

Education and Public Health (1946) Department.

Mis. SERIES.

G.O. No.

121 Education.

Dated

17th January, 1946.

[Despatch Abstract.]

Education - Elementary - Grievances of teachers - Memorandum of
South India Teachers' Union - Notes recorded.

Back Papers.

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

Further Papers.

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

THE SOUTH INDIA TEACHERS' UNION ②

520, HIGH ROAD.

TRIPPLICANE,

Madras, 15th November 1945.

No. U/1275.

From



To

52387

T. P. Srinivasavaradan, B.A., L.T.,
Honorary Secretary, South India Teachers' Union,

S. T. Austin, Kt., I.C.S.,
Adviser to the Government of Madras,
Education Department, Fort St. George.

Through The Director of Public Instruction, Madras
Sir,

At the last Provincial Educational Conference held at Calicut in May 1945, a Committee consisting of Rao Bahadur Dr. B.V. Naidu, Mr. M.S. Sabhesan, Mr. T.P. Srinivasavaradan, Mr. S. Natarajan, Mr. K.S. Chengalroya Iyer, Mr. P.R. Nambiar and Mr. C.A. Samuel was appointed to consider the grievances of elementary school teachers in aided institutions and in the local bodies. The Committee submitted its report to the Executive of the South India Teachers' Union and on behalf of the latter I submit the following memorandum embodying the major grievances of that class of teachers for the sympathetic consideration and early action by the Government.

Please
2 P.D.'s
Remarks
up to 6/11/45
not for use

1. Salaries of Teachers in elementary schools: It is a well-known fact that the salaries paid to Elementary School Teachers are thoroughly inadequate. Even as early as June 1937 the Government in their communique on the reorganisation of education, stated with the reference to the Elementary Schools Teachers that "Government, however, recognise that even a qualified and trained teacher cannot obtain the best results if his conditions of service are unsatisfactory, his pay inadequate and irregular and his status insufficiently recognised." The salaries of teachers in schools under Local Bodies are low, ranging from Rs.20 to 30 while in the case of teachers in aided institutions they are deplorably lower. The teachers in aided institutions do not get even the grant that is allowed to them, but only 85 of it.

A higher elementary grade trained teacher in an aided institution gets throughout his service only 85% of the grant which the Government allow for the teacher that year. It is extraordinary that the teaching grant does not make any provision for increment. If the Government is really serious about the liquidation of illiteracy by introducing free compulsory education, then the first requisite is that it must be made free and secondly the Government should give effect to the minimum scales of salaries suggested in the report of the Central Advisory Board of Education and ~~to~~ establish parity of conditions of service for all classes of teachers under whatever agencies they are. We are aware that there is a large number of higher grade trained teachers in our province for whom no minimum salary has been fixed in the report of the Central Advisory Board of Education. Yet we are of opinion that in the transitional stage till the S.S.L.C. or Matriculate trained men are available, the starting salary should not be less than Rs.30/- for any teacher appointed in an elementary school, since that amount ~~xxxxxxxxxx~~ should be regarded as a primary living wage. For teachers with Matric or higher academic qualifications and special responsibilities, a higher starting salary in the scale may be given. It should be our aim to replace gradually higher elementary grade trained teachers by secondary grade trained ones in elementary schools, in order that efficient instruction may be given. In view of our experience all these years in the matter of payment of salaries to teachers in elementary schools we are of opinion that the entire expenditure on salaries should be paid by the Government.

2. Provident Fund Contributions: The option given to teachers drawing less than Rs.20/- either to contribute or not has in actual practice shut out a large number of teachers from taking advantage of this slender old age provision, and the reasons for the same are obvious. One of the reasons why there is no enthusiasm among the elementary school teachers is the

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inability of a large number of teachers to get the benefit of the Provident Fund Scheme. It is, therefore, necessary that the benefit of the scheme should be extended to all teachers, irrespective of salaries. It will be a great encouragement to elementary school teachers, if it be possible for Government to admit them in the postal insurance scheme and adjust their provident fund contributions towards their premium.

3. Leave Rules: It was only recently that the Government realised the necessity for granting leave on medical certificate to teachers in aided schools at the rate of 15 days per year allowing them to accumulate only up to 45 days. But the rules regulating the granting of leave are found to give no relief in actual practice, since they are hemmed in by the condition that the Department would give the management the scheduled rate only when the salary drawn by him in active service is continued to be paid while on leave. If the management gives anything less, no grant is made on behalf of the teacher on leave but grant is given only to the substitute. In actual practice, therefore, the teachers on medical leave are on loss of pay just at a time when they require utmost help. The Government should, therefore, without delay, remove this defect and establish as early as possible parity of conditions between teachers under aided managements and those under public managements.

