I.*—Under this category will come posts of major responsibility and control; recruitment for this class will be made both in Europe and in India.

(2) *Class II.*—This will include appointments which involve lesser responsibility and control.

The recruitment will be entirely in India.

(3) *Subordinate Educational Service*.—This will include all subordinate appointments.

The Home Department propose to adopt a similar classification in respect of the Women's Educational Service (paragraph 14 on page 22 ante, and portion K page 21 ante). Submitted that the proposal may be accepted. The Home Department do not however now intend to fix

J.M.H.—15-9-19.

A.Y.G.C.—16-9-19.

the cadre of classes I and II of the Women's Educational Service, i.e., to lay down exactly the number of posts to be included in the two classes (cf. paragraph 1 of Home Secretary's note, page 20 ante). This aspect of the question is to be specially considered later on; it is only when such details are worked out the exact financial effect of the proposals in this case will be known.

3. *Class I.—Rates of salary—*

Rates of pay now allowed to the lady members of the Indian Educational Service.	Rates recommended by the Public Services Commission.	Rates now proposed by the Government of India.	Rates suggested by the Director of Public Instruction.	Rates suggested by Home (Education).
(1)	(2)	(3)	(4)	(5)
One Principal (400—20—500—25—750) plus local allowance Rs. 230.	First five years—400—20—500. Thereafter—500—25—800. (No reference to the payment of any allowance to the Principal or other officer.)	Ordinary grade—400—25—800. Selection grade for 20 per cent of the number of posts—900—10—1,100. (No reference to the payment of any allowance to the Principal or other officer.)	400—20—500—25—750 with a duty allowance of Rs. 150 for any officer who has been for five years on the maximum; and an allowance to the Principal of a College and to the Senior Inspectress (amount not stated).	Same as in column (3) plus a local allowance of Rs. 150 to the Principal of the College only.
One Professor (400—500—25—750).				
One Inspector (500—20—600).				
One Inspector (450—10—500).				
One Inspector (400—10—450).				
One B. A. School Superintendent, B. A. School (350—10—450).				

A selection grade has no doubt been proposed by the Government of India on the analogy of the arrangement which it is proposed to adopt in respect of the Men's Educational Service. It is, however, submitted that for a small cadre such as that of

L.D.

the Women's Educational Service (class I), a selection grade will probably not be

suitable since promotion to that grade will depend upon the occurrence of vacancies and is thus likely to be unequal—it being too favourable in some cases and the reverse in others. Under the Director of Public Instruction's proposal an officer will reach the maximum of Rs. 750 at the end of her fourteenth year of service and will be granted a duty allowance of Rs. 150 per mensem at the end of the nineteenth year. The Director of Public Instruction's proposal, it is submitted, seems so far suitable. Perhaps the full requirements of the case will be met by the grant of another

J.M.H.—15-9-19.

A.Y.G.C.—16-9-19.

I would leave this to the ordinary personal allowance rules. I don't expect women will serve on for over 22 years.

L.D.

allowance of Rs. 100 at the end of the 22nd year so that an officer may ordinarily draw Rs. 1,000 in the 23rd, 24th and 25th year of service, in addition to the allowance suggested in paragraph 4 infra if admissible.

4. Neither the Public Services Commission nor the Government of India refer to the grant of any allowance either to the Principal or to any other officer. The Director of Public Instruction proposes to grant an allowance to the Principal and to the Senior Inspectress, the amount of which he has not specified. The Home Department propose to grant an allowance of Rs. 150 per mensem to the Principal only.

In the proposals for the organization of the Men's Educational Service it is proposed to grant allowances to the Principals only, and not to the holders of any other special appointment. Submitted that, if the proposal at M above is

J.M.H.—15-9-19.

A.Y.G.C.—16-9-19.

accepted, it does not seem necessary to grant any allowance to the Senior Inspectress, in the Women's Educational

Service. The ordinary rate of allowance to be granted to Principals in the Men's

24 NOTES to G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919

Educational Service is Rs. 150 per mensem. Following the difference in the rates

I think we may agree to Rs. 150.

