

Howe (1917) Department.
Concession

Ordinary SERIES.

G.O. No. 270

DATED 3 3 18

INDEXED

[Despatch Abstract.]

Public Service Notification

Declining to sanction the proposal of the Director of Public Instruction that the provisions of articles 1 and 3 of the ----- may be relaxed so as to admit of the permanent employment of trained higher elementary mistresses as teachers on pay not exceeding Rs 25 per mensem in Government Girls' schools.

BACK PAPERS.

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

FURTHER PAPERS.

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

C.F.-29.

H O M E DEPARTMENT.
(EDUCATION)

Received 191 . Registered 191

Subject.

Addressing Government on the subject of relaxation for five years of Articles 1 and 3 of the Public Service Notification in the case of trained women teachers so as to allow higher elementary mistresses to be employed on posts not higher than Rs. 25/- per mensem.

ENCLOSURES

No.

Ref on Cur No. 4825/18.

Spate copies

Station M a d r a s , Dated the 7 January 1919.

From (Name) The Hon'ble Mr. H.S. Duncan, M.A.,

(Designation) As. Director of Public Instruction.

To The Secretary to the Government of Madras,

H O M E Department.
(EDUCATION)

Sir,

With reference to the revised rules for admission to the public service embodied in G.O. No. 1021 Home (Education), dated 6th August 1917 prescribing the minimum general educational qualifications required for appointment to posts in the superior service the sanctioned pay of which is not less than Rs. 20/-, I have the honour to state that it has been repeatedly represented by the Inspectresses of Girls' Schools that owing to the dearth of qualified secondary grade mistresses it has become almost impossible to secure such teachers for filling up vacancies on Rs. 20/- and 25/- in the various Government Girls' Schools in this Presidency. Consequently they urge the desirability of relaxing the provisions of the Public Service Notification to a

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certain extent in favour of women teachers by raising the limit of pay of posts in the superior service to which the examination rules are applicable under Article 1 of that Notification from Rs. 20/- to Rs. 30/- per mensem.

2. It is pointed out that under Article (vii) of the rules and directions framed by the Syndicate of the Madras University for the admission of Secondary School Leaving Certificate holders to University courses of study (vide copy enclosed), the Principals of colleges for women have been allowed full discretion to admit into their colleges female holders of Secondary School Leaving Certificates whether or not the names of such persons are included in the published list of certificate holders declared eligible for admission to University courses of study, and that a similar concession is also granted to such female candidates seeking admission into Women's Medical Colleges. The result is that quite a large number of female Secondary School Leaving Certificate holders who might otherwise have taken up the teaching profession now choose to enter these colleges and the supply of women teachers of the secondary grade is considerably reduced. There are, it is reported, 42 teachers' posts at present on Rs. 20/-, 12 on Rs. 25/- and 2 on Rs. 30/- in the Central Circle alone held by teachers of the Higher Elementary Grade. If the provisions of the Public Service Notification are rigidly enforced in the case of women teachers, I fear that most of these posts and several in the Northern and Southern Circles will have to remain vacant for a long time to come unless exemptions from the examination rules are granted in large numbers to mistresses of the elementary grade.

Until, therefore, there is an increase in the supply of trained teachers of the secondary grade, women teachers should, in my opinion, be accorded a different treatment from that shown to male teachers, at least in the case of appointments carrying pay not exceeding Rs. 25/- per mensem, otherwise it will be difficult to staff girls' schools suitably. Experience has shown

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that male teachers, whatever their grade, have generally not been successful nor popular in schools intended for girls. In these circumstances I have the honour to request that Government will be pleased to apply for a period of five years with effect from 1st January 1919 the provisions of Articles (1) and (3) of the Public Service Notification laying down the minimum educational qualifications to be possessed by candidates for admission to the superior service of Government only to posts carrying pay exceeding Rs. 25/- per mensem in the case of trained women teachers so as to allow of the appointment of trained higher elementary mistresses permanently to teachers' posts in Government Girls' Schools carrying a salary not higher than Rs. 25/- per mensem. The Inspectresses will be instructed to see that the privilege is exercised as seldom as possible and is ordinarily restricted to mistresses who have completed at least the third form course.

