

Law (192 /) Department.
(Education)

Ordinary SERIES.

G.O. No. *1117*

DATED *4-8-21*

(15)

[Despatch Abstract.]

European schools---counting of service of teachers in
 India for pension--Reply sent to the Government of
 India.

BACK PAPERS.

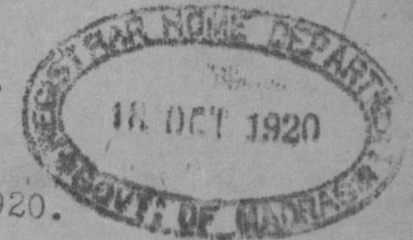
G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

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

CURRENT FILE.

(2) No. 1295 *hon 20484/1801*
Government of India,
Department of Education.
(Education)
Simla, the 13th October 1920.



From

The Hon'ble Mr.H.Sharp, C.S.I., C.I.E.,
Secretary to the Government of India,

To

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

Sir,

I am directed to forward, for information, a copy of the
correspondence noted on the margin on the subject of the

8-2 cp

- | | |
|---|---|
| 1. Letter from the India Office, no. J. & P.
5307, dated the 19th August 1920 with enclos.
(except the two Acts). | } counting of
service of
teachers in
schools |
| 2. Letter to the India Office, no. 516, dated the
28th September 1920. | |

1-7 cp

in India for pension and to request that the Government of
India may be favoured with any remarks which ~~the Governor~~
in Council may wish to offer in this
connection.

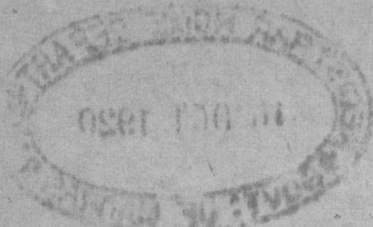
I have the honour to be,
Sir,

Your most obedient servant,

H. Sharp

Secretary to the Government of India.

c.m.



No. J. & P.-5307-20, dated the 19th August 1920.

From—The Secretary, Judicial and Public Department, India Office, London,
To—The Secretary to the Government of India, Education Department.

From Reverend J. A. Graham, 16th June 1920 and enclosures.
To Sir H. W. Orange, 23rd July 1920.
From Sir H. W. Orange, 29th July 1920.
From Scottish Education Department, 3rd August 1920.
To Scottish Education Department, 9th August 1920.
From Scottish Education Department, 11th August 1920 and enclosure.
Copy of School Teachers (Superannuation) Act, 1918.
Copy of Education (Scotland) (Superannuation) Act, 1919.

I forward, for information, copy of the papers noted in the margin on the subject of the counting of service of teachers in schools in India for pension.

I should explain that the letter from the Scottish Education Department of 3rd August was in reply to one forwarding a copy of Sir W. Duke's letter of 23rd July to Sir H. W. Orange, and asking how matters stood with regard to the Scottish Act.

It is understood that the question is now under the consideration of the Government of India and it is accordingly desirable that the Government of India in discussing the matter should be in possession of the views of the Board of Education and the Scottish Education Department.

J. & P.-4765-20.

WHITEHALL, S. W.-1,

23rd July 1920.

DEAR ORANGE,

I send herewith copy of correspondence received from Mr. Graham, Superintendent of St. Andrew's Colonial Homes, Kalimpong, regarding the position of schools in India with reference to the School Teachers Superannuation Acts.

The question was raised with this office by the Associations of University Women Teachers and Head Mistresses, and we addressed the Board of Education officially in January last, but have not received any reply up to the present.

In the circumstances I am venturing to ask if you could kindly let me have your observations on the subject. We naturally wish to do everything possible to secure a steady flow of qualified teachers for schools in India, and recruitment seems likely to be adversely affected by the establishment of the State pension schemes in England and Scotland.

I should perhaps add that we have not yet had any communication from the Government of India on the subject.

Yours sincerely,

(Sd.) F. W. DUKE.

Sir H. W. ORANGE, C.B., C.I.E.,
Board of Education,
Whitehall, S. W. 1.

