

(T) E.&P.H. (194,) Department.

MS SERIES.

G.O. NO. MS.1668 EDUCATION.

1668

Dated 23rd May 1949.

1/29/49

O.P. R.S.

1/25/49

1/25/49

(32)

[Despatch Abstract.]

Elementary Education- Introduction of shift system in elementary schools- Orders Passed.

Back Papers.

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

Further Papers.

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

Edn. & P.H. Dept. (B2).

D.O. No. 1783 Br/ug-1. Edn. dated 12-1-48. (2)

Dear Dr. Savor,

Subject:- Introduction of shift system in Elementary schools.

I am to invite a reference to the note of H.M. (Education) dated 5-1-48 sent to you on the subject cited above and to request you to submit concrete proposals for the introduction of the shift system in three taluks in the Presidency as desired by the Hon'ble Minister, together with an estimate of the extra cost involved if any.

Yours sincerely,

desptd.
8/1/48.
A.G. 8/1/48
To
✓ Dr. S.R.U. Savor, M.A.,
D.Sc., I.E.S.,
Director of Public In-
struction, Madras.

Reminded on 26/2

DM
8/1/48
h/ 9/1/48

Edn. & P. H. Deptt. 3

D.O. No. 1783 Pz/48-3 Edn., dated 29-1-48

Dear Mr. Reddy,

INTRODUCTION of shift system in elementary schools.

p 1 EF
In continuation of my D.O.No.1783-32./47, dated 12-1-48, I am desired to say that the Hon'ble Minister wants that the shift system should be tried not only in three taluks but also in other taluks where there is rush for admission. The system may also be introduced in Municipalities where there are big schools. It may also be tried in areas in which compulsory elementary education has been introduced and where there is not sufficient number of teachers for schools.

If the system is introduced, certain changes in the rules may have to be made. I am to ask you to submit draft amendments to the rules at an early date.

The Hon'ble Minister is anxious to introduce the system from the next school year. I am, therefore, to ask you

P.T.O.

4 - 2 -
to send concrete proposals in the matter at an early
date with an estimate of ^{the} extra cost involved if any.

Yours sincerely,

To

Sri D.S. Reddy, M.B.E., B.A. (Oxon),
D.P.I.

Desptd.
30/1/48.

C.F. 32.

In reply, please quote
number, date and
short title.

Educational DEPARTMENT.

Received _____ Registered _____

From (Name) Sri D.S. Reddi, M.A., (Oxon),
(Designation) Director of Public Instruction,
Post Box _____, (STATION) MADRAS,
Telegraphic Address _____

To

The Secretary to Government,
Edn. & P.H. Department.

R.O.C. No. 39 B1-48, dated 1-3-1948 19

Sir,

Sub: Introduction of Shift system in Elementary
Schools.

Ref: Your D.O.No. 1783-B2-48-1 & 2 Edn., dated
12-1-1948 and 29-1-1948.

ENCLOSURES _____

SPARE COPIES _____

With reference to the note of the Hon'ble Minister
for Education, dated 5-1-1948 on the above subject, I have
the honour to state that all the suggestions contained
therein are accepted and steps will be taken for giving
effect to from the beginning of the next school year. I
may however point out:-

(1) that the manner in which the saving worked out by
the Hon'ble Minister is not correct. It is only in
such of the schools where there are 6 or 7 teachers,
there will be a saving of one teacher. In a school with
only 5 teachers, there will be no saving unless classes
are combined which is not desirable. Hence in schools
where there are 6 teachers and more, there will be saving
of one teacher and in very large schools saving of more
than one teacher, but the number of such schools will be
very small.

2. It is proposed that the shift system on the lines
indicated by the Hon'ble Minister may be tried in 6 taluks
in the Tamil Area, 6 in the Andhra Area, one taluk in
Malabar and one taluk in South Kanara and in all the
compulsory areas in the Presidency where accommodation is
inadequate on the acceptance of the Government.

3. Regarding the headmasters of the schools in which shift
will be introduced, it is suggested that a duty allowance
of Rs 5/- p.m. may be granted to them irrespective of the
strength of the schools. This means an extra Rs 3/- p.m.
in the case of Municipal and board school teachers and
this amount can be met out of the savings caused from the
saving of one or more teachers by the introduction of the
Shift System.

4. As for the financial effect on the introduction of the
scheme, I submit that no additional expenditure will be
incurred but it is not possible to say whether there will
be savings. As more accommodation becomes available, more
children will be enrolled and additional teachers will be
required, but it is submitted that this will be only --
normal expenditure and has nothing to do on the financial
effect due to the shift system.

For Director of Public Instruction.

8/3.

Edn. & P.H. Department (B2).

Subject:- Elementary Education - Introduction of shift-system.

XX XX XX XX

(1) Inadequate accommodation and equipment;

(3) The length of the school day is too long; and

11/2

Copies sent to all
H. M. S. H. P. R. P. S. to H. P. R.,
P. S. J. and C. S.
19/4/48.

