Pub. 9
W

Sectt. II-27—37,004—13-11-45.

E & P. H (1946) Department.

Ms. SERIES.

G.O. No. 797 Edn.

Dated 4-4-1946

Order on file

(38)

[Despatch Abstract.]

Madras Educational Service - Equalising scales of pay of Men and Women - Officers - Offered.

Back Papers.

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

Further Papers.

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

E.A.P. H. 2

Cnfdl.

M.E.S. – Men & women Officers – Difference in scales of pay – Abolition –

Memo. No. 17979A-1 dated 15.5.45.

p. 2 N.F.

~~[illegible]~~ The women's sub-Committee of the post-war reconstruction Committee recommended, amon other things, that all sex disqualification in respect of pay should be removed. The scale of pay for women officers in the M.E.S. – Collegiate and administrative branches ~~are~~ is lower than ~~those~~ that of men officers. The D.P.I. is requested to examine and report ~~if~~ whe there is any justification or need for the existence of such different scales of pa

~~one~~
whether the scale of pay for ~~the men~~ the ~~and~~ women's ~~men's Branch and women's Branch.~~ branches of the M.E.S. may be raised to be on a par with that of the men's scale.

7.5.45

8.5.45

14/5/45

To the D.P.I.

15/5

E&PH. Dept.

Ref. Memo. No. 17979A-2 d 25/6/45

M.E.S. – Men & women officers – Difference in scales of pay – Abolition –
Refer. Govt. Memo. No. 17979A-1 d 15-5-45.

The D.P.I. is requested to say when a reply may be expected.

19.6.45

19.6.45

23.6.45

27.6.45

To the D.P.I.

32761

A

Confidential
Rc.No.673 A/45

(3)

Dated 18th July 1946.

20 JUL 1945

JUL 1945

From

Dr. B.B. Dey D.Sc.(Lond.) F.R.I.C.
Offg. Director of Public Instruction,
Madras.

To

The Secretary to Government,
Education & Public Health Department,
Fort St. George, Madras.

Sir,

MADRAS EDUCATIONAL SERVICE - Men and Women officers - Difference in scales of pay --- Abolition --

Ref: Government Memorandum No.17979 A-1 Education dated 15.5.1945.

With reference to the above Government Memorandum I have the honour to state as follows: --

The scale of pay for the Women Officers in the Madras Educational Service both in the Administrative Branch and in the Collegiate Branch and that for men officers is indicated below. The scale of pay for women officers is **lower** than that for men officers.

Men officers in the Madras Educational Service Scale of Pay: --	Women Officers in the Madras Educational Service. Scale of Pay: --
Rs.200-30/2-260-40/2-500-50/2-700	Rs.200-30/2-500
(Average pay Rs.422 1/9)	(Average pay Rs.346 2/3)

2. The trend of modern opinion is that the pay of women should be equal to that of men. There appears t be no justification or need to have different scales of pay between men and women officers in the Madras Educational Service. The qualifications prescribed for the posts are equal. District Educational Officers, Inspectresses of girls' schools, Professors in Men's Colleges and in women's colleges all have equal responsibilities and perform the same duties.

posts and the responsibilities attached to the/

3. The Central Advisory Board of Education, Simla, have recommended a uniform scale of pay for men and women officers. In his report on Post War Educational Reconstruction the late Sir Meverel Statham had recommende that the pay of women officers should be made equal to that of men officers -- vide pages 15 and 16 of the Repor

para 9 Chap. XII
A in p 74 [illegible]

Extract at (X)

B.R. put up

4. The scales of pay for the Inspectors and Inspectresses in all the Provinces in India are exhibited in the table at Page 254 of the Eleventh Quinquennial Review of the Progress of Education in India 1932-1937 (Volume II). It may be seen from that table that the scale of pay for the women officers (Inspectresses) in the Provincial services in other Provinces(Except in Assam) is higher than that in Madras.

also of men officers ; but the refer. to D.P.I. [illegible]

P. T. O.

5. At the time of the Reorganisation of the Provincial Educational Services in 1920, the cadre of **Indian Educational Service** was in existence both in the men's as well as women's branch of the service. Since then conditions have changed. Recruitment to the cadre of **Indian Educational Service** was stopped long ago and the reorganisation of the Provincial Educational Service into Classes I and II was taken up for consideration, in all the Provinces as a result of the recommendation of the LEE Commission. In this Province, however, the Class I of the Madras Educational Service did not come into existence. There was however an improvement in the men's branch by the creation of the cadre of Divisional Inspectors in 1936. The women's branch of the Madras Educational Service continues as it was. The women officers have no chance of promotion to the cadre of **Indian Educational Service** which was open to them previously. Nor are there a few posts on a higher scale open to them as in the case of men's Branch.

(S)

(V)

G.O. 2695 Edn
17-12-36

All this is not strictly relevant to the point

6. In the circumstances explained above, I recommend that women Officers in the Madras Educational Service may be paid the same salary as men officers.

34 offrs

7. The total number of posts in the women's branch of the Madras Educational Service is 32 in both the collegiate and Administrative Branches (15 posts of Professors and Lecturers and 17 posts of Inspectresses and Superintendents of schools). The average pay of the Madras Educational Service in the women's branch is Rs.346 2/3 per mensem while that of the Madras Educational Service in the men's branch is Rs.422 1/4 per mensem. The ultimate extra cost in raising the scale of pay of the women officers will be Rs.76 x 12 x 32 - 29,184 or Rs.29,200/- per year.

8. I may state in this connection that the pay of women officers in the Madras Medical Service is equal to that of men officers in the same service.

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

Mohammad
19.7.45
for Director of Public Instruction.

G.A.W./19.7.1945.

422.25
74
496.25
406.7
89.55 x 12
1074.60
34
32238
42984
36,536.4

346.7
60.
406.7

9/W

E. & P.H. (A

Memo. 17979-A.1-Edn., d/3.9.45.

(4)

M.E.S. – Men and women officers – Abolition of the difference in scales of pay.

pp 3-4 cf.

Ref:- From the D.P.I., Rc. No. 673-A/45, dated 18-7-45.

The D.P.I. is informed that ~~his~~ the ~~proposal to~~ question of equalizing the scale of pay of the women officers in the M.E.S., Women's branch, ~~Administrative and Collegiate Sections~~ ~~branches~~ – with that of the M.E.S., Men's branch ~~men officers in the Service~~ ~~should~~ will be considered ~~in connection with the~~ as a Part II schemes for 1946-7. The Dir. is requested to submit the necessary proposals in time.

para 6, p. 4 cf.

Despd
K.R.
4-9-45

To the D.P.I. ✓

P.G.
30.8.45
30.8.45

1.9.45

3/9/45.

M.E.S. Men and Women Officers [illegible] Abolition
of the difference in scales of pay
Ref: From the D.P.I. Rc. No. 673 A/45
dated [illegible]

The D.P.I. has requested that the [illegible]

30/8 K

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28 SEP 1945

(3)

R.C.No.673 A/45. Office of the Director of Public Instruction, Madras, dated 28-9-45.

From

Dr. B. B. Dey, D.Sc.(Lond.), F.R.I.C.
Offg. Director of Public Instruction, Madras.

To

The Secretary to Government,
Education & Public Health Department, Madras.

Sir,

Sub: Madras Educational Service - Men and Women Officers - Abolition of the difference in scales of pay.

Ref: Govt.Memo.No.17979 A-1, Education, dated 3-9-45.

p. 5 ante

43413

In connection with Part II of the Budget Estimate for 1946-47 I have the honour to submit for the favourable consideration of Government the following proposal for equalising the scale of pay of the Madras Educational Service Women's Branch with that of the Madras Educational Service Men's Branch. The scale of pay for the Madras Educational Service in the Women's Branch is Rs.200--500 while the scale of pay for Madras Educational Service in the Men's Branch is Rs.200--700.

p. 3 ante

2. In my letter R.C.No.673 A/45, dated 18-7-45 I have already stated in detail the reasons that justify the abolition of the existing difference in the scales of pay of the men and women officers in the Madras Educational Service and the adaption of a uniform scale of pay viz. Rs.200-700 for both the branches of the service. There are at present 34 posts in the Women's Branch of the Madras Educational Service, in both the administrative and Collegiate Branches, as shown below:

TEACHING STAFF.	PERMANENT.	TEMPORARY.
① Queen Mary's College, Madras ..	8	1
② Teachers' College, Saidapet ..	1	-
③ Lady Willingdon Training College, Madras	5	-
④ Presidency High School for Girls, Egmore	1	-
⑤ Secondary & Training School for Women	8	-
	23 plus	1 = 24

ADMINISTRATIVE BRANCH.		
① Inspectress of European Schools ..	1	-
② Inspectress of Girls' Schools ..	6	1
③ Woman Specialist In Physical Education	1	-
④ Lecturer in Domestic Science ..	1	-
	9 plus	1 = 10

All the 34 posts referred to above are in the scale of Rs.200-500. The duties and responsibilities attached to the above posts of women officers are the same as those attached to similar posts in the Men's Branch. There is no justification for the existing difference in their scales of pay. I, therefore, request that the Government may be pleased to equalise the pay of women officers in the Madras Educational Service with effect from the beginning of the next official year 1946-'47.

with that allowed to Men officers in the Madras Educational Service

P.T.O.

3. The proposal involves the following extra cost to Government:

Averager pay of 34 posts in the scale of Rs.200-30/2-260-40/2-500-50/2-700	422 1/9 x 34 x 12 = 1,72,221
MINUS	
Average pay of 34 posts in the scale of Rs.200-3/2-500	346 2/3 x 34 x 12 = 1,41,440
Extra cost per year ..	Rs. 30,781

or Rs.30,800 in round figures.