Dated Kalimpong, Bengal, the 16th June 1920.

From—J. A. GRAHAM, Esq., Honorary Superintendent, St. Andrews' Colonial Homes,
To—SIR WILLIAM DUKE, G.C.I.E., K.C.S.I., India Office, Whitehall, S. W.-1.

The enclosed correspondence will explain the subject upon which I was asked by the Board of Management to get your kind help. The letter from Sir L. A. Selby-Bigge to Hornell will suggest an opening for approaching the Education Department and Lord Sinha may already have broached the subject to Mr. Fisher. The Board felt that if they remitted the charge of the matter to you, it was not

unlikely you would manage to get some move on. No doubt Hornell will now also approach the Government of India with a view to action from Simla. Other schools feel the same difficulty as we do and are also beginning to agitate. We shall all be most grateful if you can get something done.

In fixing any contribution to the Home Exchequer in respect of the terms of service, Lady Teachers (particularly) service in India, there should I think be kept in view that the proportion of ladies who continue to teach till 60 years of age is not likely to be very high. Our experience here is that we lose at least one lady worker by marriage every year. Indeed our Headmaster recently suggested that perhaps the difficulty might most easily and inexpensively be got over by the school arranging with an Insurance Company to pay an annuity at 60 to a teacher for the time she served with the school, *e.g.*, granted that her ultimate salary might be £240 and she serves five years, then she could be guaranteed by a policy to receive an annuity of $240 \times \frac{5}{80}$ from 60 onwards should she at that age be still teaching and entitled to the State Pension.

Copy of correspondence regarding difficulties in recruiting trained teachers in Britain for schools in India.

Dated Whitehall, London, S.W.-1, the 9th April 1920.

From—L. A. SELBY-BIGGE, Esq., Board of Education,

To—W. W. HORNELL, Esq., C.I.E., Director of Public Instruction, Bengal.

In reply to your letter of the 18th March, I am very much alive to the difficulty which certain schools will experience in consequence of the establishment of the State Scheme for Teachers' pensions by the Superannuation Act of 1918. Schools in which service does not count as "recognized service" on which pensions can be calculated will undoubtedly find it difficult to get teachers unless they either raise their salaries or establish pension schemes of their own.

The possibility of making arrangements by which such schools can obtain pensions for their teachers by making contributions to the Exchequer has been suggested from several quarters and will be considered, though I have not the least idea whether it will be found practicable to do anything on these lines. If anything comes of the suggestion I will of course let you know; but we are so overburdened with work and are so short of staff that it is very difficult to get big questions dealt with expeditiously.

Dated Kalimpong, Bengal, the 14th June 1920.

From—DR. J. A. GRAHAM, Honorary Superintendent, St. Andrew's Colonial Homes,

To—THE HON'BLE MR. W. W. HORNELL, C.I.E., Director of Public Instruction, Bengal.

I am directed by the Board of Management of the Homes to approach you on the subject of the increasing difficulty in getting trained teachers—a difficulty which we believe to be felt by the European Schools in general in the province.

Our ambition has been to recruit trained teachers for the Homes' schools from Britain. In the earlier years we had no difficulty in getting such teachers, but since the war we have failed to attract them. The general improvement of the position of trained teachers in the home lands makes service abroad less attractive and the chief deterrent seems to be that by the Superannuation Act of 1918 for England and the Act of 1919 for Scotland there has been established a State Scheme for Teachers' Pensions on a liberal scale, and that under this scheme, service in India is not recognized.

The Board of Management believe that it will be a most serious blow to education at the present time if India is unable to get the advantage of trained teachers from Britain and they would urge Government to do everything possible to remove the obstacle to their recruitment. The Board are of opinion that if an arrangement could be made with the authorities in Britain whereby Teachers could continue to earn their pensions while serving in approved schools in India, one of the main obstacles would be removed.

The basis of such an arrangement would naturally be the contribution to the Home Exchequer of a sum to meet the liability for pension represented by the service in India and this sum could be paid by the school employing the teacher.