(3). Schools at present work for 5 hours a day and this is too long for children between the ages of 5½ and 11. Though it is true that part of the time is spent in activities like play, gardening, handicrafts etc., still to keep a child for 5 hours in crowded class-rooms is not desirable. As conditions in the average school are not ideal, it is not healthy to keep children under restraint for long hours. It will be, therefore, advantageous if the length of the schoolday is reduced. This will help to improve the health of

-2-
- of the children and will solve the problem of midday meal. It is also expected to make teaching more efficient. There is, of course, the danger that teachers who have been accustomed to slackness may not change their habits suddenly. But, with proper supervision, they may learn to utilise every minute of the school hour.

(4) One of the reasons for irregular attendance in villages and the unwillingness of certain parents to send their children to school are, to some extent, due to the fact that parents of the working class need the help of their children in their domestic and agricultural work and other occupations. If children are to attend only one session, they will be free to help their parents for the rest of the day.

To solve these difficulties, I suggest that the Shift System may be tried in our province also. The main features of the Shift System will be:

(1) The duration of the school hours will be reduced from 5 to $3\frac{1}{2}$ hours and schools will work for one session, and in two shifts; and the schools will also work for 6 days in the week instead of 5 or $5\frac{1}{2}$ days as at present.

(2) Teachers will work for 24 hours a week instead of between 25 or $27\frac{1}{2}$ hours as at present.

(3) Classes will work for 5 periods of 40 minutes each per day with an interval of 10 minutes at the end of the third period.

(4) The scheme will be introduced into all schools with 5 teachers and more and in other schools where accommodation is inadequate.

(1). The first thing is to reduce the length of the school day from 5 hours to $3\frac{1}{2}$ hours. This will be divided into 5 periods of 40 minutes with an interval of 10 minutes at the end of the third period. The school will be divided into two batches of equal strength, one batch to work in the forenoon and the other in the afternoon. It may be felt that 5 periods may not be necessary for Standards I and II. These classes may have more periods for gardening, hand-work and free-play so that there may be no undue strain. The actual division of the school may be left to the Headmasters as it will depend upon the strength of the several classes.

The schools will have to work for 6 days in the week. At present, though most schools work only for 5 days, quite a number of them work for $5\frac{1}{2}$ days in the week. Under the shift system on account of the reduced duration of school day, it will be necessary for schools to work for 6 days. The total number of hours spent by children at school will be 21 hours a week as against 25 at present. With better planning and a more careful use of time, there should be no difficulty in covering the syllabus.

It is proposed that two batches will attend alternatively in the afternoons and forenoons for 3 days in a week. For instance, shift A will work in the forenoons on Mondays, Wednesdays and Fridays and in the afternoons on Tuesdays, Thursdays and Saturdays. Shift B will work on the afternoons of Mondays, Wednesdays and Fridays and in the forenoons on Tuesdays, Thursdays and Saturdays. This will enable all children equal opportunities for play, gardening and other outdoor activities.

-3-
(2) At present, teachers work for 25 hours a week in most cases, but in some cases they work for $27\frac{1}{2}$ hours, working half a day on Saturdays. Under the scheme the teachers will work for 24 hours a week, but they will work on 6 days, including Saturdays. They will work for 6 periods of 40 minutes each and they will have work both with the morning as well as with the afternoon batch. The work will be so arranged that no teacher will have more than 4 periods in one session. The Headmaster should have more leisure to enable him to attend to supervision and office work. Where possible, he will not be required to work for more than 4 periods a day, but he will be expected to be in the school during the working hours, both in the forenoon and in the afternoon.

The Headmaster under the scheme will have additional work and additional responsibility. He has to be in the school for 7 hours and has to supervise the work of both batches and in addition to attend to office work. It is therefore suggested that each Headmaster be paid an allowance of Rs.5/- . At present, Headmasters of schools under local board managements are being paid from Rs.2/- to Rs.3/- . This may be increased to Rs.5/- when shift is introduced. The Headmasters of aided schools may be similarly paid an allowance of Rs.5/- as grant from Provincial funds. This will not necessarily increase the expenditure on grants as there will be savings on teachers in several cases.

The advantages of this scheme will be :

(1) It will help overcome the problem of providing additional accommodation and equipment.

(2) Over-crowded class-rooms will be avoided.

(3) It will help to get over to some extent the present difficulty about securing adequate number of teachers.

(4) The health of children may improve.

(5) It will solve the question of midday meal for most children, particularly in villages where children come from long distances.

(6) The reduced hours of work for teachers may improve the efficiency of teaching.

(7) It will enable children to help their parents in their domestic and field work in the villages.

(8) Above all, it will also result in saving of expenditure for the State.