3. If my recommendation is approved, I shall submit a draft of the necessary changes to be made in the Public Service Notification.

I have the honour to be,

Sir,

Your most obedient servant,

G. B. Srinivasan
for Director of Public Instruction.

10/11
M. S. S.

UNIVERSITY OF MADRAS.

RULES AND DIRECTIONS OF THE SYNDICATE FOR THE ADMISSION OF HOLDERS OF SECONDARY SCHOOL-LEAVING CERTIFICATES TO UNIVERSITY COURSES OF STUDY.

I. Admission of holders of secondary school-leaving certificates to University courses of study in the academic year 1919-20 and subsequent years shall be made only in accordance with the revised rules and directions of the Syndicate herein contained.

II. Such holders only of completed secondary school-leaving certificates may be admitted to University courses of study, and will be registered as matriculates under Regulation 166 (a) as have been declared eligible for such admission by the Syndicate.

III. A complete list of certificate-holders declared eligible for admission to University courses of study will be published annually in the *Fort St. George Gazette* and a copy of this list will be furnished to each Principal of an affiliated college. In no circumstances may any certificate-holder not included in one of these lists be admitted to an affiliated college other than a College for Women, nor will any such certificate-holder be entitled to registration as a matriculate under Regulation 166 (a) except as provided in paragraph VII below.

IV. In the case of certificates issued under the authority of the Government of Madras those holders of certificates who qualify under the following rules will be included in the list of those declared eligible by the Syndicate for admission to University courses of study:—

1. Secondary school-leaving certificate-holders shall be eligible for admission to University courses of study whose marks in the Public Examination or whose marks after moderation are

(a) in Group A subjects

either

(i) in English five marks above the Presidency average and in each of the other two subjects (except Vernacular Composition and Translation in the case of school pupils who study a classical or a foreign language under Group C and are therefore excused the study of the former subject under Group A) not less than the Presidency average;

or

(ii) of the total marks, in English 40 per cent and in each of the other two subjects (except Vernacular Composition and Translation in the case of school pupils who study a classical or a foreign language under Group C and are therefore excused the study of the former subject under Group A), 85 per cent;

(b) in Group C subjects

either

(i) five marks above the Presidency average in Algebra and Geometry, or Physics, or Chemistry, or English History, and not less than the Presidency average in one other subject;

or

(ii) of the total marks, 40 per cent in Algebra and Geometry, or Physics, or Chemistry, or English History, and 85 per cent in one other subject.

2. A secondary school-leaving certificate-holder who fails to qualify in Vernacular Composition or in Elementary Mathematics shall be eligible for admission, provided he obtains excess marks in English and the other subject of Group A taken together equal in number to twice the number of marks by which he is deficient in the subject in which he fails.

A secondary school-leaving certificate-holder who fails to qualify in Vernacular Composition and in Elementary Mathematics shall be eligible for admission, provided he obtains excess marks in English equal in number to twice the total number of marks by which he is deficient in the two other subjects.

3. A secondary school-leaving certificate-holder who qualifies in one of the four selected subjects in Group C but who fails to qualify in a second subject of that group shall be eligible for admission, provided that in the former subject he obtains excess marks equal in number to twice the number of marks by which he is deficient in the latter subject.

4. A secondary school-leaving certificate-holder who fails to qualify in Vernacular Composition, or Elementary Mathematics, or in both, and also in a second subject of Group C may be declared eligible for admission, provided that he obtains excess marks as above both in the other subject or subjects in Group A and in one of the four selected subjects of Group C.

