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800-20-3-00.
Educational (1900) Department.

ORDINARY MS.

G.O., No. 163

DATED 3 . 4 . 00

[Despatch Abstract.]

Recording progs. P. W. & informing the Govt of India that the Govt considers it desirable that the existing orders prohibiting Europeans who are not statutory natives of India from competing for guaranteed appointments in the Engineer & Superior Telegraph Establishments should be modified so as to permit competition by such persons.

BACK PAPERS.

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

FURTHER PAPERS.

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

GENERAL.
ESTABLISHMENT.

Government {1900} of Madras. PUBLIC WORKS.

Recd. { 303 } 1900.
Regd.

Enclosures nil
Spare copies 6

G.O., No. 836 W., 23rd March 1900.

MARCH.

Order no. 163 2/3.4.00
Recorded.

R.O.
31-3-00.

7/2 8/2
31-3-00 31/3/00

W.T.
2300

Note - No copy of the letter has
been communicated to Edl.

Guaranteed Appointments in the Engineer and Superior Telegraph Establishments

Ordered that the Government of India be informed that this Government considers that it is desirable that the existing orders prohibiting Europeans who are not statutory natives of India from competing for — from Indian Colleges should be modified so as to permit competition by such persons.

2/4

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

READ—the following papers :—

From G. H. D. WALKER, Esq., Under Secretary to the Government of India, Public Works Department (General), to the Secretary to the Government of Madras, Public Works Department, dated Calcutta, 8th November 1899, No. 1719 G.

[Removal of the existing restrictions under which Europeans who are not statutory natives are debarred from competing for the appointments guaranteed in the Engineer and Superior Telegraph Establishments to the Indian Colleges.]

I am directed to forward, herewith, copy of the correspondence noted on the margin, which deals, among other matters, with the question of the present prohibition of Europeans, who are not statutory natives, from competing for guaranteed appointments in the Engineer and Superior Telegraph Establishments from Indian Colleges, and to enquire whether the Government of Madras think it desirable that the existing orders should be modified.

2. I am also to request that the Government of India may be informed of the number of pure natives, Eurasians and Europeans, respectively, who have gained guaranteed appointments during the last ten years from the Madras Civil Engineering College, and that it may be stated generally whether the relaxation of the existing orders would result in any considerable number of Europeans, who are not statutory natives, competing for these appointments.

ENCLOSURES.

From C. W. ODLING, Esq., c.s.i., Secretary to the Government of the North-Western Provinces and Oudh, Buildings and Roads Branch, to the Secretary to the Government of India, Public Works Department, dated 14th July 1899, No. 013/C.E. E.

I am directed to say that the Chief Engineer of the Irrigation Branch of this Department has reported to the Lieutenant-Governor that he is unable to obtain the services of qualified persons for employment as temporary Engineers in these Provinces. Mr. Preston states that his experience in the Punjab was that the difficulty existed there in an equal degree. He states that out of 85 applications for the appointment of temporary Engineers in that Province only six were from persons in any degree suitable, and that out of four appointed one at least was not satisfactory.

2. In the cadre of the Irrigation Branch of these Provinces there are seven sanctioned appointments as temporary Engineers, and at present three vacancies. Mr. Preston, who has left on short leave for England, proposes that he shall be allowed to inform three students of the Royal Engineering College at Coopers Hill, who have not obtained guaranteed appointments, that if they will come to Bombay at their own cost, and from that place apply for appointments as temporary Engineers on Rs. 250 a month, they will be appointed under the rules applicable to such appointments. Mr. Preston undertakes to explain to these gentlemen what their

prospects will be in India. Mr. Preston states that the course indicated above has been followed in the Punjab, where five or six temporary Engineers have been procured from the Royal Indian Engineering College, as it was not possible to obtain suitable Engineers in this country.

3. The Chief Engineer, Irrigation Branch, gives the table below showing the distribution of the charges in that branch :—

	By officers with European qualifications.	By officers educated in India.	By European upper subordinates.	By native officers.	By native upper subordinates.	By zilladars.	Temporary Engineers educated in India.
Divisions	7	3	1	3	2	..	..
Sub-divisions	6	1	10	4	18	..	4
	13	4	11	7	20	..	4

He presses for temporary Engineers of a social position, equivalent or nearly equivalent to the Engineers appointed from England, as the proportion of officers with European qualifications is low. It may be added that of four temporary Engineers at present employed two have received practical training only, whilst two are Roorkee Assistant Engineers, who failed to obtain guaranteed appointments. The qualifications of the present incumbents are not altogether satisfactory, but it is not possible to obtain more Engineers, even of the same class, hence the application made by Mr. Preston to procure men from England. With 28 European officers and upper subordinates against 27 native officers and upper subordinates, it is, in Mr. Preston's opinion, highly desirable that, ordinarily, temporary Engineers should belong to the former class.