As worked out above, it will be possible to manage 6 classes with five teachers and seven classes with six teachers. On an average, we will be able to save one-sixth or one-seventh and calculating very liberally, one-eighth of the teachers that are now employed for the same number of boys, i.e. if I can put it more concretely, for every eight teachers now existing, it will be sufficient if we employ seven. That will generally mean that if we are spending four crores on the salaries of teachers for the existing number of children, it will be sufficient if we spend $3\frac{1}{2}$ crores. It will further mean that if we are taking 35 lakhs of children at the present cost, it will be possible for us to take five more lakhs of children at the same recurring cost. Besides, this Government will be saving a lot by way of non-recurring expenditure as nearly twice the number of children can be taught in the same buildings and with the same equipment.

One thing we must take care and that is very important. We must provide for more efficient supervision. At present, in some places, we have got for every Deputy Inspector of Schools nearly 100 schools to supervise. After the shift system is introduced, the schools virtually become two each and it will be necessary for the number of schools for every Deputy Inspector to be reduced and more Inspectors will have to be provided for, but that will have to be done in any case when more schools ~~xx~~ come in.

On the whole, I find that this scheme is worth the trial from every point of view. I have consulted experts and responsible opinion and they tell me that within these number of hours, we can give the children the same amount of knowledge with greater efficiency.

~~XXXXXXXXXXXXXXXXXX~~
xx xx

Since this is by way of experiment and may require a lot of guidance in the beginning, I do not think that we should try it on a province wide basis. I shall be glad to have it tried in three taluks in the province, one in Tamilnad, another in Andhra and the third in the West Coast. Efficient and understanding Deputy Inspectors may be in charge of those taluks. They may be given proper instructions and may be asked to organise the shift system in those taluks. On our receiving reports of experience in those taluks, we can consider introducing it throughout the province.

xx xx xx "

T.S.A.,
5-1-48.
H.M.Education.

Subsequently to this minutes, outlining the general features of the shift system, H.M.(Education) minuted as follows:-

" The system may be tried not only in three taluks but also in other places where there is rush for admissions. It may be tried in Municipalities where there is a scramble for seats and where there are big schools. It may also be tried in compulsory areas where there is not a sufficient number of teachers for schools.

xx xx xx xx

I am anxious that this matter should be tried from the next school year in those areas in which we propose to introduce the system and the D.P.I. may be asked to expedite the matter. "

T.S.A.,
26-1-48.
H.M.(Edn.)

In consultation with the D.P.I., it is now proposed to introduce the ^{shift} system in elementary schools in six taluks in Tamil area, six ~~x~~ taluks in Andhra area, one taluk in Malabar, one ^{taluk} in South Kanara and in the compulsory areas where accommodation is inadequate. The proposal involves

involves payment of a duty allowance of Rs.5/- per mensem to headmasters of elementary schools. The additional expenditure involved in this is expected to be met from the savings resulting from the reduction of the number of teachers consequent on the introduction of the system.

Finance Dept., H.M.(Edn.) and H.M.(Finance) have ^{and H.M.(Edn.) has also accepted it.} agreed to the proposal. H.Pr. ordered that this may be discussed at an informal meeting of the Hon'ble Ministers. This note is accordingly submitted for consideration at the informal meeting of the Hon'ble Ministers.

Ru
22.3.48

JM
26/3/48

by
26/3/48

R.O.C.NO.39



Office of the
Director of Public Instruction,
Madras, Dated: 5-8-1948.

From. The Director of Public Instruction,
Madras.
To The Secretary to Government,
Education and Public Health Department.
Sir,
Sub: Introduction of shift system in elementary schools
Ref: My letter ROC.39-B.1/48 Dated 1-3-1948.

67365
15/8/48

placed here

In continuation of my letter read above I submit herewith a list of taluks* selected for the introduction of shift system and detailed particulars in respect of these 14 taluks in Annexure I

2. Particulars in respect of other compulsory centres where accommodation is inadequate and hence shift system is to be introduced are furnished in Annexure II A.

3. Abstracts for each division, excepting the 14 taluks selected for the introduction of the shift system, are shown in Annexure II.B. In taking abstracts Madras has been excluded in the Madura Division. In the case of Coimbatore Division the abstracts for the Nilgiris and North Arcot Districts have not been included.

4. The system will be given effect to it after the receipt of the Government orders approving the above scheme. As I submitted previously shift will not be limited only to those areas. Wherever accommodation is inadequate and the managements desire to introduce shift the same will be permitted as at present.

Yours ~~SINCERELY~~ faithfully,

MR. J. S. S. S.

For Director of Public Instruction.

Copy to B.2 Section.
Spare copies to B.1 Section (4 copies)

Jan 8/9.

*. Tamil Taluks:

- MADURA DIVISION: 1. Tanjore
2. Periakulam.
3. Nanguneri
4. Arupukottai.
COIMBATORE DN. 5. Musiri
6. Coimbatore.

Telugu Taluks:

- GODAVARI DN. 7. Tenali
8. Anakapalle
9. Cocanada
ANANTAPUR DN 10. Anantapur
11. Cuddapah
12. Nellore.

