

Educational (1903) Department.

ORDINARY MS.

G.O., No. 149

DATED 31-3-03

INDEXED

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[Despatch Abstract.]

Revision of the Scale of Salaries of the
Inspectresses of Girls' Schools — Reject
the proposal of the Director to revise
the Salaries of the Inspectresses of Girls'
Schools.

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சான்பார்க்கும்
மு.நி.பி.எ.
கொடுப்பதும்

Stock Form No. 127
2,000-1-5-04

CURRENT No. 454

From

[Name] The Honorable Mr. J. H. Stuart, M.A.,

[Designation]—Director of Public Instruction,

[Station]—~~Maenas~~.

DESPATCHED

19th MAR 1903

R. Cl. No. 16/03

Dated 17th March 1903.

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SUBJECT.

Salaries of Inspectresses of Girls' schools:- Submitting proposals for revising the scale of-----.

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To

The Secretary to Government,

Educational Department.

Sir,

I have the honour to submit for the favourable consideration of Government the enclosed copy of a letter from Miss Carr, Inspectress of girls' schools acting in the Central Circle, praying for the reasons urged therein that the salaries of the Inspectresses may be improved. Miss Carr bases her request mainly on the grounds (1) that while there is very little difference between the work done by Inspectors and that of Inspectresses there is considerable disproportion between the salaries drawn by the two classes of officers, the two senior Inspectresses drawing Rs. 600 and Rs. 500, while the senior Inspectors draw Rs. 1500 and Rs. 1250, or $2\frac{1}{2}$ times as much, and (2) that the work of the Inspectresses is gradually increasing with the advance that is taking place in female education.

2. Comparing the work done by Inspectresses with that assigned to Inspectors it is observed that the four Inspectors including the two officers of the Provincial Educational service have to examine between them 216 schools (157 High and 59 Training), while the three Inspectresses have for their share 227 schools (25 High, 172 Middle, 18 Training and 12 Technical or Industrial). This gives each Inspector 54 schools and each Inspectress 76 schools on an average. This difference while it probably indicates a larger amount of travelling for Inspectresses does not necessarily shew heavier inspection work, for most of the schools that fall to the lot of Inspectresses are small compared with those that are visited by Inspectors. But on the other hand in addition to inspection work, the Inspectresses are responsible for

the management of about 150 Government girls' schools, while Inspectors have no such duty to do there being no corresponding Government boys' schools; besides, the latter officers have been relieved of the work of inspecting technical schools, and will soon have training and European schools also taken away from them, while no such relief has been or is likely to be given to Inspectresses. On the whole therefore it seems to me that whatever difference there may be in the quality or quantity of work done by the two classes of inspecting officers it is hardly so great as to justify the wide disparity that now exists between their salaries.

3. With a view to improve the status of the Inspectresses Dr. Duncan in his letter read in C.O. No. 366, Educational, dated, 19th June 1899, recommended a salary of Rs. 600-20-700 to the first Inspectress and a salary of Rs. 500-20-600 to the second, but Government declined to revise the salaries in the way he proposed. Last year I recommended that a personal allowance of Rs. 100 be granted to Inspectresses after 15 years' service but this proposal also was not accepted (C.O. No. 514, Educational, dated, 28th August 1902). Miss Carr now begs for a reconsideration of their position and in the facts that she has urged, there appears to me to be sufficient grounds for a favourable view being taken of her request for a revision of salaries. The scale she has proposed is calculated to raise the status of Inspectresses into more reasonable proximity to that of the male members of the Indian Educational service, and I hardly think that the acceptance of this scale would be too liberal a recognition of the excellent work that has always been done and is being done by the Inspectresses. If however Government is disposed to think otherwise I beg to suggest that they may be at least placed on the same footing as members of the Provincial service, and that the following scale be sanctioned with effect from 1st April next:-

First Inspectress	-----	Rs. 600-20-700	607	500-600	507
Second do	-----	Rs. 500-20-600	507	400-500	407
Third do	-----	Rs. 400-20-500	407	300-400	307

I have the honour to be,

Sir,

Your most obedient servant,

J.R. Scott

For Director of Public Instruction.