4. Strain due to increase in the number of working days and hours: The normal work of a teacher consists of (i) class instruction, (ii) supervision of physical activities, (iii) ensuring regularity of attendance of pupils, (iv) submission of a number of returns and reports and (v) extraneous duties, such as arrangement and supervision of midday meal, excursion, census, etc. The pupils in elementary schools are very young and it is advisable to avoid undue strain on them. The above fact should be taken into consideration in determining the number of working hours per day and the number of working days for the year. Further a teacher in an elementary school, unlike one in seco-

G.O. No. 233 Edn
16.2.45
(4)

school, has to work continuously without a break during the day. The Union feels that something can be said in favour of the representation of the teachers in elementary schools that the working days may be reduced from 220 to 200. It is also desirable that the number of working hours for a day should not exceed four and a half hours. It is also necessary that for every five teachers in an elementary school, provision for an extra teacher should be allowed. As the headmaster in an elementary school occupies an important position and as he is saddled with too much administrative work, he may be given a duty allowance of Rs.5/-. ③

5. Removal of ban preventing teachers from standing for election to Local Bodies: Some years back the Government issued a G.O. preventing teachers from seeking election to Panchayat or Local Bodies or Legislature. The Union then made representations to the Government to lift this ban. In order that the talent of a teacher may be utilised to the best advantage of the people in the locality in the service of Local Bodies or Legislature, the present ban prohibiting teachers may be lifted so that it may be possible for a few talented teachers competent for that work to do so with the previous permission of the authorities. In the above memorandum the Union has brought to the of the Government only a few of the major grievances under the existing conditions for immediate consideration. They are longstanding ones. If the policy of the elementary education has not made rapid progress, it is not a little due to the existence of these grievances. Further expansion of elementary education is under contemplation and the Government ~~will~~ ^{may} very soon give effect to a scheme of compulsory elementary education throughout the province. Much will depend upon the realisation of the fact that no progress can ^{be} expected so long as disparities in scales of salaries, leave rules and service conditions between teachers in schools under different managements are still allowed to continue. The Government are aware of the lack of financial resources on the part of private managements as well as Local

It is very necessary for the success of the new scheme that the Government should carefully consider the question of managing agency in the light of past experience and with due regard to the magnitude of the new scheme of compulsion throughout the province. The Union is convinced that the Government should assume direct responsibility for Elementary Education, if the planned scheme is to make uniform progress throughout the province.

I have the honour to be,

Sir,

Your most obedient servant,

J. P. Srinivasan.

Hony. Secretary.

Copy submitted to the Adviser for favour of information.
Eltm Dept

Education - Elementary - Representation of the South
Tamil Teachers' Union.

From the Hon^y Secretary, S. Tamil Teachers' Union.
Madras 15.4.45.

Memo No 52387 C/45-1 & on 21.11.45.

The Dy. S. is requested to expedite the submission with his remarks, of the memorandum of the S. Tamil Teachers' Union, cited above.

17/11/45
15/11/45

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11/11/45

20/11/45
22-11-45

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.
N. R.O.C.No. 26 S.O/45 dated 22-11-45.

SUB: EDUCATION - Elementary school teachers -
Memorandum on their grievances - Submitted by
the South Indian Teachers' Union - Remarks
offered.
Letter No.U/1275 dated 15-11-45 from the Hony.
Secretary, South Indian Teachers' Union.

Submitted with the following remarks.

- 53471
1. Salaries of teachers in Elementary schools: This question is being considered by the Director as a Post-War problem and all aspects adumbrated in this paragraph will receive the careful attention of the Director.
 2. Provident Fund Contributions:- As a result of the administrative changes with reference to No.1. Salaries of elementary school teachers it may be possible for every one in the future to contribute to the Provident Fund. This aspect also will be considered in the months to come.
 3. Leave Rules:- This question is being taken up by the Central Advisory Board of Education of the Government of India and the whole question will be examined after the deliberations of the conference in January 1946.
 4. Working days and hours:- This question is also being taken up by the Central Advisory Board and necessary action will be taken when the deliberations of the conference are known.
 5. Teachers standing for elections to local bodies:- This is a matter of Government policy. The Government may inform the Secretary that the matter is receiving the earnest attention consideration of the Government.