Malayalam Taluks:

- COIMBATORE DN. 13. Palghat.

Kannada

Coimbatore DN.

Tanjore

Office of the
Director of Public Instruction,
Madras, Dated: 5-8-1948.



The Director of Public Instruction,
Madras.

From

To

Sir,

The Secretary to Government,
Education and Public Health Department.

Sub: Introduction of shift system in elementary schools.
Ref: My letter no. 39-B.1/48 dated 1-3-1948.

In continuation of my letter read above I submit herewith a list of talukas selected for the introduction of shift system and detailed particulars in respect of these talukas in Annexure I.

2. Particulars in respect of other compulsory centres where accommodation is inadequate and hence shift system is to be introduced are furnished in Annexure II A.

3. Abstracts for each division, except in the talukas selected for the introduction of the shift system, are shown in Annexure II B. In taluk abstracts Madras has been excluded in the Madras Division. In the case of Coimbatore Division the abstracts for the Nilgiris and North Arcot Districts have not been included.

4. The system will be given effect to after the receipt of the Government orders approving the above scheme. As I submitted previously shift will not be limited only to those areas. Wherever accommodation is inadequate and the management desire to introduce shift the same will be permitted as at present.

Yours sincerely,
The Director of Public Instruction.

For Director of Public Instruction.

Copy to P.S. Section.
Spare copies to P.S. Section (4 copies).

* Tamil Taluk:

- TAMIL DIVISION:
1. Tanjore
 2. Tiruchirappalli
 3. Tirunelveli
 4. Tirupur
 5. Tiruvarur
 6. Tiruvarur

COIMBATORE DIV.

- TAMIL TALUK:
1. Tanjore
 2. Tiruchirappalli
 3. Tirunelveli
 4. Tirupur
 5. Tiruvarur
 6. Tiruvarur

24 P.H Dept (B2)

D.O. NO. 67365 B2/48.2E dn dated 15-10-48

Dear Mr. Reddy,

Sub: Introduction of shift system in Elementary Schools

Ref: Your letter no 39 B.1/48 dated 5-8-1948.

The question whether the shift system under which hours of work in school will ^{be} reduced from 5 to 3 1/2 hours and the services of teachers ~~can be~~ ^{be} utilised for five ^{two} years in both the shifts, should be introduced ^{in school} is under consideration. There is, however, no objection to Elementary Schools being allowed to work in two shifts of usual hours with separate teachers. The Govt. understand that even now certain schools are working in two shifts as indicated above. I am to say that you may yourself issue necessary instructions in regard to the introduction of two shifts of usual hours with separate teachers in Elementary Schools.

Yours sincerely,
The Director of Public Instruction.

D.O. no. 123456789 dated 12-10-2018

Dear Mr. Reddy,

Ref. Your letter received on 29/10/80 dated 2-11-80.
The distribution of shift system in elementary school

The question whether the shift system is better than the
 normal system will get reduced from 2 to 1/2 hour
 and the number of teachers can be reduced for five years
 and the shift should be introduced in a gradual manner
 and there is no objection to elementary schools being
 allowed to work in two shifts of equal hours with separate
 teachers. The Govt. understands that even now certain schools
 are working in two shifts as indicated above. It is to be
 noted that even now necessary instructions in regard
 to the introduction of shift system are not given to the
 teachers in elementary schools.

D.O.No. 39 B1/48.

Director of Public Instruction,
M a d r a s, 25th October 1948.

Dear Mr. Subramanian,

sub: introduction of shift system in elementary schools -

ref: your D.O.No.67365 B2/48-2, Ldn., dated
15th October 1948.

I have already issued instructions permitting the introduction of the shift system in elementary schools wherever necessary. I am enclosing a copy of the Proceedings for your information. I presume that it is not the intention of Government that in the Taluks mentioned in my letter No.39 B1/48 dated 5--8--48 the shift system should be introduced even if there is no need for it.

yours sincerely,

M.V.Subramanian, Esq., I.C.S.,
Secretary to Government,
Education & P.H.Department,
Fort St. George, Madras.

PROCEEDINGS OF THE DIRECTOR OF PUBLIC INSTRUCTION, M A D P A S.

R.O.C.NO.1515-B.1/48 Dated 13--8--1948.

19

Elementary Schools - working in shifts - Power to sanction - Deleted

The Divisional Inspectors are informed that they may permit any management to adopt the shift system, if it becomes necessary for lack of accommodation both in compulsory and non-compulsory areas. The following conditions should be observed.

1. That there is not adequate accommodation in the particular school or in the schools nearby, should be the only reason.
2. The staff should be separate for each shift.
3. The working hours should be fixed in consultation with the Deputy Inspectors.
4. Each shift should work for not less than 4 hours a day and on six days. There should be interval of 15 minutes at the end of two hours.
5. The Headmaster should be present at both sessions though he need be in the school only for 4 hours for both sessions taken together.

These conditions are temporary till the rules under consideration are approved.

V.R.RANGANATHAN,
for Director of Public Instruction.