4. I am including the necessary provision in Part II of the Budget Estimate for 1946-'47.

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

28.9.45

for Director of Public Instruction.

TRB.28/9

~~Copy to Budget.~~

Sd
28/9

422.1
346.7
75.4 x 11 = 829.4 = 830
x 12 = 904.8 = 905

8.3
830 x 17.5 / 100 = 145

9.05
905 x 17.5 / 100 = 158

10/9 − 2/3 = 10 − 6 / 9

421
346
75 4/9 x 12 = 48/9
6

12
908
9
8145

Education and Public Health Department.

PART II SCHEME FOR 1946-7.

[Subject.—*Raising the scale of pay of the Women's Branch of the Madras Educational Service to be on a par with the scale of the Men's Branch.*]

Summary.

Head of account. (1)	Item of expenditure. (2)	Ultimate cost (recurring). (3) RS.	Cost in 1946-7. (4) RS.
37. Education—			
b. University—Government Arts Colleges—B. Queen Mary's College.	1 Pay of officers—Authorized.	8,200	
d. University—Government Professional Colleges—C. Teachers' College.	Do.	900	
d. University—Government Professional Colleges—D. Training College for Women.	Do.	4,500	
f. Secondary—Government Secondary Schools—A. European—2. Special staff—Girls' Schools—Authorized.	Pay of officer	900	
f. Secondary—Government Secondary Schools—B. Non-European—II. Government Secondary Schools for Girls.	1 Authorized—Pay of officer.	900	Nil.
m. Special—Government Special Schools—B. Training Schools—Mistresses.	1 Pay of officers—Authorized.	7,300	
p. General—Inspection—A. European—Authorized.	Pay of officer	900	
p. General—Inspection—C. Non-European—Women's Branch.	1 Pay of officers—Authorized.	6,300	
p. General—Inspection—E. Physical Education—2. Women's Branch—Authorized.	Pay of officer	900	
	Increase in War allowances.	5,300	
	Total ..	36,100	Nil.

There are separate scales of pay for the women's branch and the men's branch of the Madras Educational Service, the women officers drawing a lower scale of pay than men as shown below :—

Men's branch—(Average 422·2) Rs. 200—30/2—260—40/2—500—50/2—700.

Women's branch—(Average 346·7) Rs. 200—30/2—500.

2. The Central Advisory Board of Education has recommended a uniform scale of pay for men and women officers. The Women's Sub-committee of the Post-war Reconstruction Committee has also recommended that all sex disqualification in the matter of pay should be removed.

The qualifications prescribed for posts in the men's branch and the women's branch of the Madras Educational Service are the same. District Educational Officers, Inspectresses of Girls' Schools, Professors in men's colleges and in women's colleges—all have equal responsibilities and perform the same duties. But officers in the men's branch have chances of promotion to posts such as Deputy Directors, Divisional Inspectors and Principals of the Presidency College and the Teachers' College, Saidapet, which are on a higher scale of pay, while women officers have no chances of promotion. Further, in the Madras Medical Service the scales of pay of women Civil Surgeons are the same as those for men Civil Surgeons.

3. The Director of Public Instruction has stated that there is no justification or need for a differentiation in the scales of pay for men and women officers and has recommended that the scale of pay of the Madras Educational Service, Women's branch, may be raised to that of the Madras Educational Service, Men's branch. The Government concur with the views of the Director of Public Instruction and recommend that the proposal may be accepted.

If the scales are introduced from 1946-47 and the present incumbents are fitted in the scale with reference to Fundamental Rule 22 (*a*) (ii), there will be no additional cost in the year. The ultimate cost involved in the proposal will be Rs. 36,100.

M. V. SUBRAMANIAN—16-10-45.

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378 / 89(4)

pp. 7 & 8 C.F.

M.E.S. – Equalising scales of pay – Men & women officers – Ordered.

Read:– From the D.P.I., Rc. No. 673-~~A~~/45, dt 28.9.45.

G.O. (Ms.) No. 727 Edn., dt 4-4-46

The Govt. direct that the scale of pay of women officers of the Madras Edl. Service be altered from Rs. 200-30/2-500 to Rs. 200-30/2-260-40/2-500-50/2-700, with effect from the 1st April 1946.

2. The pay of the existing incumbents shd. be fixed with refce to F.R. 22(a)(ii).

p. 20, Bk. 154

5.4.46

To the D.P.I. ✓
" A.G. (Thiru' Rm.)
" Pub. (Ser.)

26.3.46

26.3.46

A (7) 12

Office of the Accountant General, Madras,
Fort St. George, dated 29th May 1946,
No. G.A. IV. Edn. 229.

From

The Accountant General,
Madras.

To

The Secretary to the Government of Madras,
Education and Public Health Department ,
Madras.

Sir,

Sub: Madras Educational Service-Women's Branch-Revision of-Scales of pay.

Ref: G.O. Ms. 727 Edn. dated 4-4-1946. E/ncf

29652

I have the honour to state that in para 2 of the G.O. referred to above, the pay of the existing incumbents in the Madras Educational Service has been ordered to be fixed in the new time scale sanctioned in that G.O., With reference to F.R. 22 (a) (ii) It is presumed that in the case of officiating Government servants, their presumptive pay in the Madras Educational Service should be taken as substative pay for this purpose.

F.20, R.154

2. Consequent on the application of the orders, the officers mentioned below are placed in a disadvantageous position as indiaated against each. It may kindly be stated whether it is the intention of the Government that these officers should be allowed the option to come under the new scale under F.R. 23.

F.22, -do-

p.t.o.

-2-

Sl. No.	Name of Officer.	Date of next increment.	Present pay.	Pay on the [illegible] of next incremen[illegible].3) in the Old Scale 200-500.	[illegible] Scale 200-700.
(1)	(2)		(4)	(5)	
			Rs.	Rs.	Rs.
1.	Miss N. Ammani Amma	19-8-47	320	350	340
2.	,, M. Dweltz	5-3-48	450	475	460
3.	,, D. Frank	4-8-47	320	350	340
4.	,, V. Koman	9-3-47	450	475	460
5.	,, A. Suares	5-12-46	320	350	340

3. The following Officers reached the maximum of Rs. 500/- in the old scale and have been drawing the pay for more than two years prior to 1-4-46. By the application of Audit Instruction 3 at page 21 of the Madras Audit Manual they may count the period of 2 years for increment at the stage of Rs. 500/- and may be allowed the pay of Rs. 550/- in the new time scale. This may kindly be confirmed.

BK

1. Miss B. Amirthammal
2. ,, M. Blake.
3. ,, T.J. Clatus
4. Mrs. M. Lakshmi Ammal.
5. Miss E. Lazarus
6. Miss L. Philipsz
7. Mrs. T.N. Ramamurthy.
8. ,, G. Sankunni
9. ,, G.M. Sargunam
10. Miss P. Seethammal.
11. Miss S. Zacharies.

4. Mrs. M.M. Buck is the only Officer serving under contract and pending revision of contract, she will not be entitled to draw pay in the new scale. It is therefore for consideration whether her contract requires revision.

Early orders of Government are requested.

I have the honour to be,
Sir,
Your obedient Servant,
P. Venkataramanaiah
Assistant Accounts Officer.

SN

twr.

9/27/6

~~Edn. and ...~~

MEMO. No. 29652 (9) -A-2-Edn., dt. 26. 6. 46

M.E.S. - Revision of pay of women officers - Appln. of F.R.'s.

Ref:- From the A.G., No.G.A.IV.Edn.229, dated 29-5-46.

CF.

CF 1-2

CF 1

p. 22, Bk. 154

The presumption in paragraphs 1 and 3 of the A.G.'s letter cited is correct. The intention is that the five officers mentioned in para 2 of the letter should be allowed the option to come under the new scale, under F.R.23.

2. A separate communication will be sent w.r.t. para 4 of the letter.

Desp'd 62 28-6-46.

To the A.G. through Director

P.G. 22-6-46

22.6.46

25/6/46

26.6.46

Office of the
Roc.No.7026 C3/46. Director of Public Instruction,
Madras, dated 30-10-1946.

(10)

15

ASST. SECRETARY TO GOVERNMENT
2 - NOV 1946
16615
EDUCATION AND PUBLIC HEALTH DEPT.

From
Dr. S.R.U. Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction, Madras.

To
The Secretary to Government,
Education and Public Health Department, Madras.

Sir,

Madras Educational Service - Equalising scales of pay of men and women Officers - Petition from Miss M. Dweltz Inspectress of Girls' Schools, for grant of higher rate of pay.

I have the honour to submit herewith a copy of letter dated 17-8-1946 from Miss M. Dweltz, Inspectress of Girls' Schools, III Circle for fixation of her pay at a higher stage in the enhanced scale sanctio in G.O.727 Edn., dated 4-4-1946.

V/11 CF.

Miss M. Dweltz is drawing Rs.450/- per mensem in the old scale of Rs.200-20-400-25-500. She will be drawing the maximum in this scal in March 1948. The Accountant-General, Madras reports that if she ele the enhanced scale she will draw Rs.420/- + 30/- per mensem from 1-4- and her next increment raising her pay to Rs.460/- per mensem will fa due only on 5-3-1948. Hence the enhancement of the scale for women Gazetted officers has not materially benefit her. I recommend that on the analogy of the concession granted to Government servants in rule 2(b) of the rules issued in G.O.3009 P.S., dated 13-10-1944, her pay may be fixed at Rs.460/- per mensem from 1-4-1946.

a/2

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

D. Muni
1/10/46

for Director of Public Instructio

m.k.31/10.

Sd
31/10

Copy of letter Rc.No.231 A/46, dated 17th August 1946 from the Inspectress of Girls' Schools, III Circle, Bellary.