5. The eligibility of a school-leaving certificate-holder will be determined for each Group of subjects separately, by the test of Presidency averages or fixed percentages throughout, or by the test of Presidency averages in Group A and fixed percentages in Group C, or vice versa.

6. In the case of certificates issued under the authority of Native States in the territorial jurisdiction of the University similar standards for admission will be applied.

7. The moderation of the marks obtained by a holder of a secondary school-leaving certificate for the purpose of the above rules will be effected as follows:—
The individual mark gained by him for the last year at school in each subject will be multiplied by the average mark for the school at the Public Examination and the result divided by the average

b. No 44 B- From the D.P.I. No 4825/8

27.7.19

Subject: — Relaxation of the provisions of Articles 1 and 3 of the Public Service Notification in the case of trained women teachers

The D.P.I. proposes that the provisions of Articles 1 and 3 of the Public Service Notification be relaxed in the case of trained women teachers so as to admit of the employment of trained higher elementary mistresses permanently in posts on pay not exceeding Rs 25/- per mensem in Govt Girls' Schools. The reasons adduced by him ^{in support of his} ~~proposal~~ proposal are as follows:—

(1) It is difficult to secure qualified secondary grade mistresses for posts on Rs 20/- and Rs 25/- on account of the dearth of such mistresses

(2) The Syndicate of the University of Madras has permitted the Principals of Colleges for Women to admit female holders of Secondary School Leaving Certificates, even though their names may not appear in the list of candidates declared

mark at school of the candidates from the school actually appearing for the Public Examination. The figure thus obtained will be added to the individual mark gained by him at the Public Examination and the total will then be divided by two to obtain the final moderated mark.

V. Hereafter candidates for admission to colleges, who are holders of certificates completed in a year previous to their candidature, must submit their certificates to this office for inspection not later than the 30th April. Every such certificate will be judged by examination marks alone according to the rules in force for certificates completed in the year in which it is submitted for inspection except that in the case of certificates completed prior to 1917 the best performance in each subject in any year will be taken into consideration.

VI. Any candidate for admission to University courses of study who in any year fails to qualify by reason of deficiency in any subject or subjects in which he has undergone examination will be required to undergo a supplementary course at school in all the subjects of Group A and in two subjects of Group C. He must again appear at the Public Examination at the close of this supplementary course and his eligibility for admission will be determined as if he had then appeared for the examination for the first time. In the case of a candidate who, after undergoing a supplementary course and examination, has failed again to qualify for admission to University courses of study, and who is permitted to appear at the Public Examination in a subsequent year after private study, eligibility for admission will be determined upon his last examination marks alone.

VII. Notwithstanding anything contained in the foregoing rules the Principals of Colleges for Women will be permitted to make admissions at their discretion of female holders of secondary school leaving certificates whether or not the names of such holders of certificates are included in the published list of certificate-holders eligible for admission to University courses of study. Certificate-holders so admitted to Colleges for Women will be registered as matriculates under Regulation 166 (a).

VIII. The lists published annually in the Port St. George Gazette will contain the names of all certificate-holders found to be eligible for admission to University courses of study in affiliated colleges, other than Colleges for Women, under the rules and directions issued by the Syndicate. It is, however, to be clearly understood that inclusion in the list confers on no certificate-holder the right of admission to any affiliated college. The Principals of Colleges are at perfect liberty to restrict admission to such applicants as they may select and are moreover required strictly to confine admission to such eligible certificate-holders as, judged by their certificates, may be expected to profit by the particular courses of study upon which they propose to enter in the college selected.

(By Order)

F. DEWSBURY, B.A., LL.B.,
Registrar.

Senate House, 1st November 1918.

para 2 of his letter
p. 3 cf

para 1 of his letter
p. 1 cf

para 2 ibid

declared eligible for admission to University Courses of Study. This, coupled with the similar concession shown in the case of candidates seeking admission to Women's Medical Colleges, has tended to diminish the supply of trained women teachers, as female holders of S.S.L.C's prefer joining these colleges to entering the teaching profession.