(TRUE COPY) FORWARDED (BY ORDER)

J.C.S. Sankarandam
SUPERINTENDENT.

To all Divisional Inspectors and Inspectress of Girls Schools.
Copy to B.1 and B.2 Sections - 3 copies.
Record 12 copies.
RVR 14/8/-

30 copies

Sol
14/8/48.

21

$$3/5^{11}$$

117cf

I am to say that your presumption is correct.

TO
The D.P.G. ✓
(by name)

29/4/48

$$\frac{282}{1/11/12}$$
$$\frac{10}{21.44}$$

D.O.No. 48400B2/48-4 Edn., dated 28.3.1949.

Dear Mr. Bhadriah,

Sub:- Introduction of 'Shift System' in Elementary Schools.

Ref:- Correspondence resting with my D.O.No.67365-B2/48-3, dated 6th November 1948.

I am to enclose an extract from the note to the Cabinet on the question of introducing 'Shift System' in elementary schools and to say that the Govt. have decided that the system may be tried as an experimental measure in 10 selected areas. I am to ask you to submit detailed proposals for giving effect to this decision with an estimate of the cost involved. The introduction of the system may require amendments to the rules framed under the Madras Ele. Edn. Act and to the rules relating to aided ele. schools. Draft amendments necessary should also be forwarded.

I am to say that the question of amending these rules from the point of introduction of Basic Education may also be examined and comprehensive proposals for amendments to the rules may also be sent to Govt. for consideration.

Yours sincerely,

To

Sri P. Bhadriah, M.A.,
L.T.,

D.P.L.
(with an extract) of
on page

(2 on page 17 NF

Apr 22
2/2
2/15

23/3/49

2/2/49

Office of the
Director of Public Instruction:
Letter: R.O.C.No.39-B.1/48

Madras, Dated 20th April 1949.

22 APR 1
The Director of Public Instruction,
Education and Public Health Department.
To
The Secretary to Government,
Education and Public Health Department.
Sir,

Subject: Elementary Schools - Shift system - Introduction

page 23 ante
e f: Government D.O.No.48400-B.2/48-4 Education
dated 28-3-1949.
Also this Office letters ROC.No.39-B.1/48 dated
4-4-1948 and 5-8-1948. page 13 ante

30853

With reference to the above, I suggest that the shift system may be tried in the following taluks in the year 1949-50 as an experimental measure:-

Tamil District Taluks:

- | | |
|-----------------|-----------------------|
| 1. Periyakulam | - Mathurai Division |
| 2. Aruppukottai | - do |
| 3. Musiri | - Coimbatore Division |
| 4. Coimbatore | - do |

Telugu Taluks:

- | | |
|---------------|-----------------------|
| 5. Tenali | - Godavari Division |
| 6. Cocanada | - do |
| 7. Ananthapur | - Ananthapur Division |
| 8. Cuddapah | - do |

Malayalam Taluk:

- | | |
|------------|-----------------------|
| 9. Palghat | - Coimbatore Division |
|------------|-----------------------|

Kanada:

- | | |
|---------------|------------------------|
| 10. Mangalore | - Coimbatore Division. |
|---------------|------------------------|

2. The shift system cannot be introduced in the Basic Schools for the reason, that there is craft work, for which a minimum of 5 hours a day is essential for the proper working.

3. Regarding the draft amendment required in this behalf, I invite the attention of Government to this Office letter ROC.No.39-B.1/48 dated 4-4-48, wherein the necessary amendments have been suggested to the rules framed under the Madras Elementary Education Act and the rules relating to aided Elementary Schools.

I suggest, that the following may be added to Part I of the rules relating to Elementary Schools, already suggested:-

The words "with the approval or at the direction of the Director of Public Instruction" may be added after the word "shift system" has been adopted.

Part II of the rules relating to Elementary Schools:

Rule 1 of the rules for Aid -

In the proviso suggested to be added to the second

paragrapah

paragraph, the words "or Sub Assistant Inspect^{esses}" wherever they occur may be omitted, as the Boys and Girls have been amalgamated. *ranges*

4. The extra cost will be worked out and reported, after the shift system has been actually introduced and a list of schools having 5 teachers and above will be called for from the Inspecting Officers.

5. The Officers will be instructed to introduce the shift system on receipt of the Government Orders accepting the amendment. I request the issue of early orders in this behalf.

Yours faithfully,

G. O. Pancaorashine
21.4.42

for Director of Public Instruction.

21/4 21/4

Clb.21/4/-

EP.H.(B2) Dep't

Sub: Elementary Education - Introduction of shift system in elementary schools. ~~Proposals of the Director of Public Instruction. Approved~~ ^{passed}
Ref: From the D.P.S. no 39 B1/48 dt 20.4.49

Order no. 1668 Edu., dated 23.5.49
Ms

The Govt. approve the proposals submitted by the D.P.S. in the letter read above for the introduction of shift system in elementary schools in the lion lakhs specified in the letter. The Director is requested to report in due course the extra cost, if any, on account of the introduction of shift system. A report should also be submitted to Govt. as how the system has worked as the end of one year.