Under the English Act, service in approved schools in India while not pensionable, is recognized as "qualifying" service towards the term of service necessary for earning a pension; but under the Scottish Act this valuable concession is not made. The Board would urge that Government should take all possible steps to have the Scottish brought into line with the English practice in this respect.

The situation created by the failure to get trained teachers from Britain is made the more acute by the dearth of trained teachers in India. And the Board would also urge upon Government the consideration of this aspect of the question.

The future of many of the schools in India depends largely on a satisfactory solution of the subject of trained teachers and on this ground, the Board of Management respectfully ask for strong and speedy action on the part of Government.

BOARD OF EDUCATION,

WHITEHALL, LONDON, S.W.-1,

29th July 1920.

DEAR SIR WILLIAM DUKE,

With reference to your letter of the 23rd July enclosing copy of correspondence from Dr. Graham regarding the position of schools in India with reference to the School Teachers Superannuation Act:—

Recruitment of English men and women as teachers in India may have been adversely affected by the establishment of the State Pension Schemes in England and Scotland in this sense that those Pension Schemes have made service in this country more attractive than it was before and that therefore teachers may be less willing than they would previously have been to go abroad. If the Pension Scheme has adversely affected recruitment in this way then it has had the same effect that a rise of salaries, or any improvement in the conditions of service would have, and the tendency would be that teachers (except those who choose their careers without reference to the pecuniary rewards obtainable) would naturally require the terms of service in India to be at least as good and probably much better than those in this country, if they are to be tempted to go from this country in India.

But that is the only sense in which the schools in India can have been adversely affected by our Act. Our Act of 1918 made pensionable a great number of teachers who previously were not pensionable; but so far as it affected the transfers of pensionable teachers from England to India or *vice versa* our Act of 1918 rendered such transfers rather easier than more difficult. Under the old Acts a pensionable teacher in order to obtain a pension in this country was obliged to serve for half his working life in this country, *i.e.*, half the years between the date when he became certificated (say age 21) and the age when he became pensionable, *viz.*, 65. Now however under the Act of 1918 a teacher can obtain an English pension upon his English service provided that his English recognized service amounts to 10 years altogether and that in the course of his life he serves altogether for 30 years in qualifying service. As we have recognized certain of the Indian schools for the purpose of qualifying service this means that a teacher can divide his period of 30 years' teaching between England and India if he chooses and can still get a pension from England on his English recognized service if his English recognized service amounts to at least 10 years. Obviously the Indian school ought, if it expects to recruit or to retain teachers, to give them pensions on their Indian service.

I am not fully informed as to the conditions under which the Scotch Education Department grant pensions and cannot say whether that system is equally favourable to the teacher who divides his service between the two countries. My impression is that it is not, but that the Scotch Education Department are considering the matter.

For the real root cause of difficulty in obtaining teachers to go out from this country to India we must look to much wider economic causes than the improvement conferred upon the position of English teachers by the Superannuation Act. It is a question of salaries more than of pension and of scarcity of qualified persons and of great attractions of other careers. Pensions probably affect the matter in the case of some teachers who might otherwise be tempted but find upon enquiry that the pensions offered to them by Indian schools for Indian service are inadequate.

I do not know whether the Association of University Women Teachers addressed the India Office in the sense of desiring that service in Indian schools should be made pensionable at State expense by this Department through an amendment of the Superannuation Act of 1918. Such a proposal is quite out of the question. This Board would not seriously entertain it and would have no hesitation in saying so to any deputation which might propose it.

The idea has, however, been put forward (it is mentioned, though in a very tentative manner, in Selby Bigge's letter to Hornell of which you sent me a copy), that this Board might receive contributions from non-pensionable schools so that service in those schools would become pensionable by this Board.

I do not think that the schools in India would be well advised to delay the establishment of pension schemes of their own in the hope that the teachers may at some future date be allowed to obtain pensions from this Board by paying for them, and it is obvious that this Board could not start a system of contributory pensions without first obtaining legislative sanction. So long as the law stands as it is at present the position is as described in the earlier paragraphs of this letter.