Sub:- Madras Educational Service - Equalising scales of pay - Men and Women Officers.

Ref:- G.O.Ms.No.727 Education, dated 4-4-1946.

I am at present drawing my pay at Rs.450/- from 5-3-1946 in scale of Rs.200-20-400-25-500.

V/11 CF,

R.20" RK.154

Under Fundamental Rule 22(a)(ii) my pay will have to be fixed in the new scale of pay sanctioned in the above mentioned G.O. at Rs.420 plus 30 personal pay, as there is no stage as Rs.450/- in new time scale viz. Rs.200-30/2-260-40/2-500-50/2-700.

If I am continued in the old scale of pay, I will get Rs.475 from 5-3-1947 and 500 from 5-3-1948. But as the audit instructions under Fundamental Rule 20, I shall be getting my pay at Rs.460/- per mensem from 5-3-1947 and to get my pay at Rs.500/- I shall have to wait till 5-3-1949.

16

According to the above details, it may kindly be seen that I will be drawing a pay of Rs.500/- (in the existing scale of pay) from 5-3-1948 till April 1951 (i.e) my date of retirement ~~xxxx(of payxxx~~ whereas I will be drawing the above rate of 500 (in the revised scale of pay) from 5-3-1949 and retire ~~in the~~ a month after I have drawn my salary for a period of 2 years only.

I am, therefore, not in any way benefited by the revised scale of pay; on the other hand, there will be substantial loss both in my emoluments till date of my retirement and in my pension.

F.22, BK.154

It is therefore requested that I may kindly be allowed the option of retaining me in the existing scale of pay under Fundamental Rule 23, or sanction, with the permission of the Government advance increment or advancement of the date of increment by which I may draw my pay at Rs.460/- with effect from 1-4-1946 as my case is a typical one and such a concession will be just appropriate in hard cases like mine. Further, such a concession seems to have been allowed in the case of officers of my type when 1938 scales of pay were introduced - vide copy of letter No.T.M.10-6/43-45-1869, dated 12-2-1945 of the Accountant-General, Madras which was communicated in your Proceedings R.C.No.2704 C/43, dated 22-2-1946.

I once again pray the Director to view my case sympathetically and do me justice by approaching the Government to have my pay fixed at Rs.460/- with effect from 1-4-1946 as a special case.

/true copy/

for Director of ~~Public~~ Instruction

31/10

ECH (A)

The G.O. quoted at A on p.1 ante is put up in the Dept. file C. No. 57159-A sent to Fin. on 28.10.46. The return of ~~the~~ file may be awaited till 20.11.46

P.G.
8.11.46

8.11.46

9/11/46

Reminder to Fin. for the file reqd. to above is subd. ~~It~~ The return of the file may be awaited till 6.12.46.

P.G.
22.11.46

22/11/46

23/11/46

~~put up below for signature~~ The file has not yet been recd. Further ~~Another~~ ~~r~~ rr. may be ~~signed~~ sent.

P.G.
22.12.46

Opd.
P.G.
6.1.46.

The file has since been recd. back from Fin. and circd. to H.M. Edn. on 17.1.47. Its return from Circn. may be awaited till 22.1.47.

18/1/47

P.G.
.47

ED GH (A)

17

Memo. No. 66615-A 3, dt. 18.2.47

M.E.S. - Dwelty, Miss M., ~~Inspectress of~~ Girls' Schools - Fixation of pay.

Ref:- From the D.P.I., Rc. No. 7023-C3/46, dt. 30.10.46.

20/2

CA

Miss M. Dwelty, ~~as also four~~ and other officers, ~~has~~ have already been allowed to exercise the option contained in F.R. 23 - vide Memo. No. 29652-A-2, dt. 26.7.46, ~~to the A.G.~~ copy enclosed.

F.22, BK.154

V/14 CF

To ~~the~~ D.P.I.
(with copy of C.F. 14, 12-13 of V).

P.G.
7.2.47

8/2/47

6/2/47

Note:- If the D.P.I.'s recommendation to fix the officer's pay at Rs. 460 in the new scale from 1.4.46, is accepted, it will work to the disadvantage of the officer to the time

x Rs. 450 — 1.4.46 - 4.3.47 = 5010
475 — 5.3.47 - 4.3.48 = 5700
500 — 5.3.48 - 31.3.48 = 433
11143
480 — 1.4.46 - 31.3.48 = 11040
103

18

of Rs. 103. He has proposed this apparently not knowing ~~that~~ the Govt. ~~at~~ had already considered ~~the~~ question of allowing officers ~~the~~ option to remain on the old scale till increments are earned therein and had decided in favour of it. The draft memo overleaf is therefore ~~is~~ for approval. Fin. may see before issue.

14 N F

10/2/47 Fin

7-2-47

8/2/47

SECRETARY TO GOVERNMENT
11 FEB 1947
FINANCE DEPARTMENT

E.R. No. 66615 A1
10-2-47

Finance (C.S.R)

8224 CSR

The draft memo overleaf may be perused and the case returned to E.P.H.

12.2.47

12.2.47 12/2/47

E.P.H.

A.S.II Fin. u.o. 8224 C.SR/47
14.2.47

Edn & P.H. Dept

ASST. SECRETARY TO GOVERNMENT
14 FEB 1947
12900
EDUCATION AND PUBLIC HEALTH DEPT.

May issue

14/2/47

18/2/47

S
18/2/47

Rc. 106/46 d/17.8.46.

C2

12

17

DIRECTOR OF PUBLIC INSTRUCTION
19 AUG 1946
MADRAS

The Secretary to the Government of Madras,
Education and Public Health Department,

Through
The Director of Public Instruction,
Madras.

Sir,

V/11 Cf.

In G.O.No.727, Edn., dated 4th April 1946, the Government issued orders ~~dixxxxig~~ directing that the scale of pay of Women Officers of the Madras Educational Service should be altered from Rs. 200-30/2-300 to Rs.200-30/2-260-40/2-500-50/2-700 with effect from the 1st April 1946.

I reached the maximum of Rs.500/- in the old scale of Rs.200-20-400-E.B.-25-500 in April 1932 and have been drawing the same pay for over 14 years. The fixation of the 1st April 1946, as the date from which the revised scale should take effect has deprived me of the advantage to be derived from the revision of the scale enhancing the maximum to Rs.700/-. The Accountant-General's pay slip makes ~~one~~ me eligible for an increment of Rs.50/- only from the 1st April 1946, and as I am retiring at the end of this month (August 1946), I derive very little benefit by way of pay, and none whatever by way of pension.

Considering that I have been drawing the maximum of the old scale for 14 years which is more than half the period of my service of 26 years, I request that I may be allowed to count ~~xxxx~~ the pperiod for which I drew the maximum (Rs.500/- in the old scale, for increment in the revised scale. This will enable me to reach the maximum of Rs.700/- immediately and to draw a pension of Rs.350/- p.m.

If this concession is considered too generous, I beg that I may be permitted to count atleast half the period for which I drew Rs.500/- in the old scale, so that, I may be able to draw atleast three increments in the revised scale and reach a pay of Rs.650/- before my retirement.

I beg to point out in this connection that when the 1933 scales of pay were ~~xlxxxxx~~ restored to Government servants generelly, they were allowed to count the period during which they served on the pay last drawn in the new revised scale of pay (1938 scale) for increment at the stage at which their pay was fixed in the old (1933) scale - [vide Rule 3 of the rules appended to G.O.No.3009 Public (Services), dated 13.10.1944.]

If the Government are unable to grant me either of the concessions prayed f above, I request that I may be permitted to count atleast six out of the 14 ye for which I drew the maximum of the old scale, for increment in the revised scale.

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In conclusion, may I beg leave to say that in revising the scale of pay of the WomenOfficers of the Madras Educational Service, the Government intended not only to improve the prospects of the younger members of the Madras Educational Service, but also to give some substantial relief to the older members who have given their best and grown old in the service.

I therefore, request that this representation of mine may be considered most sympathetically and that favourable orders may be passed as early as possible.

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

L. Philipsz

Principal,
Govt. Muslim Women's College,
Royapetta, Madras.

13

17.8.46

15 Aug, 1946

(13)

31

3636

From

Miss Lazarus,
Lecturer, Lady Willingdon
Training College, Madras.

To

The Secretary to the Government of Madras,
Education and Public Health Department,
Madras.

Through

The Director of Public Instruction,
Madras.

Through

The Principal,
Lady Willingdon Training College,
Triplicane, Madras.

Sir,

With reference to G.O. 727 Edn. dated 4-4-1946 directing that the scale of pay of women officers of the M.E.S. be altered to Rs. 200/--30/2--260/--40/2--500-50/2--700/-, with effect from 1-4-1946, the Accountant General has sent me a pay slip fixing my pay at Rs. 550/-. I reached the maximum of Rs. 500/- in the old scale in 1940 and have been drawing the same pay for 6 years. As I ~~have~~ am due to retire in September (8) 1947, this increment, while giving me very little benefit from the new scale, will not affect my pension.

I request that I may be permitted to draw increments from 1942 that is 2 years after I reached the old maximum, so that I may draw at least the 3rd increment~~s~~ now (Rs. 650/-), which will enable me to earn a higher pension than I shall under the A. G's ruling.

Begging that my request may receive your sympathetic consideratio

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

E. Lazarus.

15. 8. 1946.

Forwarded for favourable consideration.

M. Gerrard
Principal 16.8.46

[illegible]
[illegible]
[illegible] Training College, Madras.

To

The Secretary to the Government of Madras,
Education and Public Health Department,
Madras.

Through

The Director of Public Instruction,
Madras.