To

The D.P.S.
One Spare Copy.

132/5
29/5

28/17.5.49

18/5/49 19/5

Secretary, E. & P.H.

Introduction of Shift System in Elementary Schools.

I returned from Travancore only recently. I went there with the special purpose of observing the working of the Shift System in elementary schools in that State. There the people are much more advanced in education than we here are. Nearly 70% of the people are literate and naturally, a corresponding number of this percentage are studying in high schools. They had to face the problem of accommodating these huge numbers in schools and the result was the shift system. I went to some schools and observed their working. I met the teachers and had a talk with them. I met also a few of the public of Travancore and the workers of the State Congress and had a discussion with them over these matters.

The defects in the system of our elementary education which we have to tackle are as follows:

- (1) Inadequate accommodation and equipment;
- (2) Lack of sufficient number of trained teachers;
- (3) The length of the school day is too long; and
- (4) Poor parents need the help of their children at certain hours in the day and this results in irregular attendance.

(1). On account of the large increase of children in elementary schools, both accommodation and equipment have become very inadequate. In several schools, especially in towns and large villages admissions have to be refused on account of inadequate accommodation. The provision of additional accommodation, extending the buildings or construction of new buildings, has become impossible on account of the high cost of building materials and of their non-availability. In compulsory areas thatched sheds have been provided to enable the admission of more children, but this is only a temporary arrangement. The question of providing additional accommodation will have to be faced shortly. Equipment also has become costly and managements do not find it possible to provide the necessary furniture, maps, books etc. To work the schools in shifts is the only way to overcome these difficulties.

(2). Lack of sufficient number of qualified teachers, especially after the introduction of compulsory education is another difficulty. Though additional sections have been provided in several training schools and new training schools have been opened during the last two years, the supply of trained teachers is not adequate and at present

a very large number of ~~lack~~ untrained teachers are employed in schools. By adopting the shift system a reduction in the staff is possible in large schools, though there will be no immediate reduction in the staff of small schools.

(3) Schools at present work for 5 hours a day and this is too long for children between the ages of $5\frac{1}{2}$ and 11. Though it is true that part of the time is spent in activities like play, gardening, handicrafts etc., still to keep a child for 5 hours in crowded class-rooms is not desirable. As conditions in the average school are not ideal, it is not healthy to keep children under restraint for long hours. It will be, therefore, advantageous if the length of the schoolday is reduced. This will help to improve the health of the children and will solve the problem of midday meal. It is also expected to make teaching more efficient. There is, of course, the danger that teachers who have been accustomed to slackness may not change their habits suddenly. But, with proper supervision, they may learn to utilise every minute of the school hour.

(4) One of the reasons for irregular attendance in villages and the unwillingness of certain parents to send their children to school are, to some extent, due to the fact that parents of ~~the~~ the working class need the help of their children in their domestic and agricultural work and other occupations. If children are to attend only one session, they will be free to help their parents for the rest of the day.

To solve these difficulties, I suggest that the Shift System may be tried in our province also. The main features of the Shift System will be:

(1) The duration of the school hours will be reduced from 5 to $3\frac{1}{2}$ hours and schools will work for one session, and in two shifts; and the schools will also work for 6 days in the week instead of 5 or $5\frac{1}{2}$ days as at present.

(2) Teachers will work for 24 hours a week instead of between 25 or $27\frac{1}{2}$ hours as at present.

(3) Classes will work for 5 periods of 40 minutes each per day with an interval of 10 minutes at the end of the third period.

(4) The scheme will be introduced into all schools with 5 teachers and more and in other schools where accommodation is inadequate.

(1). The first thing is to reduce the length of the school day from 5 hours to $3\frac{1}{2}$ hours. This will be divided into 5 periods of 40 minutes with an interval of 10 minutes at the end of the third period. The school will be divided into two batches of equal strength one batch to work in the forenoon and the other in the afternoon. It may be felt that 5 periods may not be necessary for Standards I and II. These classes may have more periods for gardening, hand-work and free-play so that there may be no undue strain. The actual division of the school may be left to the Headmasters as it will depend upon the strength of the several classes.

The schools will have to work for 6 days in the week. At present, though most schools work only for 5 days, quite a number of them work for $5\frac{1}{2}$ days in the week. Under the shift system on account of the reduced duration of school day, it will be necessary for schools to work for 6 days. The total number of hours spent by children at school will be 21 hours a week as against 25 at present. With better planning and a more careful use of time there should be no difficulty in covering the syllabus.

It is proposed that two batches will attend alternatively in the afternoons and forenoons for 3 days in a week. For instance, shift A will work in the forenoons on Mondays, Wednesdays and Fridays and in the afternoons on Tuesdays, Thursdays and Saturdays. Shift B will work on the afternoons of Mondays, Wednesdays and Fridays and in the forenoons on Tuesdays, Thursdays and Saturdays. This will enable all children equal opportunities for play, gardening and other outdoor activities.