Department of Public
Instruction.

OFFICE OF THE INSPECTRESS OF GIRLS' SCHOOLS,
Madras, 12th December 1902.

No. 5553 of 1902.

From

Miss. E. Carr,
INSPECTRESS OF GIRLS' SCHOOLS,
CENTRAL CIRCLE,

To

THE DIRECTOR OF PUBLIC INSTRUCTION,
M A D R A S.

SIR,

I have the honour to request that you will be good enough to address Government with a view to obtaining sanction for increasing the salaries of the Inspectress of Girls' Schools, in order to bring them into better proportion to the work done and to the salaries given to Inspectors.

2. With regard to the work done I beg to draw attention to the following remarks,--

(1) As far back as in 1879, Col. Macdonald, who was then the Director of Public Instruction, considered that the peculiar circumstances of Hindu social life, which act as a hindrance to the attendance of girls at school, might be met, at least to some extent, by the appointment of an Inspectress, and ~~he~~ obtained the sanction of Government for the appointment of Mrs. Brander. In June 1880, Mrs. Brander returned to India and took up the appointment on a salary of Rs 400-20-500, for a period of 5 years. Towards the end of that term, in February 1885, Mr. Grigg, in recommending the retention of Mrs. Brander's services as an Inspectress, gave as his chief

M.

K. vide G.O. No. 145/
3-3-85 (Educational)

reason the increased development of female education that had been effected under her, both as regards the number taught and the standard of instruction. So satisfied was Mr. Grigg with this development, that in 1888 he recommended the appointment

Vide G.O. No./542
29-9-87
(Educational).

of a second Inspectress, and in making his proposals, said that he would rather reduce the number of Inspectors than abandon this portion of his scheme. His proposal was sanctioned by Government and I was posted to the appointment on ₹ 400-20-500. A year later Mrs. Brander's salary was raised to ₹ 500-20-600 and she attained the maximum pay in 1894, while I attained the maximum of ₹ 500 in the same year, after my return from furlough. Again, in 1898, it was found that so much further progress had been made that Government, recognising the fact that the work had grown too unwieldy to be accomplished by two Inspectresses, entertained favourably proposals for the appointment of a third, but it was not until January 1902, that sanction was accorded and a third Inspectress appointed. Her salary is ₹ 400-10-500. I mention these circumstances to show that the work of the Inspectresses has been considered sufficiently successful to warrant an increase in their number.

(2). With regard to the nature and extent of the work done by Inspectresses compared with that done by Inspectors I would point out that it is in no way inferior. From 1888 to 1902, while there were four Inspectors, the whole Presidency was shared by two Inspectresses, who travelled through the whole length and breadth of their circles each year. Here, it must be remembered, that some of the railways now available, are of comparatively recent construction, while there are still many remote places, which must be visited, but which can only be reached by travelling in carts or boats. Again, the two Inspectresses had between them the sole management of about 150 Government Girls' Schools, a duty which has not fallen upon inspectors, as, up to the present time, there have been no such boys' Schools. Now, although the work is shared between three Inspectresses and more convenient means of travelling are gradually becoming available, the work is not decreasing, as

Girls' education is increasing in each of the smaller areas.

(3). Again comparing the salaries of Inspectors and Inspectresses I think it must be acknowledged that the difference is out of all proportion, even after making due allowance for the difference in value generally put upon women's work as compared with that of men. I find that while Mrs. Brander and I have remained on the respective salaries of ₹ 600 & ₹ 500 for the last eight years, that the First and Second Inspectors are now drawing ₹ 1500 & ₹ 1250 respectively i.e. 2½ times as much.

3. Taking all the above circumstances into consideration I beg to recommend that the salaries of the Inspectresses may be increased as follows:--

	Present scale.	Proposed scale.
First Inspectress.....	₹ 500-20-600	700-20-800.
Second do	₹ 450-10-500	600-20-700.
Third do.....	₹ 400-10-450	500-20-600.