4. The application preferred by the Chief Engineer, Irrigation Branch, raises, I am to say, a question of far reaching consequences which calls for special consideration. The proposal involves practically an evasion of the Secretary of State's orders and a departure from the conclusion of the Public Service Commission. The orders are, that no Europeans shall be engaged in Europe for service in India except through the Secretary of State, and the conclusion is that statutory natives should be employed for the appointments to which the Secretary of State does not nominate.

5. The Lieutenant-Governor and Chief Commissioner has declined to acquiesce in Mr. Preston's proposals without the previous consent of the Government of India. His Honour admits that the existing difficulty is serious, and if, pending a fuller consideration of all the circumstances, His Excellency in Council were willing to allow hopes to be held out by Mr. Preston to three suitable candidates of obtaining temporary employment under this Government, if they elected to come at their own expense to India and applied for it, the Lieutenant-Governor would authorize Mr. Preston accordingly, clearly specifying in writing the conditions under which employment would be given. But Sir Antony MacDonnell does not conceal from himself that the arrangement would not be quite satisfactory, or such as should be repeated once the existing difficulty arising from paucity of officers was overcome.

6. On the general question, of which the existing case is only an exemplification, the Lieutenant-Governor and Chief Commissioner would offer the following remarks for the consideration of the Governor-General in Council. It is found by experience that officers of pure native extraction are not in present circumstances always fitted for these posts in the Irrigation Branch, which call for speedy decision and assumption of responsibility. The same difficulty is often felt in regard to Eurasians trained at Roorkee. If admission to the Roorkee College continues to be restricted to statutory natives of India, this inconvenience will always exist in some degree.

7. It has come to Sir Antony MacDonnell's notice that the European schools in these provinces, the Martiniere and the Hill Schools, educate boys who, though intending to live and earn their livelihood in India, are not statutory natives. Either their parents are Europeans not permanently domiciled in India, or they themselves have been born in Europe and have come, with their parents, to India. These boys are at present not eligible for admission to the Thomason College, Roorkee, as privileged students, or for the guaranteed appointments, and in this way the Government of India loses valuable material for the public service, whilst boys of this class are handicapped in the struggle for life.

8. But it is from such materials, i.e., from the domiciled Europeans, that Government might hope to get the men whom Mr. Preston wants (the Lieutenant-Governor places less stress on the point of social position than Mr. Preston would seem to do). On this point the experience of the past is hopeful. The Thomason College, Roorkee, has turned out Engineers such as Sir William Garstin, Messrs. Foster, Palmer, Willcocks, Monk, and others, who have distinguished themselves in India and Egypt, and who would, under present rules, be ineligible for admission on the same terms as statutory natives are to the Thomason College, Roorkee, or for the permanent

service of the State in the Engineer Establishment of the Public Works Department. Sir Antony MacDonnell considers this a hardship to the individual and an injury to the State which calls for a remedy. What form this remedy should take involves some difficulty, if it be considered that admission to Roorkee should be restricted to the statutory native, and that the Provincial Public Works Department service should be exclusively recruited from that class.

9. The establishment of temporary Engineers on its present footing never, it is believed, received more than a very qualified approval from Local Governments other than the Punjab, and it is known that even in that Province there is much difficulty in obtaining sufficient qualified candidates. The service is unpopular mainly owing to the avowedly temporary nature of the employment, though the chance of being turned adrift is small. So far as domiciled Europeans (who are not statutory natives) are concerned, there are no sources of supply, as they have practically ceased to enter the Indian Engineering Colleges owing to the disabilities in regard to State Service referred to in the preceding paragraph under which they suffer. The question which presents itself to His Honour is whether arrangements could not be made which, without interfering with the present Provincial Service, would, so far as the Public Works Department is concerned, remove any just grounds of complaint on the part of domiciled Europeans, and at the same time, again, permit Government to obtain a steady supply of a class of men who have been, and are now, useful servants of the State.

10. The Lieutenant-Governor believes that with very little encouragement it would be possible to induce five or six or even more domiciled Europeans of a suitable class to qualify at Roorkee, and thus provide Government with Engineers to undertake the duties for which temporary Engineers are now engaged. It is not necessary at present to fully detail the plan to be followed. But His Honour thinks that it might take the form of a competitive examination of nominated candidates for entrance into the Thomason College, Roorkee, who should, after the three years' course, provided they qualified as Assistant Engineers, be guaranteed appointments on Rs. 200 a month to commence with, rising by biennial increments of Rs. 50 to Rs. 700 per month. A special allowance of Rs. 100 might, after upwards of 20 years' service, be given to officers of more than ordinary ability, and also some allowance when drawing less than Rs. 475 a month (the pay of a Provincial Executive Engineer) if put in charge of a division. But it would be necessary to class the service by some such distinctive appellation, say, as "special" as distinguished from temporary Engineers and to allow leave under the Indian Leave Rules with either a Pension or a Provident Fund, to which Government should make a contribution, equal to that given to the Superior Revenue Establishment of State Railways. There are reasons for believing that a pension exercises an influence in determining men to enter Government service out of all proportion to its cost.