(2). At present, teachers work for 25 hours a week in most cases, but in some cases they work for $27\frac{1}{2}$ hours, working half a day on Saturdays. Under the scheme the teachers will work for 24 hours a week, but they will work on 6 days, including Saturdays. They will work for 6 periods of 40 minutes each and they will have work both with the morning as well as with the afternoon batch. The work will be so arranged that no teacher will have more than 4 periods in one session. The Headmaster should have more leisure to enable him to attend to supervision and office work. Where possible, he will not be required to work for more than 4 periods a day, but he will be expected to be in the school during the working hours, both in the forenoon and in the afternoon.

The Headmaster under the scheme will have additional work and additional responsibility. He has to be in the school for 7 hours and has to

$6 \times 40 = 240$
 $5 + 5 = 25$

$6 \times 40 = 240$
24 hours a week

supervise the work of both batches and in addition to attend to office work. It is therefore suggested that each Headmaster be paid an allowance of Rs.5/-. At present, Headmasters of schools under local board managements are being paid from Rs.2/- to Rs.3/-. This may be increased to Rs.5/- when shift is introduced. The Headmasters of aided schools may be similarly paid an allowance of Rs.5/- as grant from Provincial funds. This will not necessarily increase the expenditure on grants as there will be savings on teachers in several cases.

The advantages of this scheme will be:

- (1) It will help overcome the problem of providing additional accommodation and equipment.
- (2) Overcrowded class rooms will be avoided.
- (3) It will help to get over to some extent the present difficulty about securing adequate number of teachers.
- (4) The health of children may improve.
- (5) It will solve the question of midday meal for most children, particularly in villages where children come from long distances.
- (6) The reduced hours of work for teachers may improve the efficiency of teaching.
- (7) It will enable children to help their parents in their domestic and field work in the villages.
- (8) Above all, it will also result in saving of expenditure for the State.

As worked out above, it will be possible to manage 6 ~~schools~~ classes with five teachers and seven classes with six teachers. On an average, we will be able to save one-sixth or one-seventh and calculating very liberally, one-tenth of the teachers that are now employed for the same number of boys, i.e. if I can put it more concretely, for every eight teachers now existing, it will be sufficient if we employ seven. That will generally mean that if we are spending four crores on the salaries of teachers for the existing number of children, it will be sufficient if we spend 3½ crores. It will further mean that if we are taking 35 lakhs of children at the present cost, it will be possible for us to take five more lakhs of children at the same recurring cost. Besides, this Government will be saving a lot by way of non-recurring expenditure as nearly twice the number of children can

be taught in the same buildings and with the same equipment.

One thing we must take care and that is very important. We must provide for more efficient supervision. At present, in some places, we have got for every Deputy Inspector of Schools nearly 100 schools to supervise. After the shift system is introduced, the schools virtually become two each and it will be necessary for the number of schools for every Deputy Inspector to be reduced and more Inspectors will have to be provided for, but that will have to be done in any case when more schools come in.

On the whole, I find that this scheme is worth the trial from every point of view. I have consulted experts and responsible opinion and they tell me that within these number of hours, we can give the children the same amount of knowledge with greater efficiency.

(If we introduce this system, possibly our rules for grant-in-aid may have to be modified. The D.P.I. may be asked to suggest the necessary modifications.)

Since this is by way of experiment and may require a lot of guidance in the beginning, I do not think that we should try it on a province wide basis. I shall be glad to have it tried in three taluks in the province, one in Tamilnad, another in Andhra and the third in the West Coast. Efficient and understanding Deputy Inspectors may be in charge of those taluks. They may be given proper instructions and may be asked to organise the shift system in those taluks. On our receiving reports of experience in those taluks, we can consider introducing it throughout the province.

(I have consulted the D.P.I. over this matter. While a copy may go to him for any further opinions that he may have, the department may have this examined and put up. Orders must be issued over it sufficiently early to enable the D.P.I. to make preparations for introducing it in taluks. The D.P.I. in the ~~mean~~ meantime may be asked to select the taluks in which these experiments may be introduced and also select the Deputy Inspectors whom he will put to guide these experiments.)

TSA
5.1-4)
H.M. Education.

copy to the D.P.I.

'P' on page 4 ante:- The intention of H.M. is presumably to introduce shift system so as to bring more children to schools in the areas ^{to be selected} concerned. In the circumstances it does not appear that any savings in expenditure ^{can} may be anticipated. It is true that the Government will not be put to additional expenditure in those areas in regard to provision of education facilities which they would ^{otherwise} have to shoulder ^{when} had not the shift system been introduced.

'X' on p. 5 ante:- The additional expenditure involved on account of the increase in the Inspectorate cannot now be estimated. Presumably it will not exceed the savings referred to at 'P' on p. 4 ante. In this view no additional expenditure to Government will ultimately be involved. For this reason there does not appear any necessity to place the matter before the Standing Finance Committee.