Yours sincerely,

(Sd.) H. W. ORANGE.

SIR WILLIAM DUKE, C.G.I.E., K.C.S.I.,
India Office,
Whitehall, S. W.-1.

SCOTTISH EDUCATION DEPARTMENT,

3rd August 1920.

Superannuation Scheme for Teachers, 1919.

20-P.-2991.

SIR,

I have the honour to acknowledge the receipt of your letter of 23rd ultimo, addressed to Mr. Cornish.

I am directed to state, in reply, that it is not possible, as the Superannuation Scheme formulated in terms of the Education (Scotland) (Superannuation) Act, 1919, stands, to record service of teachers in India for the purposes of the Scheme.

I am also to point out that a concession similar to that in England referred to in Dr. Graham's letter of 14th ultimo to the Hon'ble Mr. Hornell would be of comparatively little value in view of the Superannuation Scheme for Teachers not requiring a period of thirty years' service in normal cases; but this Department would be prepared to co-operate in any arrangement by which teachers could receive credit for their full service, each country paying for the service actually given in its own schools.

P. H. Dumbell, Esq.

I have, etc.,

(Sd.) J. STRUTHERS.

PUBLIC.

J. & P.-4765-20.

9th August 1920.

Superannuation Scheme for Teachers, 1919.

20-P.-2991.

SIR,

I am directed to acknowledge with thanks the receipt of your letter of 3rd August.

If the scheme to which you refer has actually been embodied in an Order in Council, the Secretary of State for India would be greatly obliged if six copies of it could be furnished to this Department for transmission to the Government of India.

The Secretary of State for India notes that the Scottish Education Department would be prepared to co-operate in an arrangement by which teachers whose service was rendered partly in Scotland and partly in India could receive credit for their full service, each country paying for the service actually given in its own schools. I am to enquire whether the Scottish Education Department would have any objection to an assurance to this effect being given to Dr. Graham in reply to his enquiry (copy of which was forwarded with my letter to Mr. Cornish of 23rd July) and to the Government of India who are understood to be considering the general question.

I am,

SIR,

Your obedient Servant,

(Sd.) P. H. DUMBELL,

Assistant Secretary,

Judicial and Public Department.

The Secretary,

Scottish Education Department,

Whitehall,

London, S. W.-1.

SCOTTISH EDUCATION DEPARTMENT,

11th August 1920.

Superannuation Scheme for Teachers, 1919.

20-P.-3075.

SIR,

I have the honour to acknowledge the receipt of Mr. Dumbell's letter of 9th instant (J. & P.-4765-20).

I am directed to enclose six copies of the Superannuation Scheme formulated under the Education (Scotland) (Superannuation) Act, 1919, and approved by Order in Council, dated 30th July 1919, and to state that this Department have no objection to the terms of their letter of 3rd instant being communicated to Dr. Graham and to the Government of India.

I have, etc.,

(Sd.) J. STRUTHERS.

The Under Secretary of State for India,

Public Department,

India Office,

D.O. no. 516, dated Simla, the 28th September 1920.

From—The Hon'ble Mr. H. SHARP, C.S.I., C.I.E., Secretary to the Government of India, Department of Education,
To—J. E. FERRARD, Esq., C.B.E., Secretary, Judicial and Public Department, India Office, London.

I am directed to write with reference to your letter J. & P. no. 5307, dated the 19th August last, on the subject of counting of service of teachers in schools in India for pension.

2. With reference to Sir John Struthers' letter of the 11th August 1920, it is assumed that a communication has already been sent to Dr. Graham.

3. As regards the facilities for the training of teachers and provision for old age in India, I might refer you to my last quinquennial Review. There are two training establishments for teachers for European schools in the Punjab and there is the Dow Hill School at Kurseong. As a result of the Conference of 1912, a Training College is now being established for Southern India and Burma in the Nilgiri Hills. European schools ordinarily have some scheme of their own for provident funds. There is also the general scheme for non-pensionable schools of all kinds, which was described in this Department's letter no. 946, dated the 29th August 1919.