11. As the men's pay would be independent of the cadre, there would be no difficulty in transferring them to any Province in which their services would be required. The Lieutenant-Governor attaches much importance to the question of initial pay, as it is desirable that from the date of entering the service the remuneration should be such as to enable the officer to live on his salary in a manner consonant with his position. The salary of a Provincial apprentice Engineer is not sufficient to admit of his doing this without help. The principle of nomination and of guaranteed appointments, for such of the nominees who are allowed to enter the College and who qualify as Assistant Engineers, are also essential parts of the scheme.

From G. H. D. WALKER, Esq., Under Secretary to the Government of India, Public Works Department (General), to the Secretary to the Government of the North-Western Provinces and Oudh, Public Works Department, dated Calcutta, 8th November 1899, No. 1718 G.

In Public Works Department telegram No. 1109 G., dated the 21st July 1899, the Government of the North-Western Provinces and Oudh was authorized, as proposed in paragraph 5 of your letter No. 013/C.E.E., dated the 14th idem, to permit Mr. S. Preston, Chief Engineer, while in England, to hold out hopes to three suitable candidates of obtaining employment as temporary engineers under the Local Government, on their electing to come out to India at their own expense, and applying for such employment.

2. I am now directed to communicate the following remarks on the general questions raised in your letter referred to above, which relate to the growing proportion in the North-Western Provinces and Oudh Engineer Establishment of the native or Indian-appointed class, and to the total exclusion, under present rules, of Europeans, who are not statutory natives, from obtaining appointments in the Engineer Establishment of the Public Works Department through the Indian Colleges. This exclusion leads to a proposal, on the part of the North-Western Provinces Government, that this class of Europeans should be systematically recruited through the Thomason Civil Engineering College, Roorkee, as special Engineers on certain rates of salary, outside the regular scale of the permanent establishment, and that they should have either pension or a provident fund to look forward to.

3. With regard to the increasing numbers of the native or Indian class of Engineers, as compared with those with European training, I am to state that the question of increasing the Imperial recruitment of the Engineer Establishment is being separately considered by the Government of India, and that proposals have been made for increasing the number of recruits from the Royal Indian Engineering College annually posted to the North-Western Provinces and Oudh.

4. As regards the second question referred to in your letter under reply, I am to observe that, while the Government of India admit that the exclusion of Europeans, who are not statutory natives, from the Provincial Engineer service of the Public Works Department, is a hardship to a deserving class, and also deprives the State of the services of men who would, on the whole, be probably more efficient than the Provincial Engineers which Government are likely to obtain from the statutory native class, they are unable to entertain the proposal of the Government of the North-Western Provinces and Oudh to create a separate class of special Engineers, consisting of men who are not at present eligible for the appointments of the Provincial Engineer Establishment. This would be practically to create a third class of Engineer Establishment of a permanent kind in addition to the Imperial and Provincial classes, which might have to be reduced to allow for the appointments that would be filled by these special Engineers. To this the Government of India are not prepared to agree for many reasons, but especially because it would result in constituting a new service on somewhat better terms as regards pay than the Provincial service, reserving it for, at the same time, one particular class of the community. They are of opinion that the object in view may be attained in a manner less open to objection than the reservation of an exclusive privilege to one particular class by the removal of the existing restrictions under which members of that class are now debarred from competing on equal terms with statutory and pure natives for the appointments guaranteed in the Engineer and Superior Telegraph Establishments to the Indian Colleges. They propose, therefore, that these restrictions should be removed by an executive order declaring that Europeans, who may not be natives of India as defined by the statute, but who have been educated in India for five years immediately preceding their admission to an Indian Engineering College, should be eligible for the guaranteed appointments in competition with statutory natives.

This proposal will require the previous sanction of the Secretary of State; and before referring it to His Lordship, I am to enquire whether it meets with the approval of His Honour the Lieutenant-Governor.

5. I am to point out that if the effect of opening the guaranteed appointments to Europeans, who are not natives as defined by the statute, is to attract men of this class to the College, those among them who fail to obtain a guaranteed appointment, but who succeed in qualifying for an Assistant Engineer's certificate, will have a good chance of obtaining appointments as temporary Engineers, for which there is always likely to be a fair annual demand, although such appointments cannot be guaranteed.