J.M.H.—15-9-19.

Yes.

A.Y.G.C.—16-9-19.

of pay of class I officers in the Men's and Women's Educational Services respectively, submitted that an allowance of Rs. 100 per mensem would seem to be suitable for Women Principals.

5. *Class II officers—Rates of salary.*—There is at present no regular Provincial Educational Service for women. As already referred to, the question of the number of actual posts to be included in this class is to be considered later on. The various proposals regarding the rates of pay are shown below :—

As recommended by the Public Services Commission.	The scale which the Government of India propose to recommend.	As recommended by the Director of Public Instruction.	As proposed by the Home Department.
Rs. 200—10—400	Rs. 200—500 (details to be fixed by the local Government).	The Director of Public Instruction does not advocate the formation of a definite class II service at present. For the posts which might be considered as equivalent to those which India contemplate placing in class II, he proposes rates of salary varying from Rs. 125 to Rs. 250 exclusive of allowances to heads of secondary and training schools.	Scale suggested by the Government of India together with a selection grade for 20 per cent of the officers with an ultimate maximum of Rs. 750. Further details to be worked out.

The rate of pay recommended by the Government of India for class II officers in the Men's Educational Service is Rs. 250—800, details being left to the local Government to settle later. Submitted that, in view of the Director of Public

J.M.H.—15-9-19.

Yes.

A.Y.G.C.—16-9-19.

selection grade. Really capable women officers of class II can no doubt hope to obtain promotion to class I on the analogy of the arrangement which it is proposed to adopt in respect of the Men's Educational Service.

J.M.H.—15-9-19.

A.Y.G.C.—16-9-19.

6. The suggestions in paragraphs 9, 15, 16, 17 and 19 of the Home Secretary's note, may, it is submitted, be accepted.
C.P.K.—15-9-19.

J. M. HOOPER—15-9-19.

The Director of Public Instruction may, I think, be asked to propose a scale for class II officers and to state whether any allowances are necessary for any appointments. We may agree that starting pay of Rs. 150 is sufficient in Madras.

A. Y. G. CAMPBELL—16-9-19.

HOME (EDUCATION) DEPARTMENT.

I think that Financial has missed my point. Under their proposals the Provincial Service will include all appointments down to Rs. 150. I propose the service should include only appointments down to Rs. 200. The appointments between Rs. 150 and Rs. 200 may be included in the subordinate Women's Educational service.

2. The points for orders are stated on pages 20 to 22. I note below differences between me and Financial.

3. *Question 1 (a).*—I recommend selection grades, the Director of Public Instruction proposes special allowances to special posts. Financial proposes uniform long service allowances. In both these cases the benefit of selection is lost. India approves of selection.

4. Question 3 (a)—*Scale for Provincial Service*.—Probably there is no real difference of opinion between me and Financial. I draw the dividing line at 200; Financial at 150. My cadre would be less than theirs.

But I ask for a maximum of 500 with selection grades. Financial stops with 400

This is met by point 2.

L.D.—17-9-19.

and does not want selection grades. Unless you give some prize appointments, you cannot attract sufficient women material.

R. RAMACHANDRA RAO—16-9-19.

The office was quite right to send this up in manuscript, but I must ask for re-submission in print. Please print at once.

C. R.—17-9-19.

The Government of India have no right to hustle us in this manner. If they telegraph a reminder, we shall have to express regret, etc., if they do not remind, it will suffice, when our letter goes, to say that earlier reply was impossible.

L. D. [AVIDSON]—17-9-19.

C. G. T. [ODHUNTER]—18-9-19.

The current and notes have been printed. The file may now be circulated.

S.K.—24-9-19.

N.K.—24-9-19.

C. RAMANUJA ACHARIYAR—24-9-19.

R.R.—24-9-19.

The arrangement adopted in the printed note is inconvenient as there is no space for Member's remarks at convenient places.