(3) Male teachers are neither successful nor popular in schools intended for girls

2. The D.P.I. proposes ~~unilateral~~

~~from as good as dead & I paid for it & its cost~~
~~was so much more than I could pay for~~
~~for my poor body & I had to go over~~
and that the relaxing ^{suggested by him might} ~~be made~~ hold
good ~~only~~ for a period of five years.

He also assures Comt that instructions will be given to Inspectresses of Girls' Schools to exercise the privilege of appointing trained higher elementary mistresses to teachers' posts in Comt girls' schools as rarely as possible.

The circumstances explained ~~the need for this~~ ^{by the Director} seem to warrant a relaxation of the provisions of ^{the Act relating to} the Public Service

Notificati

part 2 of the D.P.I's
letter - p. 2 cf.

para 2 ibid p. 3 cf

x copy at (K)

para 2 of his letter. p. 3c

ibid

Notification. The practical effect of the adoption of the Director's proposal in its entirety will be to fix the minimum salary of a Secondary grade trained mistress at \$25.00 per month. It is for consideration whether this limit should be adopted or whether it would be sufficient for the present to fix ~~the~~ it at \$25.00. In any case it does not seem necessary to make any formal change in the P. S. Notification, as the ~~new~~ proposal is to be sanctioned only temporarily for a period of five years. An executive order permitting ~~the~~ the employment of non S. S. L. C. mistresses ^{upto} ~~the~~ ^{the} ~~pay~~ ^{the} ~~to be~~ adopted seems sufficient. In order to ~~be~~ ensure that ~~no~~ improper use ~~is~~ ^{is} may not be made of this concession, it may possibly be laid down that cases of relaxation should be submitted to the D. P. D for his approval by the Inspectresses. Though such approval would be only formal, it will have the wholesome effect of checking undesirable extension of the concession to undeserving cases. The power of relaxation will be

*The next grade above
\$25 is \$30.

with the D.D. instead of with foot.

At
21-1-1916

It does not appear to me that any formal relaxation is necessary.

2. Those in service on 6 Aug 1917 will continue to hold the permanent posts they occupy. For promotions, if the Superior agrees to recommend, they are ready to be made. Actual experience of work is a better criterion of worth than a school exam passed in childhood.

3. The case of those acting on 6 Aug 1917 will be favourably considered for confirmation if recommended.

4. The difficulty is confined to fresh entrants into service. A wholesale relaxation of this rule will defeat the spread of women's secondary education. If women realise that they are entitled in a sense to get posts if they undergo the course they are more likely to undergo the school general course than otherwise. Meanwhile I shall freely exempt candidates appointed for default.

of qualified women. No request for G.O.A. such will
 induce the G.O.A. authorities to accept them as being qualified persons.
 5. Will not the above meet the object?

May 22/19

Do I say

Home (E.S.) No. 44 B-1

no 6727 31-1-19



1-2-19

In making the proposal I quite realized
 the force of the argument brought forward
 in para 4 of the Director's letter with,
 but I felt it and because of the
 practical difficulties in the way of
 securing qualified persons for
 positions. The Director's suggestion
 remains to grant exemptions fully
 will still throw a good deal of work
 on the Assistant & Director's Office.

APD
 31-1-19

NOTES.

Page

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Home (Edn) Dept

Please see the D.P.I.'s note on p. 5 supra. He is unable to accept the Secretary's proposal on account of the practical difficulties in the way of securing qualified secondary grade mistresses and the additional work that is likely to be thrown on the D.P.I.'s office and the Secretariat, if exemptions are applied for. The first argument would lose much of its force, if exemptions are to be freely granted where secondary grade trained mistresses are reported to be not available. Much weight may not also be attached to the second argument in view of the fact that the additional work is not likely to be very much and that it is necessitated by the desire to pursue the policy of securing qualified women teachers as far as possible.