6. Before, however, making the reference to the Secretary of State referred to in paragraph 4, the Government of India desire to be furnished with any facts that may be available as to the probable number of Europeans in Hill schools who would be excluded from the guaranteed appointments under the present rule. It is possible that some information on this point may already have been obtained, but it is not desired that the case should be delayed in order to obtain accurate information on the point, nor is it desired that any formal enquiry should be made from the authorities of the schools.

I am to draw special attention to the fact that, as stated in paragraph 4, the proposal affects appointment to the Telegraph Department as well as to the Engineer Establishment of the Public Works Department.

No. 5097 C.

Referred to the Educational Department for favour of remarks.

It is requested that the opinion of the Director of Public Instruction and of the Principal, College of Engineering, may be obtained on the points raised in paragraph 1 and the latter part of paragraph 2 of the Government of India letter.

(Signed) H. E. CLERK,
Under Secretary to Govt., P.W.D.

12th December 1899.

From the Secretary to the Government of India, Public Works Department, to the Secretary to the Government of Madras, Public Works Department, dated 30th January 1900, No. 165 G.

I am directed to invite attention to the marginally-noted communication and to request that the Government of India may be informed, in the column opposite, when a reply may be expected.

No. 1719/G., dated 8th November 1899.

From Lieutenant-Colonel H. D. LOVE, R.E., Principal, College of Engineering, Madras, to the Director of Public Instruction, dated 9th January 1900, No. 1659 C.

Adverting to your endorsement No. 14171, dated 22nd December 1899, on Government reference herewith returned, I have the honour to report as follows on the points raised in paragraph 1 and the latter part of paragraph 2 of the Government of India letter.

2. I consider it desirable that the existing orders which prohibit Europeans who are not statutory natives from competing for guaranteed appointments in the Engineer and Superior Telegraph establishments from Indian Colleges should be modified so as to permit competition by such persons.

3. During the ten years 1890 to 1899 inclusive, twelve guaranteed appointments to the Engineer establishment of the Public Works Department have been conferred on students of the Madras College of Engineering. Of the twelve students, one was a European and the remainder pure natives.

4. As regards the question whether the relaxation of the existing orders would be likely to result in any considerable number of Europeans who are not statutory natives competing for guaranteed appointments, I may mention that, during a period of twenty-one years prior to the limitation prescribed in 1884, 42.9 per cent. of the total number of persons who qualified as Engineers were Europeans or Eurasians. Deducting those who were Military officers, the percentage is reduced to 31 per cent. On the other hand, during the period of sixteen years following the limitation, only 6.6 per cent. of the total number who qualified were Europeans and Eurasians. Making allowance for the circumstance that Coopers Hill was, during a part of the first period, non-existent as a source of supply of Engineers, and discounting also the Eurasian element, which has always been backward in entering the various classes of this College, the figures given afford colour to the assumption that a relaxation of the existing rules would result in competition by a fair proportion of Europeans.

From the Hon'ble Mr. G. H. STUART, M.A., Barrister-at-Law, Director of Public Instruction, to the Secretary to Government, Educational Department, dated Madras, 16th February 1900, No. 1676.

In returning the endorsement of Government, No. 589, dated 16th December 1899, I have the honour to submit the enclosed letter from the Principal, College of Engineering, No. 1659 C., dated 9th January last, and state that I concur with Lieutenant-Colonel Love in thinking that it is desirable that the existing orders should be modified so as to admit of Europeans who are not statutory natives competing for the guaranteed appointments in the Engineer establishment.

2. I do not, however, consider that any considerable number of such Europeans are likely to compete; Europeans who desire to be trained as Engineers will, as a rule, prefer to go to England for their training.

Endt. No. 84, Educational.

Transferred to the Public Works Department with an expression of concurrence in the opinion of the Director of Public Instruction.

23rd February 1900.

(Signed) R. W. D'E. ASHE,
Ag. Assistant Secretary.

ORDER—No. 836 W., dated 23rd March 1900.

Ordered that the Government of India be addressed

[Here enter No. 837 W., dated 23rd March 1900.]

(True Extract.)

Under Secretary to Government.

To the Educational Department.

From the Hon'ble Mr. G. H. STUART, M.A., Barrister-at-Law, Director of Public Instruction, to the Secretary to Government, Educational Department, dated Madras, 16th February 1900, No. 1676.

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Endt. No. 84, Educational.

Transferred to the Public Works Department with an expression of concurrence in the opinion of the Director of Public Instruction.

(Signed) R. W. D'E. ASHE,
Ag. Assistant Secretary.
Erd. A. Rungasami Aiyangar.

23rd February 1900.

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READ AGAIN G.O., No. _____, DATED
190 .

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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