Through

The Principal,
Lady Willingdon Training College,
Triplicane, Madras.

36

Sir,

With reference to G.O. [illegible] [illegible]

19th August 1946 15

(14)

C Section 22.8.46

22/4

From
Miss M Blake
Inspectress of Girls' Schools
Seventh Circle, Madura

To
The Director of Public Instruction
Madras

Sir,

v/11 CF.

With reference to the recent G.O. raising the maximum salary of the scale of Women Officers of the Madras Educational Service to Rs 700/- I have the honour to request permission to place before you the fact that I am one of the Senior Women Officers who are not much benefitted by the new scale because I am due to retire on the 31st July 1947

~~and~~ because my pay as now fixed in the Accountant General's pay-slip is Rs 550/- that is with a first increment.

Although this is a small help it does not solve the problem of managing within my salary which I have been unable to do for some time past especially since the beginning of the War and during the last year. It does not benefit those of us who are so near retiring that we cannot reach the maximum and thus have our pensions raised. I have been drawing the maximum of Rs 500/- since the 26th October 1936 that is for nearly 10 years now.

(3)

I have the honour to request that the Director will very kindly see whether any further benefit cannot be given to those of us Senior women officers who have had to bear a very heavy strain during the War years.

I have the honour to be
Sir
Your most obedient
Servant
M Blake

Inspectress of Girls' Schools
Seventh Circle, Madura

C2 ~~[illegible]~~ (16)

LADY WILLINGDON TRAINING COLLEGE
C245/46 A
[illegible] 1946
2-430
TRIPLICANE

To

The Secretary to the Government of Madras,
Education & Public Health Department,
Fort St. George, Madras.

Through
The Director of Public Instruction,
Madras.

Through
The Principal,
Lady Willingdon Training College,
Madras.

V/11 CF.

Sir,

With reference to G.O. 727 Education dated 4-4-1946 altering the scale of pay of women officers of the Madras Educational Service from Rs.200-30/2-500 to Rs.200-30/2-260-40/2-500-50/2-700, with effect from the 1st April 1946, I have the honour to state that I reached the maximum of Rs.500/- in the old scale of Rs.200-20-400 E.B.-25-500 in March 1937 and have been drawing the same pay for over 9 years.

The Accountant-General's pay slip makes me eligible for an increment of Rs.50/- only from the 1st April 1946 which considerably reduces the advantage to be derived by me from the revision of the scale enhancing the maximum to Rs.70(In view of the fact that I have already put in a total servic of over 27 years in the department and that for the last nine years I have drawn the same pay (the maximum of the old scale) I request that I may be allowed to count the period (9 years) for which I drew the maximum (Rs.500/-) in the old scale, for increment in the revised scale. This will enable me to reach the maximum of Rs.700/- immediately and thus earn a proportionately higher pension. If the Government are unable to make this concession for me, I beg that I may be given the benefit of at least half the period for which I drew Rs.500/- in the old scale.

In this connection, May I respectfully invite attention to the fact that when the 1933 scales of pay were restored to Government servants generally, they were allowed to count the period during which they served on the pay last drawn in the new revised scale of 1938, for increments at the stage

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at which their pay was fixed in the old (1933) scale.

Should the Government, however, consider either of the concessions prayed for above, too generous, I request that I may be permitted to count at least four years for which I drew the old maximum for increments in the revised scale.

In making this request I submit that I do so in the belief that the Government had in view some substantial relief for the senior women officers of the Madras Educational Service, as well as to encourage the junior members of the service. I beg, therefore, that my case may receive your most sympathetic consideration and that favourable orders may be passed as early as possible.

DIRECTOR OF PUBLIC INSTRUCTION
26 AUG 1946
MADRAS

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

B. Amirthammal
18.8.46
Headmistress, Lady Willingdon Training College, Secondary Section

N.Dis. 2459/46 A
24.8.'46

Submitted to the Director of Public Instruction, Madras and recommended for favourable consideration.

Principal
Lady Willingdon Training College
Madras
24/8/46

1946
MADRAS

~~31~~
~~9~~
57
(17)
C2
Re121/46

Queen Mary's College,
Mylapore, Madras,
23rd August 1946.

From
Mrs. M. Lakshmi Ammal,
Lecturer in English,
Queen Mary's College, Madras.

To
The Secretary to Government,
Education Department,
Fort St. George, Madras.

Through
The Principal,
Queen Mary's College, Madras.

Through
The Director of Public Instruction,
Madras.

Sir,

I beg leave humbly to submit the following for your favourable consideration.

According to G.O.No.MS.727 Education dated 4-4-1946 I have been placed in the cadre Rs.200 to Rs.700/- and allowed to draw the first increment only according to G.O.No.Ms.727 Education dated 4-4-1946. I reached the maximum of Rs.500/- over ten years ago; I shall not reach the maximum of Rs.700/- before retirement and I beg leave to request that these may be taken into consideration in my case.

I beg to remain,
Sir,
Your most obedient servant,

M. Lakshmi

~~37~~ ~~10~~ 28 ~~78~~

Queen Mary's College,
Mylapore, Madras,
23rd August 1946.

Re 12/[illegible] ~~35~~ C2

From

Miss P. Seethammal,
Lecturer in English,
Queen Mary's College, Madras.

To

The Secretary to Government,
Education Department,
Fort St. George, Madras.

Through

The Principal,
Queen Mary's College, Madras.

Through

The Director of Public Instruction,
Madras.

Sir,

I beg leave to submit humbly the following for your favourable consideration. v/11

According to G.O.No.Ms.727 Education dated 4-4-1946 I have been placed in the cadre 500/---700/- and allowed to draw only the increment according to G.O.No.727 Edn., dated 4-4-1946. I reached the maximum of 500/- in 1943.

I should be very grateful if you could kindly permit me to draw my increment from 1943.

I beg to remain,
Sir,
Your most obedient servant,

P. Seethammal.

8/8/46 Recd 8.8.46 e2 (19) 29

Coimbatore,
5th August 1946.

From

Mrs.G.M. Sargunar,B.A.,L.T.,
Inspectress of Girls' Schools,
Fifth Circle, Coimbatore.

To

The Secretary to Government,
Education & Public Health Department,
Fort St. George, Madras.

Thro'

The Director of Public Instruction,
Madras.

Sir,

v/11 cf.

Sub:- Madras Educational Service- Equalising the scales of pay of men and women Officers- G.O.No.Ms.727,Education, dated 4-4-1946.

With reference to the above G.O. the Accountant-General, Madras has fixed my initial pay under the revised scale at Rs.550/- per month from 1-4-1946. Though I am the seniormost in the administrative section of the Women's Branch, my salary position is so little improved that I beg to prefer this appeal to you for a reconsideration of the fixation of my pay in due regard to the following circumstances:--

(1) I entered Government service when I was hardly 20 years of age (1-9-1914) as a School Assistant because of merit on a very special pay of Rs.150/- per mensem. I was one of the first batch to be benefitted by the introduction of the M.E.S. Cadre in 1921 so that I have been on the Provincial Service since 22-9-1921- a quarter century- in the old scale of 200-20- 400-25- 500 with efficiency bar at Rs.400. I reached my maximum at Rs.500 as from 22-9-1935 and have been drawing the same for the last 11 years. Having thus put in nearly 32 years of honest hard service, it is neither fair nor justic that I should be so little benefitted by the new scale of pay now introduced. More so indeed when I see that I shall not have any advantage whatever in regard to my pension when I retire in 1948.

Granting 2 advance increments to all promotees G.O. No. [illegible] Put up.

Further I am not given even the benefit (as others in the old M.E.S.Scale) granted to new entrants by G.O.Ms.1398, Education, dated 19-7-1946. Though their scale is 200-30/2-260-40/2-500-50/2-700 they are started outright on Rs.260 as though they have entered the M.E.S. 4 years ahead of their actual start.

Having due regard to my long and strenuous honest service, I request that you will be so good as to ~~RECOMMEND~~ kindly fix my pay at Rs.700/- per mensem as from 1-4-1946 on special consideration since I would have reached the maximum of Rs.700/- on 22-9-1943 in the normal course, if the scale for Men and Women Officers had been equalised earlier.

I beg to remain,
Sir,
Your most obedient servant,

G.M. Sargunar 5/8/46
Inspectress of Girls' Schools,
Fifth Circle.

CV

Educational Department. ~~12~~ ~~12~~ 80

From
Mrs. T.N.Ramamurthi M.A., L.T.,
B.Sc.Hons(Econ)(Lond),
Principal,
Queen Mary's College,
Mylapore, Madras.

C

To
The Secretary to Government,
Educationá and Public Health Department,
Fort Saint George, Madras.

THROUGH
The Director of Public Instruction,
Madras.

---

13 SEP 1946
MADRAS

R.C.No. 121/'46 dated 12-9-1946.

Sir,

I beg to submit the following for your favourable consideration.

In April 1946 by their G.O.No.Ms. 727 Education dated 4-4-1946 the Government decided to put into force a revised scale of pay for women in the Madras Educational Service. The revision was in fairness long overdue. I have been drawing the maximum of the scale existing before April 1946 from 10th July 1933, i.e. for a period of over 13 years. I have however been allowed to draw only one increment, Rs 50/- equally with those who are much junior to me and have reached their maximum only recently.

I respectfully submit that if this scale had been in force throughout I should have been drawing the maximum in the new scale for over two years. While I realise that I cannot claim this maximum pay of Rs 700 as a matter of right, I submit that the grant of such pay would be fair and equitable in view of the long and faithful service rendered to the Department.

I may also point out that I am retiring in 1951 and that I shall have no opportunity of reaching the maximum in the new scale even on this date.