S. R. Saron

DIRECTOR OF PUBLIC INSTRUCTION.

To the Secretary to Government, Edn. & Pub. Health Deptt.,
Fort St. George.

53555 Ext. H.

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Prefix		Code		INDIAN POSTS AND TELEGRAPHS DEPARTMENT.		24 NOV 1945		OFFICE No.	
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From						By		23 NOV	
Office of Origin				Date.		Service Instructions			Words.

TO

D O B TENKASI 23-24 AUSTIN ESQ ADVISER

MADRAS GOVT MADRAS

TENKASI TALUK ELEMENTARY TEACHERS UNION ADOPTS

RESOLUTION SIXTEENTH NOVEMBER SOUTH INDIAN

TEACHERS UNION PRAY REDRESS GRIEVANCES : SECRETARY

Education and P.H.(C) Dept.

EDUCATION - Elementary - Grievances of teachers - Memorandum of the South India Teachers' Union.

From the Hony. Secretary, South India Teachers' Union U/1275. dated 15-11-1945.

Endt. of the D.P.I., Roc.No.26.S.O.45 dated 22-11-1945.

The following are the grievances of teachers in Elementary schools raised in the Memorandum of the South Indian Teachers' Union.

(1) Salaries of Teachers in Elementary schools: The general revision of the salaries of all teachers is under the consideration of the D.P.I. as a post-war problem. No separate action seems called for. A proposal to increase the rate of seamen allowance to teachers employed in aided

(2) Provident Fund contributions. The rules relating to the Provident Fund for teachers in aided schools have been recently amended making it compulsory on all permanent teachers to contribute to the fund - please see G.O.No.2100 Edn. dated 11-12-45. Please see also para 2 of the Director's Endt on page 6 of 8 The Postal Life Insurance scheme is applicable only to Government servants and cannot be extended to aided

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para 1 on

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Elementary schools
is under consideration

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to Finance

C/43CF

10-12-45

school teachers. *No action seems necessary on this point now.* / by

(3) Leave Rules and (4) Working days and hours: The D.P.I. reports that these questions are being taken up by the Central Advisory Board of Education of the Government of India and that the whole question will be examined after the deliberations of the Conference in January 1946, are known.

(5) Teachers standing for elections: Under G.O.No. 664 Edn., dated 15-4-40 members of staff of aided elementary schools, including higher elementary schools, should not stand as candidates for election to a legislative body or local authority or take part in election campaigns. This decision was reached after a discussion by all the Advisers with H.E. the Governor. For orders whether this decision need be revised now. Public (Elections) may see about this point.

May be sent to ~~Public (Elections)~~ Public (Elections) U.O.

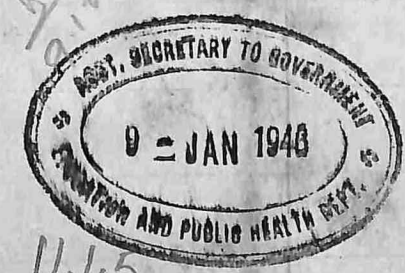
For remarks.
M.M.
19.12.45
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the position taken up by the Ministry

Edn No 52387C/45-2
5.1.46.



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an alteration of the order is called for.
57/11/46
Pub. (Elections)

Public (Elections) Deptt.

This department may agree with the remarks of the Secretary, E & P. H. Department on pages 2 and 3 above. The file may be returned to E & P. H. Department.

Ed The order in G.O. at U/119.11 have been embodied in para. 14 (iv) and the note there under on page 113 of the Election Manual.
7.1.46
7/1/46
4.7.46
C.S.
4.1.46
E.P.H.
C.

The file may now be circulated to A2
9.1.46
9.1.46
10/1/46
No
10/1/46
to the Teachers Union

For orders whether any reply should be given the papers may be simply recorded.

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11/11/46
Order 121 Edn. dated 17.1.46
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Public (Estimate) Dept.
 This department must agree with the
 remarks of the Secretary, E. P. H. Department
 on pages 2 and 3 above. The fact must be
 returned to E. P. H. Department
 The order in G. O. at 11 P. H. has been
 cancelled in para. 11 (V) and 12 (V). The
 number on page 113 of the Electric Bureau

For other information and copy please see
 paper copy of original recording

File No. 5325/102

11 P. H.

10/10/10

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