4. As a matter of policy it is desirable to encourage, as far as possible, the training and employment of teachers whose domicile is in India; but it is no doubt also desirable in certain institutions, such as Kalimpong, that a supply of teachers from the outside should be introduced in certain proportions. The scheme which Dr. Graham suggests would, if brought into operation, probably be applied only in a few cases. As alternatives to it, there are the suggestions made in Orange's letter and the suggestion mentioned in Dr. Graham's letter of the 16th June last for the utilization of an Insurance Company. Sir John Struthers' letter is encouraging for the formation of a contributory scheme. In England special legislation would apparently be required.

5. It seems, on the whole, doubtful whether it would be worth while to undertake such legislation. Any way, it is clear that, if contributions were made, they would have to be made either by the local Governments in India or by the institutions themselves. At the same time the advantages of some sort of reciprocity both in this and other educational services are recognized. Copies of the correspondence are accordingly being sent to local Governments in case they have any proposals to make. But all that the Government of India at this stage would suggest is that, should any scheme be formulated and should any legislation be undertaken, which would permit of such contributions being made from Colonies and other Dependencies, the scheme or the legislation should permit of the entrance of India into such an arrangement.

Service of teachers in private schools

Home (Eu) Dept

CN. 2048B/20.

*End 2048B-1
25.10.20*

Referred to the D.P. for

early remarks.

*10/10/20
20.10.20
J.E.F.
20.10.20*

20.10.20

93/10/20

25/10/20

*DESPATCHED
20 OCT. 1920
26.10.20*

To, The D.P. with CN. 2048B

in original to be returned with reply.

*DESPATCHED
1 DEC. 1920*

*R. Des/20
14/11/20
R. Des/20
10/11/20
R. Des/20
24/12*

Remind after a month

Law (Education)

DEPARTMENT.

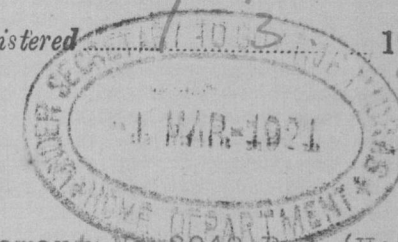
C.F.-29.

Received



191

Registered



191

Subject.

Replying to Government Endorsement No. 2048-B-1, (Home (Education) dated 25-10-20, regarding the question of counting the service of teachers in schools in India for purposes of pension.

ENCLOS RES.

No.

Spare copies

R.C. No. 11335/20

Station Madras, Dated the 28 2 1921.

Law (Education) Dept.

Lodged (next) From (Name) R.G. Grieco Esq M.A.

Reminder 1-4-21

(Designation) Ag. Director of Public Instruction, Madras.

To The Secretary to the Government of Madras,
Law (Education) Department.

Sir,

With reference to reminder dated 12-2-21 in connection with the report called for in Government Endorsement No. 2048-B-1, Home (Education) dated 25-10-20, regarding the question of counting the service of teachers in Schools in India for purposes of pension, I have the honour to state that I am awaiting further information on the matter from the Inspector of European schools who has been reminded.

I have the honour to be,

Sir,

Your most obedient servant,

Duboucheant Chet
for Director of Public Instruction.

Copy to the Inspector of European schools, Madras with reference to Proceeding Re. No. 115/20 dated 11-1-21

as
1-3-21

1-3-21

Reminders
issued again
on 5/5/21
b1

Law (Ed.) Dep

Memo 6943-135
7.6.21

The attention of the
D.P.D. is invited to the correspondence
ending with his letter no R.C. 11335
of the 28th Feb. '21 regarding the
question of counting the service
of teachers for purposes of pension
and he is requested to expedite
his reply to Govt. endorsement no
2048 B-1 of 25.10.20 on the subject

DESPATCHED
11 JUN. 1921
8.9

2. / Copied 6/6/21
The D.P.D. memo
25.10.20

AS
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Law (Education)

DEPARTMENT.