I follow Secretary's 'points' and 'questions' at pages 20 (a) to 22.

2. Point 1—*Pay in Indian Educational Service*—I agree with the Director of Public Instruction and approve Rs. 400—20—500—25—750 with allowances of Rs. 150 for the Principal and Chief Inspectress and others (of approved service) who have been at the Rs. 750 stage for five years.

Question 1 (a).—Selection grades are not required, if the pay be as above.

Question 1 (b).—No proportion between European and Indian is desirable or possible; qualified Indians should be welcomed. They are such a rare commodity that there need be no racial difference in pay.

Question 1 (c).—The Principal should get Rs. 150.

Question 1 (d).—The Chief Inspectress should also get Rs. 150.

Question 1 (e).—I would advocate the lower scale Rs. 400—750 for all India, but add that in this respect Madras must be treated in the same way as other provinces; otherwise our staff will tend to be drawn off to other provinces.

3. Point 2.—No objection to special rates for special reasons; on the contrary, this is desirable.

4. Point 3.—I incline to the Director of Public Instruction's view that it is doubtful whether a Provincial or Class II service is really required at present and that the proposed scale of pay is excessive; but if it is to be created in other provinces we must have it in Madras, otherwise our staff will be gradually drained away. It is really a question of present market rates as to which I accept Mr. Littlehales' view

* Or Rs. 400 so as to run up to Class I.

that a scale ranging from Rs. 150 to Rs. 325* (inclusive of allowances) should

be sufficiently attractive. There is much force in the Director of Public Instruction's remarks on pages 4 and 5.

5/13/

21/

47

Question 3 (a).—Given a Provincial service, the limits may be Rs. 150 and Rs. 400.

Question 3 (b).—Now irrelevant.

5. Point 4.—I prefer the style 'Indian' and 'Provincial,' but this is a small matter.

6. Point 5.—Pensions are preferable to provident fund.

7. Point 6.—I accept ~~officers~~ retirements ~~and~~ 20 years' service, and pensions as proposed at 20 and 25.

8. Point 7.—Leave rules according to general service rules, Indian and European.

L. D[AVIDSON]—28-9-19.

In view of the confusing state of the notes and of the fact that the reply to India is already long overdue, it is difficult to deal with anything but generalities.

2. I should like to have seen the views of the Chief Inspectress and other senior

Not consulted.

R.R.—30-9-19.

officers of the department upon the proposals put forward. I am afraid I do not agree with the Director of Public

Instruction that the case is one for caution and that the present condition of girls' education is such as to make it undesirable to standardize the Women's Educational Service at the present time. It seems to me that the rapid advance of female education is a matter of supreme importance to the country at the present time, politically and otherwise, so much so that I should regard this as a development department in which capital is to be sunk rather than as one in respect of which we are to proceed cautiously, giving the minimum salaries that will secure officers. In another development department—the agricultural—we have, I believe, a large scheme of standardized appointments which can only be filled as we train men to fill them and I think, if anything, our scheme of women's education should be on the same lines. For these reasons, I would certainly not advocate whittling down the scheme proposed by the Government of India or dispensing in this Presidency with the appointments in class II.

3. On the other hand, I should like to see an appointment created somewhat of

Will presumably come in the Indian Educational Service.

R.R.—30-9-19.

the nature of a Deputy Director for women's education in the Director's office, so as to ensure that female education got its full share of the grants and

that the point of view of the lady officers of the department secured a hearing on all important questions.

4. It is the practice to pay women with the same qualifications less than men presumably on the ground that they have not families to support. On this basis I think we may accept India's scales of pay. On the other hand, I do think that we ought to give the ladies more generous terms in respect of leave, travelling allowance and pension. There is no doubt that the climate of the plains is much more trying to a woman's constitution than to a man's. The matter of travelling is one of great difficulty for them in this province of ramshackle half-furnished bungalows, and the difficulties they undergo from, I think, one of the chief reasons for the unpopularity of the inspection work to which the Director of Public Instruction alludes. The remedy of course is to have properly furnished inspection bungalows with servants attached, within reasonable reach of the railway stations, at all large towns, but something may be done by giving the ladies a higher rate of travelling allowance. As regards pension, I think we ought to allow a fairly liberal scale of pension for a period of 20 years' service with an increase for those who serve for 25 years.