For order.

4-2-19

La
4-2-19A
5-2-19

The necessity to approach Government incites the Educational Officers to put forth best efforts to secure qualified candidates. Hence

in the interests of female education itself the proposal does not seem to be sound.

2. If H.E. thinks otherwise, an order will be issued sanctioning the D.P.L.'s proposals.

W 10/2/19

H-E. Lague. And
I have thought it well to consult the
present acting D.P.L. in this matter:
who also agrees - see his d.o. to P.D.G.
herewith - attached to this file.

Mr. Duncan's proposals may be regarded.

P.
24.2.19.



B:26
C: 10/2
P 2/2

DEPARTMENT.

CURRENT No.

From _____

Received _____ 191 . Registered _____ 191 .

Subject.

8-10



Old College, Nungambakam,

2nd February 1919..

My dear Moir,

I return herewith the file you sent me with your letter dated 12th February 1919 regarding the relaxation from the provisions of Article I and 3 of the Public Service Notification of Women Teachers.

I am convinced that Mr. Duncan's proposal which was based on the recommendation of the Inspectress, Mrs. Drysdale, is not for the ultimate good of female Education. In a note I wrote in November 1915, I advocated concentration on collegiate, secondary and special (training) Education for girls with the object of obtaining a supply of teachers trained in India and emphasized that only slow progress would be possible in the education of women. The Inspectress has endeavoured to force the growth of female education and this has resulted in a state of affairs in which the demand for women teachers exceeds the supply, so that we must perforce employ qualified men teachers

DEPARTMENT.

CURRENT No.

From _____

Received _____ 191 . Registered _____ 191 .

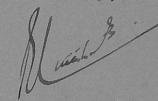
Subject.

8-10

where qualified women teachers should be employed, or engage women teachers who whether qualified or unqualified are in a position to demand salaries much in excess of the corresponding salaries for men teachers and in the case of unqualified teachers much in excess of their real value. Apart from the educational effect this has a serious economic aspect that cannot be ignored. If once we accept the postulate that unqualified women teachers are to be paid these relatively high salaries in the ordinary course of events, it will subsequently be found impossible to reduce them. We shall be flooded with a number of unqualified women teachers who will be unable to work up to the standard of education at which we should aim, who are relatively highly paid, who compel a fictitious value to be placed on their educational worth and of whom we shall not be able to rid ourselves, while our standards of instruction will be reduced in the future.

I agree with the attitude taken by Mr. Ramachandra Rao in his notes.

Yours sincerely,



To

M.E. Moir, Esq., I.C.S.,

Private Secretary to His Excellency
The Governor of Madras.

NOTES.

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Home (Edu) Sep 14

A draft order is submitted for approval

$\frac{P}{26.2.19}$
26.2.19

$\frac{A}{27.2.19}$

my 17/3/14

Declining to sanction the proposal of the Directors of Public Instruction that the provisions of Articles 1 and 3 of the ^{Permanent} may be relaxed so as to admit of the employment of trained higher elementary mistresses as teachers on pay not exceeding Rs 25/- per mensem in Grant Girls' schools.

” ” ” ” ” 191

C. No. 44B, From the D.P.I., No. 4825/18 dated 7-1- 1919

191

No. 270, dated 3. 3. 1919

Mis

The Government report
that they are unable to accept
the ~~1977-1980~~ ^(made by the D.P.D.) proposal, in his
paper read above.

£
26.2.19

Feb. 2. 19

ca
27.2.00

1/3/19

To

The D.P.I. - 9/10

When given for copying

When copied

When examined

When signed

191

READ AGAIN G.O. No.
191

DATED

CURRENT No.

ENCLOSURES TO G. No.

ORDER OF GOVERNMENT

LETTER OF GOVERNMENT

STATEMENT WITH LITTO.

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

N.B.—

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