Received



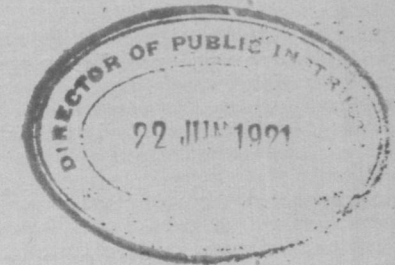
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Registered

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Subject.

Replying to Government Endorsement No.2048B-1 dated 25-10-1920 regarding the counting of the service of teachers in schools in India for pension, recruited from England.



ENCLOSURES

No.

Ref. on Cur.No. 11335 of 1920

Spare copies

Station Madras, Dated the 17th June 1911.

From (Name) R.Littlehales Esq. M. A.,

(Designation) Director of Public Instruction,

Madras.

To The Secretary to the Government of Madras,

Law(Education) Department.

Sir,

With reference to endorsement No.2048B-1 dated 25th October 1920 referring to the Director for remarks a copy of the correspondence on the subject of the counting of service of teachers ^{in schools} in India for pension I have the honour to state as follows:-

First there are very few European schools in the Madras Presidency requiring teachers from Home and so there is not sufficient ground for special legislation regarding the introduction of a special pension scheme to enable the few English and Scottish trained teachers to derive full advantage from it. Secondly there ^{appears to be} is very great dearth of teachers, especially male teachers, in England at the present time and this has --- also been felt for some years past. England has not a suffi-

12
cient supply of trained teachers for itself. It seems therefore to me out of the question to press for European Elementary teachers for India. Thirdly conditions of service in India are not sufficiently attractive to secure teachers trained in --- England except those who choose their careers without reference to the pecuniary rewards obtainable, and lastly the institutions here will not be able to contribute to any pension scheme ---- without additional aid from Government.

2. The Government Provident Fund scheme for teachers in non-pensionable service is likely to come into force soon. It will apply to teachers of European schools and reciprocal action may be suggested.

3. The scheme referred to in para 2 above has been submitted to Government with my letter R.C.No.9801 of 1919 dated 13 June 21

I have the honour to be,

Sir,

Your most obedient servant.

N.R. Krishnan 1664
for Director of Public Instruction.

sar.

Sd/-
16/6



No. 891

Government of India.

Department of Education.
(Education).

Simla, the 24/6 June 1921.

From

Dr. Wali Mohammad, M.A., Ph.D.,

Assistant Secretary to the Government of India

To

The Secretary to the Government of Madras,

Law (Education) Department

Sir,

I am directed to invite attention to this Department letter no.1295, dated the 13th October 1920 on the subject of the counting of service of teachers in schools in India for pension and to enquire when the Government of India may expect to receive the views of the local Government.

I have the honour to be,

Sir,

Your most obedient servant,

Wali Mohammad

Assistant Secretary to the Government of India.

A.K.B.

NOTES.

1882



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of 12/1 9/2 10/3

Wm. H. ...

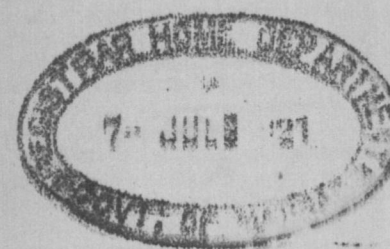
Law (Education) Department.

Subject:-Counting of service of teachers in schools in India for pension.

The remarks of the D.P.I in para 1 of his letter on pp 11 & 12 c.f. may be con-
curred in and the substance thereof ~~embodied~~ embodied in the reply to be sent to the Govt. of India.

*p.12 CF With reference to Director's remarks in para 2 of his letter, it is submitted that it is not clear how reciprocal action can be suggested in respect of the Provident Fund scheme for teachers in European schools which will shortly come into force and the pension scheme which is now obtaining in Great Britain. It would therefore seem that no mention need be made about it in the letter to India.