I think we have given full circulation to all the other proposals arising out of the Public Services Commission's report and I think we should give the same in this case.

C. G. T[ODHUNTER]—30-9-19.

optional

tr

R. RAMACHANDRA RAO—30-9-19.
As this file reached me rather late in the night and I had to return it at once, I must confess that I have not had the time to wade through this bulky file. So far as I have been able to glean through it, I may say that I am in general agreement with the views expressed by the Hon'ble Mr. Davidson. While I own that in the matter of female education particularly at the present moment, there should be no attempt to curtail expenditure, I think the supply must at the same time take into account the demand.

M. H[ARIB-UT-LAH]—30-9-19.
I agree with Mr. Todhunter's note in every way.

W[ILLEGDON]—1-10-19.
The following statement shows in one view the points on which the Government of India have asked for the opinion of this Government and the views of the Hon'ble Mr. Davidson and the Hon'ble Mr. Todhunter thereon. Honourable Member (Local and Municipal) agrees with the former and His Excellency the Governor with the latter :—

Points on which opinion is called for.	The Hon'ble Mr. Davidson's views.	The Hon'ble Mr. Todhunter's views.
(1) Pay of Indian Educational Service 400—25—850 with selection grade on Rs. 900—50—1,100 for 20 per cent of posts.	400—20—500—25—750 with allowances of Rs. 150 for the Principal and Chief Inspectors and others (of approved service) who have been at the Rs. 750 stage for five years. Selection grade not required. The scale of pay should be uniform for all India.	
(2) No proportion of Europeans and Indians will be fixed for this service but qualified Indians will be appointed where possible.	Agrees with the Government of India.	
(3) Provision should be made for special rates of pay when existing officers or future recruits appear to merit either lower or higher emoluments; such special terms would be fixed by the Secretary of State at the time of recruitment.	This is desirable.	Accepts India's scheme and scales of pay.
(4) Pay of Provincial service to be fixed by local Governments subject to minimum of Rs. 200 and maximum of Rs. 500.	Provincial service not required at present. But if it is organized in other provinces, it may be introduced in Madras also. The minimum and maximum pay may be 150 and 400.	
(5) Pension is preferable to provident fund.	Agrees with the Government of India.	
(6) It is proposed to permit retirement after 20 years on proportionate pension reckoned in usual way subject to a maximum of Rs. 4,000 and to grant no increase beyond maximum of Rs. 5,000 permissible at 25 years.	Agrees with the Government of India.	A fairly liberal scale of pension for a period of 20 years' service with an increase for those who serve for 25 years is necessary.
(7) Indian Educational Service officers will come under European and Provincial Service officers under Indian service leave rules.	Leave rules according to general service rules, Indian and European.	Ladies should be allowed more generous terms in respect of leave than men.
(8) Further relaxation of leave and travelling allowance rules will be made as cases of hardship emerge.		They may be given a higher rate of travelling allowance.

For orders whether the Government of India may be informed by telegram
 A (1) that the Madras Government accept India's recommendations in all respects
 (2) but that local Government commend more generous terms in respect of pension, leave and travelling allowance than granted to men.

As regards special Deputy Director for Women's Service suggested by the Hon'ble Mr. Todhunter, the question may be taken up separately. It does not touch on the present reference from India which concerns only with rate of pay and allowance. It may be mentioned that the post of Chief Inspectress of Girls' Schools, which was recently created temporarily for a year, has attached to it the duties of advising the Director of Public Instruction on general questions relating to female education—G.O. No. 794, dated 24th June 1919. Please see paragraph 4 of letter to the Government of India, No. 1461, dated the 18th November 1913, and paragraph 4 of note on page 2 supra.