May I therefore request the Government to take all the circumstances of my case into consideration and allow me to draw the maximum pay of the scale for the few years of service still ahead of me.

T. Nallamuthu Ramamurthi
PRINCIPAL.

KJR.12.9.

R.O.C.No. 7547 C.3/46.

Office of the Director of Public
Instruction, Madras 25--9--1946.

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.
28 SEP 1946

Sub: M.E.S. Equalising scales of pay of men and women officers
Requests from certain women officers to draw the maximum
pay in the enhanced scale.

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p.11 ante

Ref: Representations from Mrs. G.M. Sargu[illegible] Inspectress, V Circle for Muslim women,
Miss L.Philipsz, Principal, Govt. College, Madras (since retired)
Miss Lazarus, Lecturer, Lady Willingdon Trg.College, Madras
Miss M.Blake, Inspectress, VII Circle, Madura
Miss B.Amirthammal, Hd.Mistress, Lady Willingdon Trg.College, Madras
Mrs.M.Lakshmiammal, Lecture, Queen Mary's College, Madras
Miss P.Seethammal ,, ,,
Mrs.T.N.Ramamurthi, Principal, ,,

pp.1-2 ante
p.3 ante
pp.4-6 ante
57159
pp.7-8 ante
p.9 ante
p.10 ante
pp.12-13 ante

****

Submitted and recommended for favourable consideration.

27.9.46

For Director of Public Instruction.

To
The Secretary to Government,
Education and Public Health Dept.

P.R.K. 27/9/46

RLB 27/9

9/28/1

29/1

Edn. and P.H. Dept.(A).

~~15~~ 33

MEMO.No. 57159-A-3, d/ 27.1.47

from certain
women officers

M.E.S. - Equalising pay of men and women officers
Requests for grant of maximum of, or advance increments in, revised scale.

Ref:- From the D.P.I., No.7547-C3/46, dated 25.9.46.

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p.14 C.F.

The D.P.I. is requested to inform the officers whose representations were subd. to Govt. with the letter cited, that their request will not be granted.

24.1.47

24/1/47

24/1/47

To the D.P.I.

29/1

1/25 p

~~458~~
26/4

(23)

Office of the Accountant General, Madras,
Fort St. George, dated 18th April 1947,
No. G.4. Edn. 61.

To
The Assistant Secretary to Government,
Education and Public Health Department,
Madras 9.

ASST. SECRETARY TO GOVERNMENT
21 APR 1947
30024
EDUCATION AND PUBLIC HEALTH DEPT.

Reference: Memorandum No. 66615-A-3 dated 18-2-1947,
~~regarding~~ regarding Madras Educational Service -
Revision of pay.

--

A copy of the memorandum referred to above may please be furnished.

tpr.

R Krishnamachari
Assistant Accounts Officer.

Memo. No. 30024-A.1, d/- 25-4-47

E. & P.H. Dept. (A)

M.E.S. – Dwelling,
V/11 c.f. Miss M. Inspectress of Girls' Schools – Fixation of pay consequent on G.O. 727-Edn., d/- 4.4.46.

Above
Ref: – From the A.G., No. G.4. Edn. 61 d/- 18.4.47
V/17 c.f.

15-16 c.f.
A copy of Memo. No. 66615-A.3, d/- 18.2.47, together with a copy of the letter of the D.P.I., refd. to therein, is sent ~~to~~ the A.G.

(copy of 15-17 c.f. of (V)) 24.4.47 24/4/47 25/4/47

A

(24)

C.F. 32 (a).

EDUCATION Department

From (Name) Dr. S.R.U. Savoor,
M.A., D.Sc., I.E.S.,
Designation Director of Public Instruction,
Station MADRAS.

Received Registered

To
The Secretary to Government,
Education and Public Health Department.

ASST. SECRETARY TO GOVERNMENT
6 JUN 1947
EDUCATION AND PUBLIC HEALTH DEPT.

Enclosures :

No. R.C. No. 8072 C/46, dated 3-6-47 194 .

Sir,

Sub:- Madras Educational Service - Mrs. Devaki Damodara
- Lecturer, Queen Mary's College, Madras -
Fixation of pay.

Ref:- This Office Rc. No. 8072 C2/46 dated 7-2-47.

I request you to kindly let me know when the orders of Government may be expected on the reference cited above.

for Director of Public Instruction.

47227

11/35

No. 47227-A-1
Memo. 17-6-47 E84(A)

Sub:- HE ~~Ett~~. X.
Ref:- From the D.P.I., No. 8072-C/46, dt. 3.6.47

The attention of the D.P.I. is invited to the orders issued in Govt. Memo. No. 69409-A-2, dt. 27.2.47.

16/6/47

P.G.
14.6.

14/6/47

To the D.P.I. ✓

pkr. 4/6

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18/6

SP
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19/6

11/7 CF

NF

(28)

~~34~~ 1

GOVERNMENT OF MADRAS.
Post-War Reconstruction (Co-ordination) Department.

Women's Sub Committee.
(Tuesday, the 14th November 1944).

Present.

1. Sir Norman Strathie. (Chairman)
2. Mr. D.I.R. Muir. (Secretary & Convenor)
3. Mrs. P. Parijatham Naidu.
4. " Mary N. Clubwala.
5. " Meenambal Sivaraj.
6. " V.T. Lakshmi.
7. " K. Sathianathan.

1.(a) The minutes of the last meeting were approved with the following exception. Paragraph 3~~(x)~~(iii) of the minutes should read as follows:-

"The Sub Committee resolves that a training institute for women workers should be provided as soon as possible and that Stri Sadana should be developed, extended and used for the purpose."

(b). Arising from the minutes of the last meeting, it was resolved that

(i) the Public Health SubCommittee should be asked to co-opt Mrs.V.T. Lakshmi, and

(ii) that the sub-sub-committee of the Industries Sub Committee dealing with cottage industries should be asked to co-opt Mrs. Sathianathan.

(c) With reference to paragraph 2 of the minutes of the last meeting, the Sub Committee recommended that women Police should be employed by the Madras Government on the same lines and for the same purposes as in Travancore and Bombay.

(d) After considering the note prepared by the Secretary dealing with statutory bars to the employment of women in Government service, the Committee decided to recommend that the Madras Government should employ women more freely and give them more opportunities for promotion.

(e) With reference to paragraph 6 of the proceedings of the last meeting, the Committee decided that the Beggars' Home at Krishnampet in Madras City should be extended.

2. With reference to the suggestion of Mrs.Parijatham Naidu, recommending that the Public Health Sub Committee be requested to consider the provision of creches to Maternity and Child Welfare centres in those localities where the centres cater to the needs of working class women, the Sub Committee adopted the suggestion and requested the Secretary to take the necessary action.

3. The question of improved and increased accommodation for women employees particularly in the mufassal was discussed and it was agreed

(i) that some buildings now occupied by the army should be retained and used as women's hostels;

(ii) that suitable accommodation for girls studying in High Schools should certainly be provided; and

(iii) that the hostel in Hobart's High School for Girls should be extended.

4. In order to prevent the exploitation of children and women labour, the Committee recommended that the Factory Act should be extended to beedi, snuff and tailoring shops and to the handloom industry.

5.

5. In view of the need to protect families when the breadwinner dies, the Committee trusts that a scheme will soon be evolved whereby compulsory insurance of employees in service of all kinds including private service, will be set on foot.

6. The Committee discussed the need for the provision of homes for destitute widows and infirmaries for aged women and came to the conclusion that this was a matter which must be left to private charity.

7. The Committee resolved that all sex disqualification should be removed in the matter of pursuing courses of studies and of pay.

8. The Committee resolved to assert the right of married women to earn their living.

9. The Committee agreed that women should be adquately represented on the staff of mixed schools and colleges.

10. The Committee resolved to stress the need for medical inspection in Girls' schools. It was realised that this inspection can only be carried out completely when there is a large increase in the number of women doctors who will undertake the examination of older girls. The Committee trusts that medical inspection in girls' schools will not lag behind similar inspection in boys' schools.

11. In the absence of Begum Mir Amiruddin the Committee came to no conclusion on the question of raising the status of the Hobart High School, Madras to that of a college.

12. The Committee resolved that compulsory education of girls should be taken up as soon as possible. In this connection the Chairman announced that the Government of Madras were considering a scheme for compulsory education of both boys and girls combined with a free-feeding scheme. The Committee asked that this scheme should be applied equally to boys and girls.

13. The Committee resolved that endeavour should be made to start youth clubs as recommended in a report prepared by Miss Gerrard for the New Indian Planning Group.

14. The Chairman announced that it would probably be unnecessary for the Committee to meet again, the Government of India had asked that the Madras Government's complete scheme for post-war development should be expedited and he felt that the general views of the Sub Committee on questions exclusively affecting women are now adequately on record. The Chairman's view was accepted.

D.N. Strathie,
Chairman.

(C-57481/44) (28) 3

Extract from the file relating to Employment of women more freely in Government Service and giving them more opportunities for promotion.

Public (Services) Dept.

Public (Services) are concerned with para.1(d), para.7 regarding pay and para.8 in the Women's Sub Committee's proceedings on pp.1-2 *ante*.

2. **Employment of women more freely in Government service and giving them more opportunities for promotion -- para 1(d) p.1 ante**:- Under section 275 of the Government of India Act, 1935 a person shall not be disqualified by sex for being appointed to any civil service of, or civil post under, the Crown in India other than such a service or post as may be specified by any general or special order made by the Government of a Province in the case of services and posts in connection with the affairs of the Province.