Subject to orders, a draft order is submitted. *(approved it)* *If may go to Finance for acceptance*
1.7.21 *5/7/21*



CURRENT NO.
1691
PENSION

NO. 19428-1

77-21

Recd 8/11/21

22/7



2

Finance (Pen) Dept

The draft letter may, it is submd.
be accepted in this department

Secy



CK
9.7.21
CRS
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KCO
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Law (Edue) Dept
For orders as to circulation to C,

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As amended.
LD.
25.7.21



10 1

(C.No.1942-B)

Letter no. 117.248
Mis.

To
The Secretary to the Govt. of India
Department of Education.
(Education)

Sir,

In reply to your letter No.1295
dated the 13th October 1920 regarding
the counting of service of teachers
in schools in India for pension, I
am directed to offer the following
remarks:-

In the first place there are
very few European schools in the
Madras Presidency requiring teachers
from Great Britain and so there is
not sufficient ground for special
legislation regarding the introduc-
tion of a special pension scheme
to enable the few English and Scottish
trained teachers to derive full

DESPATCHED
GAUWJKI
SBI

Keep copy in file

European Schools
Commission

Counting of service of
teachers in India for
pension - Reply sent
to the Govt. of India

P. H. CF

do

furnish you with an extract
from a report on the subject
received from the D.P.I.
H.E.

[P.H. 12
of]

The P. in C. has no remarks
to offer beyond an expression of
his concurrence in the final sentence
of Mr. Sharp's letter No. 10516 of

2
28th September 1921, Monday

advantage from it. Secondly, there appears to be ^a very great dearth of teachers especially male teachers in England at the present time and this has also been felt for some years past. England has not a sufficient supply of trained teachers for itself. It seems therefore out of the question to press for the recruitment of European Elementary teachers for India. Thirdly, conditions of service in India are not sufficiently attractive to secure teachers trained in England except those who choose their careers without reference to the pecuniary rewards obtainable, and lastly, the institutions here will not be able to contribute to any pension scheme without additional aid from Government.

However this Govt is of opinion

(should any)
that ~~any~~ scheme of legislation ~~which~~

the
~~was~~ formulated in this regard *in respect of Overseas portions of the British Empire*
~~the scheme~~
should permit of the entrance of

India into such an arrangement.

S. J.
1.7.21.

May 7/21

copy to file



Sectt. II-24-2,920-11-2-21.

Law (Education) DEPARTMENT.

No. 1117

FROM

P. C. Dutt Esq., I.C.S.,

Ag. Secretary to the Government of Madras,

TO

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

Dated Fort St. George the 4th August 1921

SIR,

In reply to your letter No. 1295 dated the 13th October 1920 regarding the counting of service of teachers in schools in India for pension, I am directed to furnish you with an extract from a report on the subject received from the Director of Public Instruction.

"First there are very few European schools in the Madras Presidency requiring teachers from Home and so there is not sufficient ground for special legislation regarding the introduction of a special pension scheme to enable the few English and Scottish trained teachers to derive full advantage from it. Secondly there appears to be very great dearth of teachers, especially male teachers, in England at the present time and this has also been felt for some years past. England has not a sufficient supply of trained teachers for itself. It seems therefore out of the question to press for

"the recruitment of European Elementary teachers
 "for India. Thirdly conditions of service in India
 "are not sufficiently attractive to secure teachers
 "trained in England except those who choose their
 "careers without reference to the pecuniary rewards
 "obtainable and lastly the institutions here will not
 "be able to contribute to any pension scheme without
 "additional aid from Government".

The Governor in Council has no remarks to offer beyond
 an expression of his concurrence in the final sentence of
 Mr. Sharo's letter D.O.No.516 dated 28th September 1920, namely
 that should any scheme of legislation be formulated in this
 regard in respect of Overseas portions of the British Empire
 the scheme should permit of the entrance of India into such
 an arrangement.

I have the honour to be,
 Sir,
 Your most obedient servant,

for Secretary.

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