S.K.—2-10-19.

C. RAMANUJA ACHARIYAR—2-10-19.

The points on which there is difference of opinion are—

One, 4 on page 27 above.
 Two, also regarding 6, 7, 8 but as no definite figures are suggested, orders are requested if a general recommendation may go in the draft.

3. Regarding the Deputy Directress action will be taken up separately.

R. RAMACHANDRA RAO—4-10-19.

No council discussion being possible for nearly a fortnight more a telegram had better go in accordance with the views of the majority, i.e., as at A above. Discussion might have led to some modification of my views, but without it all I can say is that I do not wish to be regarded as a party to the recommendation. Mr. Littlehailes, I know, holds decided opinions on the main issue, namely as to the sufficiency of the pay he proposes and the absence of present need for Class II. He is not a man whose opinions are lightly formed, and I accept his judgment in the main, so far as this case is concerned.

Honourable Member, should be asked if a draft as at A will meet his views. If it does, I have nothing more to say: but if he wishes any material expansion I should like to see the draft before it issues.

L. D[AVIDSON]—4-10-19.

A draft telegram is submitted on the lines of the portion marked A above. It may be circulated to Honourable Member (Financial).

S.K.—5-10-19.

C.R.—5-10-19.

I wanted Honourable Member (Financial) to settle the terms.

L.D.—7-10-19.

Honourable Member evidently wants the telegram to issue. It is only the draft that has to be circulated. Issue and prepare draft.

R.R.—5-10-19.

A draft letter to the Government of India is submitted. It may be circulated to Honourable Member (Financial) and Honourable Member for approval.

S.K.—6-10-19.

N.K.—6-10-19.

C.R.—6-10-19.

R.R.—6-10-19.

L. D[AVIDSON]—7-10-19.

NOTES to G.O. Nos. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919 29

I think it would be well to make the recommendations as regards pension, leave and travelling allowances rather more definite and should be glad if financial could work out concrete proposals. How would it be, in the case of pension, to give rates equal to those given to the men for the same period of service, in that of travelling allowance to give the men's rates, and in the matter of leave, to let the ladies earn 50 per cent more privilege leave in the year? The latter concession would be for the inspecting staff, not for people who enjoy the vacation.

C. G. T. [ODHUNTER]—7-10-19.

The file may, it is submitted, be sent u.o. to the Financial Department, with reference to the Honourable Member's note above.
N.K.—8-10-19.

C. H. BROWN—8-10-19.

FINANCIAL (PENSION) DEPARTMENT.

The Home (Education) Department accept the proposal of the Government of India to permit voluntary retirement after a service of 20 years on proportionate pension subject to a maximum of Rs. 4,000 per annum but they add that women officers who have put in a service of 20 years should be allowed a more liberal scale of pension and that those who have completed 25 years' service should be allowed a proportionate increase to their pension.

With a view to make the recommendation to the Government of India as regards pension (etc.) more definite Honourable Member (Financial) has directed that concrete proposals should be worked out.

Attention is here invited to paragraph 3 of letter No. 121, Public, dated 7th March 1919 in which this Government have suggested that the maximum pension at the end of 25 years' service should be fixed at Rs. 6,000 per annum and that earned at the end of 30 years' service at Rs. 7,200 per annum. Perhaps this scale of pension may be recommended to the Government of India for women officers. Thus the maximum pension at the end of 20 years' service would be Rs. 6,000 per annum and that earned at the end of 25 years' service would be Rs. 7,200 per annum.

If the above proposal is approved Home (Education) may be asked to modify paragraph 4 of their draft letter to the Government of India accordingly.

W.A.L.—15-10-19.

S.S.—15-10-19.

Honourable Member's proposal was to give pensions equal to those given to men for the same period of service.

R. A. GRAHAM—30-10-19.

FINANCIAL DEPARTMENT.