At present women are disqualified for appointment to the following posts:-

xx xx xx

4) Post of Lay Trustee and Treasurer in Stanley Hospital, Royapuram (G.O.No.1037 P.H. dated 14-3-1941).

xx xx xx

There is no statutory bar for the employment of women in other posts. Though the legal position is this, women are not generally appointed to posts which are not exclusively reserved for them on the ground that their employment is inexpedient.

xx xx xx

Government of Madras

PUBLIC (SERVICES) DEPARTMENT

G.O. No. 1528, 30th November 1932

Public Services—Subordinate Services—The Madras Ministerial Service—Special Rules—Amended.

Order—No. 1528, Public (Services), dated 30th November 1932.

The following notification will be published in the *Fort St. George Gazette* :—

NOTIFICATION

In exercise of the powers conferred by rule 44 of the Civil Services (Classification, Control and Appeal) Rules, the Governor in Council and the Governor acting with Ministers hereby make the following amendments to the special rules to regulate the method of recruitment, conditions of service, pay and allowances of the Madras Ministerial Service, published with Public (Services) Department Notification No. 101, dated the 19th June 1931, at pages 883–893 of Part I of the *Fort St. George Gazette*, dated the 14th July 1931, as subsequently amended :—

AMENDMENTS.

I

In annexure A to the said rules—

(i) for the heading to the second column, the following heading shall be substituted, namely :—

"Authority competent to make selection, appointment, promotion and transfer ;"

(ii) for the entries under the heading "Medical Department," the following entries shall be substituted, namely :—

"Manager, Superintendents and Accountants and all clerks, Stewards, Assistant — Surgeon-General.

II

In annexure D to the said rules—

(i) for entries 1 and 2 under the heading "General" the following entries shall be substituted, namely :—

"1. Clerks, Upper Division, including Managers, Superintendents, Head Accountants other than those in the Revenue and Survey Departments, Accountants, Assistant Accountants, Cash-keepers, Head Clerks, Stewards, Assistant Stewards, Store-keepers, Librarians, Linen-clerks and Linen-keepers :—

	RS.
Madras City	65—4—85. 65—4—125. 85—4—125.
Mufassal	60—4—80. 60—4—120. 80—4—120.

2. Clerks, Lower Division, including Accountants, Stewards, Assistant Stewards, Store-keepers, Librarians, Linen-clerks and Linen-keepers :—

	RS.
Madras City	40—40—5—65—3—80. 40—40—2½—65—3/2—80. 40—40—1½—55—1—65. 23—23—23—1—35. (Additional scale for Linen-clerks and Linen-keeper only.)
Mufassal	35—35—1½—50—1—60 ;" and

(ii) for the entries under the heading "Medical

G (52) 4 ~~37~~ ~~4~~

3. Removal of disqualification of women in the matter of pay (para. 7 on p. 2 ante).-Unqualified women typists appointed under the emergency provisions get higher pay than similar men typists. That means that they are treated better.

In the case of Medical and Educational services the scales of pay applicable to women are less than those applicable to men. In no other department is any difference made between men and women in regard to pay. The question of bringing the pay of women in Medical and Educational Services into line with that of men may be remitted to E & P.H. for consideration. Necessary extract of notes may be sent to that department for the purpose.

A J.B.B 12/12/44

xx xx

V.P.E.M.
8-12-44.

See notes from P.3 above.

Para.2 of the note at p.3 above: Of the specific cases of disqualification items 1 and 2 may be ignored as there are separate Womens' Branches.

B Items 3 to 8 may be reconsidered in the light of the recommendation of the Sub Committee. The department concerned may take action.

As regards employment of women in posts in respect of which there is no statutory bar, when a women applies the expediency of appointing her is considered on the merits. ~~This~~ The practice may continue.

D.N.S.
12-12-44.

J.B.B.
12-12-44.

Portions A and B above. - May be sent to ~~Edn.~~ E&PH for necessary action.

16/12/44 18/12/44

59395

20 DEC 1944

19/12/44

E&P.H

Pub(Ser) No. 57481/44-2
20/12/44

E P. H. dept.

GR

* To verify why a lower scale has been prescribed for women Asst. Surgeons

×
G.O. No. 311 Pub (Ser) of 13-4-1933 with notes has been called for from the M. R. O. Chittoor. ~~this~~ Time may be granted up to 10. 1. 1945 -
30/12/44

28/12

28/12

There is difference. Recently [illegible] noted in the matter. [illegible]
30/12/44

Similar proposals are under consideration in Edn (A) Section. Orders in the case may be awaited.

18/1/45

18/1/45

S. Y. 322-A (*Full sheet*).

COPY.

TO BE RETURNED WITH REPLY.

Office of the Accountant General, Madras.

No. T.3-380.

Dated ~~the~~ 4-9 1939.

From

The Accountant General,
Madras.

To

The Secretary,
Board of Examiners,
Madras.

Sir,

I have the honour to request that you will be so good as to furnish the information, etc., required below.

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

Sd/- ....

Assistant Acctt. General.

Ref:- Your reply No.974/39 dated 12-8-1939.

Please state whether there are no regulations stating the circumstances in which a refund can be made by the President, Board of Examiners, similar to those prescribed for the refunds by the Chairman, Madras Public Services Commision.

No.1036/39 dated 13th September 1939.

Reply.

To
The Accountant General,
Madras.

Sir,

President, Board of Examiners has full powers in regard to the granting of refund of fees paid for examinations conducted by the Board.

There are no special regulations stating the circumstances in which refunds can be granted by this Board. Refunds are granted on the merits of each case and the following are some instances in which refunds are granted:

1. In the case of a candidate prevented from appearing for the examination in the interest of Public Service
2. In the case of ill-health supported by Medical Certificate.
3. In the case of transfer outside the Presidency.
4. In the case of excess fees paid.

Sd/- ....
Secretary,
Board of Examiners, Madras.

(True copies)

Manager, A.G's. Office.

---

(23)

1 Separate action has been taken on the point at ic on p 3 ante

2 A on p 4 ante. Difference in scales of pay for men & women in Medical Services.

~~The scales of pay for women in the Madras Medical Services are the same as~~ those ~~for men in respectively all posts except that~~ of ~~Asst Surgeons. The scales of pay of men and women Asst Surgeons are as shown below:~~

~~(i) Men Asst Surgeons Rs 175-25/2-400.~~

~~Women Asst Surgeons Rs 175-20/2-275-25/2-400.~~

The reasons for fixing a lower scale of pay for women Asst Surgeons were the following:

(1) There was no difficulty in the recruitment of women to the Medical Service

(2) There ~~was~~ were no Civil Surgeoncies open to these officers and so it was considered desirable that the scale of pay for a woman Asst Surgeon should provide for a complete career.

E/316.

In 1935, the question whether the scale of pay for women should be raised to that of men was considered and dropped - vide notes on pp 315 - 317 and the order at K on p327 of G.O. no. 3154 P.H. d/ 6.12.1935.

(E) 315-317 + 327

(E)

The reason mentioned in item (1) above holds good even now. As regards item (2) above, it may be stated that three Civil Surgeoncies have since been created in the women's section. There is not much appreciable difference between men and women Asst Surgeons' scales of pay. Further action may be taken on receipt of the report of the Salaries Committee as it is understood that the difference ~~between men & women~~ in the scales of pay for men and women ~~will~~ be abolished

vide p 28 of civil medical list - (Enquired)

16/2/45

13/2/45

14/2/45

13/2/45

16/2/45

No ~~further~~ action

ASI

24.2.45

differentiation has in Education.

L.T.,

So far as ^secondary and elementary grade teachers are concerned there is no difference in the scales of pay as between men and women.

p37 of GO 311 Public Ser 13/4/03

In the Provincial Service the women's branch draws a lower scale of pay than the men's branch. So also in the I.E.S. The question whether women officers should be given the same pay as men was specifically considered in 1932 and was dropped mainly on the grounds mentioned in the note enclosed at ②.

3.3.45

In the Sub. Edl. Service there is no difference in the scales of pay bet. men and women.

W
10.3.45

The question of I.E.S. is not of moment ~~as~~ now as there is no ~~...~~ recruit to that service

4.4.45

The M.E.S. (men) scale is Rs 200-30/2-260-40/2-500-50/2-700 & the M.E.S. (women) scale Rs 200-30/2-500.

4.4.45

S

The question may be examined again now in the light of the recommendation of the Women's Sub Committee; the D.P.I. may first be consulted. (Note from p.3 ante)

5/4/45

Yes —

A2.

What does Salaries Committee recommend?

4.45

ASSISTANT SECRETARY TO GOVT.
10 APR 1945
CHIEF SECRETARIAT

SECRETARY, EDN. AND P.H. DEPT.
GOVERNMENT OF MADRAS

May first be sent to public with refer. to A2's query above.

5.4.45

Public w/o

L.P.A. word
59535/45-1 GPR
10/4/45
15363
11/4

Public (Services) Department.

With reference to A-2's query above it is submitted that according to the recommendations of the Salaries Committee there is no difference in the scales of pay between men and women in the Madras Educational Service and the Madras Medical Service. The scales recommended by it are as follows:--

The Madras Educational Service. (Men)	Rs.250-50/2-700.
--do-- (Women)	~~Rs.250-50/2-700~~.
The Madras Medical Ser. (Men).	Rs.200-30/2-410-40/2-450.
--do-- (Women)	~~Rs.200-30/2-410-40/2-450~~.

The file may be returned to E.& P.H.

20-4-45

20-4-45

You have taken too long to put this up

22/4/45

E & P.H.

Pub Ser wo
1586 8/45-1
23.4.45

E & P.H. Dept.

Box

ASST. SECRETARY TO GOVERNMENT
EDN. AND PUBLIC HEALTH DEPT.
23 APR 1945

This file may be circulated to A2

23/4

24/4/45

Asst /S

25.4.45

A2 Circulate D.P.I.