4. If this proposal does not meet with approval, I would suggest personal allowances after 15 years' service as follows:--

First Inspectress	₹ 200 per mensem.
Second do.....	₹ 150 do
Third do.....	₹ 100 do

I have the honour to be,

Sir,

Your most obedient servant,

so/ E. Carr,

Inspectress of Girls' Schools,
Central Circle.

(True copy)

J.R. Scott
Personal Assistant to the
Director of Public Instruction.

C. No. 454 From the D. P. S.

No. 16 dated 17th March 1903.

SUBJECT.

Revision of the scale of salaries of the
Inspectresses of girls' schools.

The Director submits for the favourable
consideration of Govt. a proposal of
Miss. Lane, Inspector of girls' schools,
Central Circle, for a revision of the existing
existing salaries of the three inspectresses
and says that the proposed scale is cal-
culated to raise their status into more
reasonable proximity to that of the
inspectors. In 1899, Mr. Lane advocated a
revision of the scale of salaries of these
inspectresses, but the Govt. declined
to sanction his proposal. The question
of 1901-02, however, it was decided
that the question was again under con-
sidered last year in connection with the
proposal to grant personal allowances
to the two senior inspectresses. Attention
is invited to the remarks contained at
page 3 of the notes connected with the
subject.

H.

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The extra cost involved in the proposal, as modified by the Director, is only \$2600 per annum as shown below:

	Present scale	Proposed scale	Difference
1 st Impression	Trans. man's. Ave. 566 $\frac{2}{3}$	Trans. man's. Ave. 666 $\frac{2}{3}$	+ 100
2 nd	450 - 500. 483 $\frac{1}{3}$	500 - 600. 566 $\frac{2}{3}$	+ 83 $\frac{1}{3}$
3 rd	400 - 450. 433 $\frac{1}{3}$	400 - 500. 466 $\frac{2}{3}$	+ 33 $\frac{1}{3}$
			216 $\frac{2}{3}$

This is not much when compared with the large increase in other directions resulting from the resolutions of the Simla conference. Sooner or later, however, it will be necessary to create the appointment of a fourth inspector and the amount now proposed to be paid away will meet about one half of her pay.

2. It is true the inspectors now get considerably higher pay than the inspectresses but this argument holds good in other cases also. For instance the vice-principals of the Teachers and Agricultural Colleges get only Rs 400-20-500 each

3. The whole question of increases to the inspectresses was however fully considered only so recently as last year and there must, it is submitted, be a finality in these matters - at least for some considerable period - The remarks of the Financial Department ^{and the orders of the} on page 3 of the notes connected with G.O. No 574 of 28th August 1902 against any increase seem also to be ^{very forcibly} expressed. To add to these it may be observed that Mr Brandes retired on 10th February 1903 and Miss Carr will now be promoted to Rs 500 - 20-000. The stagnation from which she is suffering will thus disappear at once. On the whole therefore it seems that the proposal should be rejected.

My
 24/3/3.

Secretary. I agree with the above note.

24.3.03.

There seems to be no case at all. The comparison with Inspectors is fallacious, the question to be considered being the pay for which efficient inspectors can be secured. Mr. Orange stated that the

female teachers to go to S. Africa, he received replies from eleven thousand, or some such number. The remuneration of female labour is usually lower than that of male, ~~and~~ though this may seem unfair, it must be recognized in fixing salaries.

Agf
25 303

HM I wish the Director of Public Instruction would find more profitable work for Govt. than worrying us with these continuous demands for more pay. Refect definitely
26 303

Please draft

Agf
27 303

The draft please label may is small
7/4 Agf
27-3-03 27/3/3
27-3-03 27/3/3

READ AGAIN G.O., No.

, dated

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" " " " " "

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READ ALSO:-

C. No. 454, From the

S. P. 2

, No. 16

, dated 17th March 1905

" " " " " "

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" " " " " "

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ORDER

No. 149, dated

31-3-

1903

His

sub
31/3/3

The Govt. in Council regrets that he must reject definitely the Director's proposal to revise the salaries of the inspectresses of girls schools.

PH
31/3/3

Agf
31.3.03.

To

the S. P. 2
2/4/3