Please see Honourable Member's note at A above. The following statement shows in one view the present and proposed grading, etc., of the female officers of the Educational Department in this Presidency :-

Existing		Proposed.	
(a) Officers of the Indian Educational Service and Inspectresses of Schools.		Indian Educational Service officers class I.	
	Pay. Rs.		Pay. Rs.
Queen Mary's College—			
(1) Principal, Queen Mary's College for Women.	400—20—500—25—750, local allowance Rs. 200.		
(2) One Professor	400—20—500—25—750.		
(3) One do.	400		
Presidency Training School for Mistresses—			
(4) One Superintendent	350—10—450		
Inspectresses—			
(5) One Chief Inspectress	600 (tem.)		
(6) One Inspectress	500—20—600		
(7) One do.	450—10—500		
(8) One do.	400—10—450		

The pay of these officers will be Rs. 400—25—850 with a selection grade on Rs. 900—50—1,100.

AS.M/

Pres
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Under Secy
The Genl Secy
note from
page 38
of the
original
notes

Existing.

(b) Officers who more or less correspond to the male officers of the Provincial Educational Service.

	Pay.
	Rs.
One Assistant Inspectress ...	250
Two Assistant Inspectresses ...	200 (each)
One Lecturer in Kindergarten ...	250
Two Sub-Assistant Inspectresses.	175 (each)
do.	150 (do.)
do.	125 (do.)
One Assistant Professor, Queen Mary's College.	225-10-275
Three Assistant Professor Queen Mary's College.	200-10-250
One Headmistress and Superintendent of Secondary and Training School.	170-10-250
Three Headmistresses and Superintendents of Secondary and Training Schools.	200-10-250
One Headmistress and Superintendent of Secondary and Training School.	250-10-300

Proposed.

Officers who will come under the Provincial Educational Service (Class II.) Pay. Rs.

The pay of these officers will be fixed at Rs. 200-500 at the discretion of Government.

Under Appendix 18—items (29 and 30) officers of the Indian Educational Service⁶ and Inspectresses of Schools are classed as first-class officers and as such they draw—

- (1) a daily allowance of Rs. 5,
- (2) mileage at As. 8, and
- (3) double first-class fare for journeys by rail.

These officers will, even after the reorganization by which they will get increased pay—Rs. 400-25-850 with a selection grade on Rs. 900-50-1,100, continue to draw travelling allowance at the above rates. They will also be eligible for enhanced rates of allowance on transfer now under correspondence between the Government of India and the Secretary of State—vide G.O. No. 254, Financial, dated 24th March 1919.

In her evidence before the Public Services Commission (Miss Lynch) Mrs. Drysdale stated "that the work of inspection often took an Inspectress away from the railways, that a woman's travelling expenses were heavier than men's as she had to take about more servants with her and that the travelling allowances should therefore be raised in her case by at least 25 per cent. It seems bare justice to allow female touring officers to draw more travelling allowance than male touring officers and we may agree with Mrs. Drysdale as regards the proportion by which the rates of travelling allowances are to be increased.

Under the enhanced powers recently delegated to us by the Government of India in their letter in G.O. No. 722, Financial, dated 9th October 1919, the rate of daily allowance, may be increased by the Government to any sum up to Rs. 10. For orders whether we may raise it from Rs. 5 to Rs. 6-4-0 in the case of the Inspectresses.

Any increase in the existing mileage rates (annas 8) or the number of railway fares (double first-class) would require the sanction of the Government of India—vide item (2) of paragraph 1 of India's letter in G.O. No. 722, Financial, dated 9th October 1919, and article 1012, Civil Service Regulations.

May we recommend the grant of mileage at 19 As. and of 2½ first class fares to these officers? Female officers of the Indian Educational Service who hold non-touring posts need not be allowed these special rates.

2. Officers who will come in the Class II—Under this class come,

- (a) Assistant and Sub-Assistant Inspectresses,
- (b) Headmistresses and Superintendents of Secondary and Training Schools,
- (c) Assistant Professors, Queen Mary's College,
- (d) Lecturer in Kindergarten, etc.