27.4.45

17979

28 APR 1945

A draft memo is subtd.

1.5.45

1.5.45

8.5.45

11/5/45

S

A section may take action

28/4/45

Memo. No. 17979 A-1 dated 15.5.45.

from the D.P.I. Rc. No. 673 A/45 dated 18.7.45.

This file deals with the Resolution of the "Women's Sub-Committee" on Post-War Reconstruction ~~regarding~~ that all sex disqualification should be removed in the matter of pay.

The M.E.S. (Men) scale is Rs. 200-30/2-260-40/2-500-50/2-700 and the M.E.S. (Women) scale is Rs. 200-30/2-500.

The question of the abolition of the ~~scale~~ difference in the scales of pay admissible to men & women officers was considered in 1932 and was dropped mainly

8

~~mainly~~ on the ~~mainly~~ grounds mentioned in the note extracted at 'L'. The question is now examined again at the instance of the recommendation of the Women's Sub-Committee.

(L)

The late D.P.I. in his report on the post war Reconstruction recommended the abolition of the difference in the scales of Men & Women officers and the present D.P.I. endorses the view on the grounds stated in his letter on pp 3-4 CF.

(X)

pp 3-4 CF.

The proposal to raise the scale of pay of women officers in the M.E.S. to bring it on a par with that of men officers may perhaps be accepted. The additional cost ~~involved will be~~ is estimated by D.P.I. at Rs. 29200/- per year.

|| May be accepted

The Case may be sent to Fin. thro' public w.o.

6/8/45.

4-8-45

S | ~~Pub.~~ Fin. 6/8/45.

E&P.H. w.o. 17979 A-3 6/8/45.

Pub. Fin.

Pub(Ser) Dpt

E&P.H.'s proposal to raise the scale of pay applicable to women members of the Madras Educational Service to that applicable to men may be accepted in this dept. The file may be passed on to Finance.

6.8.45

ASSISTANT SECRETARY TO GOVT.
6 AUG 1945
660
CHIEF SECRETARIAT

7/8/45

CS | Fin

This means going back on the principle which commended itself to Govt in 1932 but a different feeling now seems to prevail both with educational authorities in India & in Great Britain. So far as this dept is concerned the view of the D.P.I. may be accepted.

(L)

8/8/45.

Pub Ser w 660/45-1 8/8/45

Fin (EE)

With ref to the resolution of the Women's Sub-Committee on ~~the~~ Post war Reconstruction that all the sex disqualification in regard to pay should be removed, it is now proposed to raise the scale

DEPUTY SECRETARY TO GOVERNMENT
8 AUG 1945
FINANCE DEPARTMENT

36245 Ex

---

(20)

of pay of the Madras Educational Servic~~EXXXXXX~~e (Women's Branch) from Rs 200-30/2-500 to Rs 200-30/2-250-40/2-500-50/2-700). The proposal involves an extra cost of Rs 36,536 per annum. (The Salaries Committee (1944-45) has recommended the adoption of a common scale for both men and women in the Madras Educational Service.)

cf pencil figures on p 4 CF (250-50/2-700)

2. The present scales of the M.E.S. (Men's and Women's Branch are as under:--

Men's Branch. Rs 200-30/2-260-40/2-500-50/2-700
Women's Branch Rs 200-30/2-500

In fixing a lower scale for the Women's Branch in the general revision of 1933, it was noted that the value of a Woman officer is not the same as that of a male officer engaged on the same or similar duties, that a lower rate of pay for women is the almost universal rule in all countries and that while, in the case of a male officer he has a wife and family to support, the women officer objects to the husband being recognised as a dependant and so carry less responsibility. There were also no representations from the women Gazetted officers for parity of treatment and it was therefore considered ~~anamolous~~ anomalous by the Govt. to increase the level of pay for women officers for the sake of an abstract principle (sex equality) which was not urged by the officers primarily concerned. The Govt. accordingly fixed a lower scale of pay than the Men's Branch, but with due regard to the fact that it was adequate to maintain them in good comfort - please see notes on pages 145-151 of the bound volume on Revision of Salaries.

cf para 5 on p 287 para 4 on p 146 & para 12 on p 149 para 2 on pp 150-51 of the bound vol on the Revision of Salaries 1932-33

para 2 on p 150 ibid

cf para 4 on p 151 ibid

3. The considerations referred to above hold good with equal force even now. It will be seen that the lower scale of pay for women obtains almost in all countries including the advanced States of the West. It has not been stated that the present scale of pay, which is now supplemented by liberal rates of war allowances, is not adequate to maintain them in good comfort or that the value of the service of women officers has risen to the level of that of male officers. In view of these facts the case for the parity of treatment of women officers in the M.E.S. with men in regard to scale of pay for the sake of an abstract principle (~~which is not urged by the officers primarily concerned~~)

cf para 12 on p 149 ibid

It is suggested that the proposal may be negatived /WS

does not seem strong. ~~It may be deferred until sometime~~ after ~~the war and it is known that parity of scales of pay obtains~~ in ~~other countries in the West.~~

4/ If, however, it is decided to accept the proposal in view of the different feeling now prevailing in India and in Great Britain - see the Chief Secretary's note at page 8 above,- the existing arrangements have been in force for a long time and there seems to be no particular urgency to introduce it immediately in the current year. E, and P.H. may be requested to treat it as a Part II scheme for 1946-47.

10.8.45

Male nurses are paid less than female nurses. This is as it should be. It does not seem reasonable that women teachers or "professors" in subjects which are not peculiarly feminine but are the preserve of men like the Arts & the Sciences should be paid the same as men. The community does not get the same value for the money; in fact it ~~does not get any value at all~~ gets very little value. ~~A Curie~~ A Madame Curie is the exception who proves the rule that women's instruction in the mysteries of the uranium atom or the course of the 'Seven Years' war' need not be as perfect as in the art of pleasing men & bringing up children!

WS
11.8.45

E & PH

Inw. no 36245 E.I
13/8/45

36342

Edn. and P.H. Dept't.

The case may now be submitted for orders in circulation.

2. Each Provincial Government is of course free to fix the scales of pay which it considers appropriate, for its Services. There is, however, a small point, viz., that in the I.E.S. the scale of pay of the Women's Branch is lower than that of the Men's Branch. Although recruitment to the I.E.S. was stopped in 1924, there are even now members of that Service both in the Men's Branch and in the Women's Branch. The Madras Province has three in the former and two in the latter. Of the two women, one reaches the age of superannuation on the 14th Jany. 1946 and the other on the 9th Jany. 1947. If pay is equalised for men and women in the M.E.S., surviving women members of the I.E.S. are likely to press for similar treatment and it might possibly create an embarrassing situation. In that view, it is not clear that the Govt. of India should also be consulted.

ASST. SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC HEALTH DEPT.
[illegible] AUG 1945

x Women 400 - 1050
Men 400 - 1750

(31)

I do not think we need go into this point now.

I agree
K

3/
13.8.45

5 (Notes from p: 6 ante)
14/8/45

A2. A1. HE

I can see no justification in these days, for a differentiation in pay between men & women who hold similar posts that need the same qualifications & carry the same responsibilities. The Madras Educational Service should be treated, in this respect, in the same way as the Madras Medical Service. The proposal may be approved & be brought forward as a Part I scheme.

16/8/45

MADRAS GOVERNOR'S SECRETARIAT
22 AUG 1945
F.2795

I agree.
HY 18.8.45

I agree.
AH 26/8/45

SECRETARY, EDN. AND P.H. DEPT.
28 AUG 1945

A draft Memo. to the D.P.I. is subd.

P.G.
30.8.45

30.8.45

5/
1.9.45

5
8/9/45

(O.M. No. 17999-A-1-Edn., dated 3-9-45.)

C.No.43413. From the D.P.I., R.C.No.673-A/45, dated 28-9-45.

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p.5 CF

pp.7-8 CF

The D.P.I. has submitted proposals for raising the scale of pay of the Women's Branch in the M.E.S. to that of the Men's Branch, for consideration as a Part II Scheme for 1946-47.

pp.7-8 CF

2. The Director has not reported how the pay of the present incumbents in the Service should be fixed in the revised scales of pay. Ordinarily, the pay is fixed with refce. to F.R.22(a)(ii). If this procedure is adopted, there will be no extra cost during 1946-47 as the ~~initial~~ initial pay of the officers

p.20, BK.154

ill be fixed in the new scale at the stage of her substantive pay in the old scale or, if there is no such stage, at the stage next below that, plus personal pay equal to the difference. If, however, it is considered that special concession should be shown to the women officers, their pay may be fixed as in G.O.3009-Pub., dated 13-10-44, i.e., in the 'next-above stage', giving them the benefit of the service rendered in the old scale for purposes of increment in the new scale. For orders.

I do not quite see its justification.

3. In estimating the additional cost, the Director has taken into account the post of Inspectress of European Schools, on the assumption that the post will be retained in the Women's Branch of the Service. But he has proposed separately that on the expiry of the present term of re-employment of Miss C.M. Cavanagh, Mr. Holman (Lecturer in the Men's Branch) may be trained for the post of Inspector of European Schools and may be posted as such. The question whether Mrs. A. Suares (Supdt. in the Women's Branch), who has already been selected to the post of Inspectress, should not be appointed, is also under consideration. Pending a decision on that question, this post may be taken into consideration in calculating the additional cost.

4. Subject to orders on paras 2 and 3 above, a Part II Scheme note is submitted. It may be sent to Finance for remarks. The additional cost on account of war allowance has not been included in the 'Cost in 1946-7' or the 'Ultimate cost', in view of what is stated in para 2 above.

13.x.45 13/10/45 S 16/10/45

E.& P.H.
U.O. 43413-A-1
16/10/45

Finance E.I.

Please see previous Finance notes on pages 8-10 above, further notes of E and P.H. in pp 10-11 above, and the orders in circulation on page 10 above. Including provision for grant of war allowance on the higher scale of pay [illegible], the ultimate extra cost works out to Rs. 36,100 p.a. The draft part II Scheme may be amplified as shown in pencil

17 OCT 1945

46926

13

A ㉒

The draft may otherwise be accepted.

JrnoBE II

18.x.45 18/x/45 18/10/45 18.10.45 D.S.

WS
19.10.45

E & PH. Dept. (A)

Diary no:
46928 E.P.D.
20.10.45

The amplification suggested by Finance has been made to the Part II note.

It is for consideration whether ~~It does not seem~~ that ~~the~~ case should ~~again~~ be circulated, with reference to para 2 on pages 11-12 ante.

~~The note may be sent to Press and copies obtained.~~ If not the draft note may be sent to Press.

24 OCT 1945

47260

P.S. 24.10.45

25.x.45 25/10/45 S/A2

[illegible]

Ten copies of the note, placed below, may be sent to Finance.

25/10/45

P.S. 31.10.45

14 -

A

Necessary provn. has been made in the Annual Estimate of Expre for 1946-47. A draft order is subd. Fin. may see before issue.

26.3.46

26.3.46

27/3/46 S

28/3/46

Fin.

Finance (E.I).

EDH U.O. 4341? A-3-Edn
28/3/46

[Finance last saw on pp 12-13 above]

The draft order may be accepted.

N.S.
29.3.46

31/3/46

29 MAR 1946
FINANCE DEPARTMENT

E.P.H.

E.P.H.

1754042

Fin UO 17540 EI-1
1.4.46.

2/4/46

18069

---

(33) Education & P.H.(A)

15

From the A.G., G.A.IV.Edn.229, dated 29-5-1946.

--

M. E. S. - Revision of pay of the women Officers - Application of F.R.'s.

--

2.6.46 A | Para 1 of the A.G.'s letter: The presumption is correct. The A.G. may be informed accordingly.

CF|F2

2.6.46 B | Para 2: The revision ~~and~~ is intended for the benefit of the ~~x~~ women officers and not to work to their disadvantage. The offic may be allowed the option under F.R.23.

2.6.46 | Para 3: Fin. may be requested to advise on this point. No provision for extra cost in 1946-47 on account of the revision has been made in the budget. If the A.G's view is accepted, an expenditure of about Rs.6,000 will have to be incurred in the current year; perhaps this sum may be met from the savings that may accrue under "pay of officers".

Para 4 Action is being taken separately.

May be sent to Finance for remarks.

14 JUN 1946
FINANCE DEPARTMENT

11.6.46

11.6.46

11/6/46 $ 12.6.46

EPH U.O. 28652-A-1
12/6/46

Finance (CSR)

The reference from the AG in the C.F and the notes above may be perused.

The AG's presumption contained in paras 3 of his reference is correct and may be confirmed. This Dept may agree with A and B above.

33425

15-6-46.

15.6.46

17/6/46

Fin 33425 CSR-1
17/6/46.

17 JUN 1946
EDUCATION AND PUBLIC HEALTH DEPT.

EPH (A)

32278

A draft. Memo. to the A.G. is subd.

Thro' C1.

22.6.46

22.6.46

25/6/46 $ 26.6.46

Edn. and P.H. Dept.(A).

C.No.57159. From the D.P.I., Roc.No.7547-C3/46, dated 25-9-46.

M.E.S. - Raising of scale of pay of women officers - Request for certain concessions.

The scale of pay of women officers in the M.E.S. (Rs.200-500) was equalised with the scale of pay of men officers of the Service (Rs.200-700), with effect from 1-4-1946. 11 senio officers who had reached the max. of 500 in the old scale and who were drawing that pay for more than 2 years were allowed to count a period of 2 years for increment in the new scale and thus draw Rs.550 from 1-4-46, w.r.t. Audit Instn.3 at p.21 of the Audit Manual.

V/11 CF

V/13-14 CF.
15 N.F.

11.1-13 CC.

2. Eight of the 11 officers have now petitioned Govt. requesting that they may be allowed to count for increments in the new scale the entire, or a fair portion, of the period for wh. they had been drawing pay on the old max. of Rs.500. They state, inter alia, that the revision, as ordered, will benefit them very little from the pt. of view of pension and that, when the pre-1938 scales of pay were restored in 1944, the concession of counting for increments in the 're-introduced-scale' the period during wh. an officer served on the pay last drawn in the 'replaced-scale' was granted. The D.P.I. recommends the request.

Taking the latter argument first, it may be pointed out that, in the restoration of pre-1938 scales, the concession in question was allowed, not without any limit of period, but subject to a max. of 2 yrs. These 11 officers too got, in effect, that 2-years' concession - vide "M" above. The point whether they shd. be given the benefit of counting service in the old scale for purposes of increments in the new scale was specifically raised ~~and~~ at the time the revision was ordered, but it was considered that there was no justification for such a course. That view holds good even now and it does not seem that, merely to enable a few officers to draw larger pension a position equal to the revision of the scale of pay some years earlier, shd. be countenanced now. For orders whether this Dept. may recommend that the officers' request ~~need not~~ be ~~granted.~~ rejected.

3. May be sent to Fin. for remarks before

Page 3 of Rules in Appendix at 9/12

para 2,
V/12 N.F.

55164

ASSISTANT SECRETARY
12 OCT 1946
FINANCE DEPARTMENT

ED.H.U.O.
57159-A-1
11/11.10.46.

A

7.10.46

Finance E iii

Please see the note of E & H on p1 above.

This dept. may agree to 'A' on p1 above.

17/10/46

7-10-46

18/10/46

E & PA.
A

~~For orders as to circulation.~~

24/10/46

H M (Edn.)

Fin. u.o. 55764 E iii-1
18-10-46

11 OCT 1946

58796 E iii-2

30 OCT 1946

28 OCT 1946

This may be examined by Finance, ~~[illegible]~~ if there are precedents for this position, their request may be granted. We may await expression of an opinion till Finance's view is obtained.

TSA
27-10-46

May be sent to Finance u.o.

P.G.
28.10

28-X-46

29/10/46

Fin: E iii

Please see the note of E & H overleaf and the minute of H M (Edn) above. There does not seem to be any general precedents in which Govt. servants who have been stagnating on the maximum have been allowed to count for increments in the ~~[illegible]~~ new scale, ~~[illegible]~~ as revised, their whole ~~service~~ period of service on ~~the~~ such maximum. In the case of the woman officers of the M.C.S. referred to overleaf they ~~woman~~ ~~officers~~ were allowed to count ~~the maximum~~ two years of their service on the maximum for increment in the new scale ~~as was~~ [illegible] the analogue of the ones in GO 3009 Public 13-10-44 (pre-1938 scales were ~~restored~~)

E & H u.o. No. 57159-A-2
28-10-46.

(80)

It is also understood that the reorganisation committee of the Cabinet will also undertake a revision of the scal of pay of Gazetted services which will probably be in a downward direction. In view of this it is hardly necessar to consider the question raised in this file further ~~and~~; this department may advise that larger concessions than were given already seem~~s~~ hardly called for.

8/1

8/1/47

8/1/47

Fin. u.o. 58796 E iii-1
8/1/47.

1673

9 JAN 1947

May be circulated

(H.M.(Edn.)'s minutes on p.2 ante & Fin.'s notes following.)

EPA Dept. (A)

P.G.
10.1.47

11/1/47

12/1/47

22 JAN 1947

H M (Edn.)

TSA
21-1-47

A draft Memo. is subd.

P.G.
24.1.47

24/1/47

24/1/47

21

Sent with his letter
Rop. No. A5/45-46,
d/ 1.10.45.

Extract from the D.P.I.'s consolidated list (6)
Part II Schemes for 1946-47.

	Scheme.	Cost in 1946-47 Recurring Rs.	Ultimate cost. Rs.
95.	Abolition of the difference in the scales of pay of Men & Women officers in the M.E.S.	30,800	30,800

Extract from the REPORT ON EDUCATIONAL POST-WAR RECONSTRUCTION IN THE MADRAS PROVINCE by the Director of Public Instruction.

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15. Administration.

** In the Provincial Service in this Province the Women's branch draws a lower scale of pay than the men's branch. I that connection, it may be noted that the Sub-Committee of the Central Advisory Board and the Central Advisory Board itself, have recommended that there should be no distinction in pay between the women's branch and the men's branch.

**

----

whose order the appeal is preferred. A copy of the appeal may, however, be sent direct to the appellate authority, namely, the Local Government.

14. These rules shall apply to all posts, excluding those specified in the Annexure to these rules under a municipal council, whether permanent, temporary or officiating and to all persons holding such posts.

ANNEXURE.

[Referred to in rule 14.]

1 Sanitary or conservancy ward peons.
2 Sanitary or conservancy maistris.
3 Sweepers.
4 Cart-drivers.
5 Scavengers.
6 Pygusts.
7 Drain-cleaners.
8 Watchmen.
9 Fire-men.
10 Stokers.
11 Gardeners.
12 Conductresses in schools.
13 Lamp-lighters or masalchis.
14 Dhais.
15 Public Works maistris.
16 Punka-pullers.
17 Lascars.
18 Carpenters and blacksmiths.
19 Watermen.
20 Totis.
21 Coolies.
22 Dhobis.
23 Cooks including maties.
24 Nurses' maties
25 Ayahs.
26 Tailors.
27 Barbers.
28 Bearers.
29 Kitchen-women.