NOTES TO G.O. No. 1349-50, HOME (EDUCATION), 1st NOVEMBER 1919
The pay of these officers which now varies from Rs. 125-300, will, under the reorganization, be fixed at Rs. 200-500. Accordingly, these officers will, as at present, continue to be *second-class officers*.

* This is not correct. They now draw the allowances admissible under the ordinary rules of the Civil Service Regulations, (G.O. No. 920, Educational, dated 20th August 1915).

At present the Sub-Assistant Inspectresses are allowed fixed * travelling allowance of Rs. 35 against Rs. 25 drawn by Sub-Assistant Inspectors. The other officers draw travelling allowance as follows:-

- (1) Daily allowance of As. 4 for every Rs. 25 of the pay subject to a maximum of Rs. 8;
- (2) mileage at As. 4 and
- (3) double second-class railway fare.

Mrs. Srinivasa recommended that Assistant Inspectresses should be given a daily allowance of Rs. 4 and a mileage of As. 8. It is for orders whether in virtue of the powers now delegated to us—vide G.O. No. 722, Financial, dated 9th October 1919, we may (1) allow Assistant and Sub-Assistant Inspectresses of Schools to draw—

- (a) daily allowance of Rs. 4 and Rs. 3 respectively irrespective of the pay drawn by them, and
- (b) mileage rates at As. 3 and 6 respectively;
- (2) withdraw the fixed rate of travelling allowance now drawn by sub-assistant inspectresses; and
- (3) recommend to the Government of India the grant of three and two and a half second-class fares respectively to these officers.

Not but what there is little said by Mrs. Drysdale (note file) that applies specially to them—bungalows, watermen and servants cost the same for them that they do for male officers. Why do they want more servants? A male officer often takes his wife into camp. A female officer does not in the same way take a husband. It is difficult for Financial to formulate concrete proposals with nothing to go upon, but the office proposals are not ungenerous.

E. M. GAWNE—29-10-19.
Whether a female officer's expenses are greater than a man's or not, there is no doubt that her difficulties on tour are greater. I do not know that there is any case for more than double first-class fare on railways; but the rates of road mileage and daily allowance might be raised 50 per cent above those allowed to men.

R. A. GRAHAM—30-10-19.
I think it ought to be enough if we raise the daily allowance.

C. G. T[ODHUNTER]—30-10-19.
3. *Leave rules*.—Officers of the Indian Educational Service and Inspectresses of Schools come under the European service leave rules and as such are eligible for—

Privilege leave	...	...	One month for every eleven months' duty without interruption.
Furlough	...	...	Furlough earned is quarter of the active service, but furlough granted not to exceed two years at a time. The furlough allowance is equal to half the officer's average salary.

Special leave on urgent private affairs Not more than six months at a time. Allowance equal to half average salary.

(The aggregate amount of furlough and special leave with allowances is six years.)

Privilege leave.—As in the case of male officers, female officers are eligible for privilege leave for one month for every eleven months' duty without interruption, and can accumulate such leave for a period of three months (article 246, Civil Service Regulations).

As suggested by the Honourable Member if these female inspecting officers are to be granted 50 per cent more privilege leave, then for every ten and a half months' duty without interruption, these officers will be entitled to one and a half months' privilege leave. This may be recommended to the Government of India for sanction who have now under consideration a proposal to allow officers of all services to accumulate privilege leave up to four months (vide paragraph 1 on page 1 of G.O. Nos. 183-84, Financial, dated 10th March 1919). In the event of the proposal to allow male officers to accumulate privilege leave for four months matures we may as a corollary to the proposal allow one and a half months' privilege leave to female inspecting officers of the Educational Department in a year and ask the Government of India to allow these officers to accumulate privilege leave up to six months at a time. It may, however, be stated in this connexion that under article 288-A, Civil Service Regulations, maternity leave on full pay is now allowed up to three months to married female Educational officers.

It will be seen from the Government of India's letter in G.O. Nos. 183-84, Financial, dated 10th March 1919, that the question of altering furlough leave rules is under consideration. If the proposal of the Government of India materialises—officers will be eligible to take furlough not on half average salary at present but on full average salary, the amount of furlough allowed to the officers being proportionately decreased. It would seem better to await the final orders of the Secretary of State in the matter before proposals for recommending further concessions to female Educational officers are considered.

4. Female Educational officers who will come under ~~second~~ class are now eligible leave under the Indian Service Leave rules as follows:

Privilege leave—

One month for eleven months' consecutive service.

Furlough—

One year after ten years' service, two years after eighteen years' service (total limited to two years in all).

Leave on private affairs—

Six months to those who had not had furlough after six years' service. To be repeated after six years.

Leave on Medical Certificate—

Three years in all but not more than two years at a time.

Privilege leave.—As in the case of the female inspecting officers of the Indian Educational Service, the Assistant and Sub-Assistant Inspectresses who do not enjoy vacation may be allowed the proposed concession of enhanced privilege leave, viz., one and a half months' privilege leave for ten and a half months' continuous service with the right to accumulate the same up to six months and the Government of India addressed. These officers also now enjoy the concession relating to maternity leave (article 288-A, Civil Service Regulations.)

Furlough.—In her evidence before the Public Services Commission, Mrs. Srinivasa, Assistant Inspectress, suggested that instead of only two years, furlough now allowed to officers subject to the Indian Service Leave rules should be allowed furlough equal to one-sixth of actual service. This means that furlough should be raised to five years instead of two years. Similar suggestion has already been made by the Government of India and accepted by Local Government and by Public Services Commission—paragraph 82 of the Public Services Commission Report. Apparently the Government of India are now in correspondence with the Secretary of State in the matter and we may shortly hear what final decision has been reached in the matter. May India be now asked to state in what stage the matter stands?

Before formulating definite proposals, the Home (Education) will doubtless obtain the views of the Director of Public Instruction.

C.V.R.—28-10-19.

31 NOTES to G.O. Nos. 1349-50, HOME (Education), 1st November 1919

3. For the Women's Educational Service, the maximum limits may be.—

	Maximum pension per annum.
	RS.
(a) After 20 years' service	5,000
(b) After 25 years' service	6,000

The calculation should be at $\frac{30}{60}$ th after 20 years' service.

4. *Travelling allowance*.—In view of the changes that are in contemplation, I would suggest raising daily allowances only by 25 per cent.

5. *Leave rules*.—I would suggest giving six weeks' privilege leave in the year to Inspecting officers on the ground that a woman who does 10½ months' touring work requires at least six weeks' holidays if she is not to break down in health.

C. G. T. [ODHUNTER]—30-10-19.

Three additions to the draft in manuscript.

R. RAMACHANDRA RAO—31-10-19.

L. D. [AVIDSON]—31-10-19.

M. H. [ADITYA UL-FAH]—31-10-19.

W. [ILLINGTON]—1-11-19.

The following telegram has been sent to the Government of India:—

"Your telegram 1188, dated 28th October 1919. Letter regarding Women's Education. Final Service posted to-day."
S.K.—3-11-19.

C.R.—3-11-19

~~Extract will be taken and separate file started.~~

Issue *at once* and telegram as soon as the despatch is sent.

2. Take up separately Honourable Member (Financial's) suggestion for a Deputy Director of Education for women's education, page 29 *supra*.
R.R.—1-11-19.

The letter and telegram have issued. The file may be sent to the Financial Department for perusal.

S.K.—3-11-19.

N.K.—3-11-19.

C. RAMANUJA ACHARIYAR—3-11-19.

FINANCIAL (PENSION) DEPARTMENT.

May be *printed* and passed on.

S. S.—4-11-19.

The file may be perused and returned to Home (Education) with thanks.

P.M.—4-11-19.

C.V.R.—5-11-19.

E. M. GAWNE—6-11-19.

R. A. GRAHAM—7-11-19.

[G.O. Nos. 1349-50, Home (Education), dated 1st November 1919.]

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