A draft D.O. is submitted for approval. Finance may see before circulation.

A.G. 2
8.1.48 8.1.48

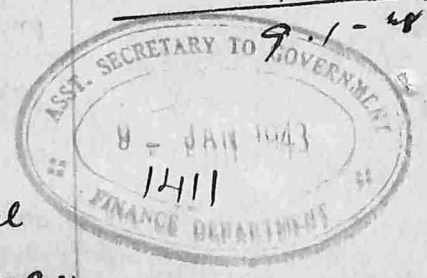
8.1.48 S

Finance E.H.

Please see the note of H.M (Edn) at H 2-5 above on the introduction of the shift system in Elementary schools on the model now adopted in Travancore and the note of E.P.H. above. E.P.H. propose to obtain Concrete proposals ^{estimate of} together with an extra cost, if any from the D.P.I. on the proposal to introduce the shift system in three taluks in The Presidency as desired by H.M (Edn) - please see the draft D.O. below.

2. The proposal may be ^{scrutinised} examined in detail in this Deptt when the file is again resubmitted to this Deptt after E.P.H. examine the concrete proposals submitted by the D.P.I.

3. It is however obvious that the



-Non-Substantive

Proposals are expected to involve ~~an~~ increase in inspectors staff - x on p. 5 above which is expected to be more or less offset in the savings that ^{might} ~~can~~ probably be ~~off~~ effected in the existing numbers of teachers. ^{These are the} ~~these are~~ ^{are} ~~points which~~ require examination ^{as} (i) allowance to Headmasters on account of ~~an~~ increased responsibility ^{see M on p. 4 above} and teachers (?) ^{reduction in} ~~and~~ ^{additional} equipment (top of p. 5 above) and (iii) modification of the rules for grant-in-aid. (Z on p. 5 above).

These can be examined in detail only after the concrete proposals from the D.P.I. are received and examined in E.P.H. The proposals ~~are~~ ^{are} to be referred to the D.P.I. and he is to be asked to submit concrete proposals for introducing the shift system in three taluks. When such concrete proposals are submitted then we can give a better idea as to how far it will be possible to effect economies as stated at 'P' on p. 4 above. The proposals will ~~have~~ ^{eventually have} to be referred to the Cabinet as they involve a departure in the existing system of education and if it is known that there will be extra cost the proposals will also have to be referred to S.F.C.

The Draft D.O. may be perused. E.P.H. may be asked to circulate the case to H.M. Finance.

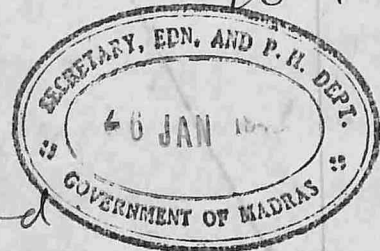
Not necessary to at this stage to circulate to H.M. (Fin)

E.P.H. 10.1.48 E.P.H. the file may be circulated to H.M. (Edn) 10.1.48 S 10.1.48 H.M. (Edn)

The system may be tried not only in three taluks but also in other places where there is rush for admissions. It may be tried in Municipalities where there is a scramble for seats and where there are big schools. It may also be tried in compulsory areas where there is not a sufficient number of teachers for schools. The Memo. to the D.P.I. may be amended accordingly and sent. The Memo. may be sent immediately because the D.P.I. will have to select the taluks as well as the other areas in which the system must be tried and also to make further arrangements in this connection.

If shift system is introduced, certain changes in the rules may have to be made. The D.P.I. may be asked to submit these changes also. These changes may be made to come into effect in those places where shift system may be introduced.]

I am anxious that this matter should be tried from the next school year in those areas in which we propose to introduce the system and the D.P.I. may be asked to expedite the matter.



A draft D.O. is subd

27/1/48 S WJ/mur

[Submitted as D.O. No. 17839/48 - 3. Edn. & 29.1.48] p.p. 3-4 cf.

From the D.P.I., R.O.C. No. 39-B1/48 dated 1-3-48. C.No.16304/48.

Please see the D.Os. at pp.1-4 c.f. and the reply from the D.P.I. at pp.5-6 c.f. He has stated that steps will be taken to implement the suggestions contained in the H.M's note from the next school year when the shift system will come into operation.

In the circumstances stated in para 1 of his letter the Director is of the view that the saving of teachers consequent on the introduction of the 'shift system' in elementary schools will not be large.

C.P.T.O.

He has proposed that the 'shift system' may be introduced in elementary schools in the following areas:-

- (1) Six taluks in Tamil Area;
- (2) Six taluks in Andhra Area;
- (3) One taluk in Malabar;
- (4) One taluk in South Kanara, and
- (5) All the compulsory areas in the province where accommodation is inadequate.

The proposal may be approved. His further report in regard to the names of taluks may be awaited. The Director has stated that the present proposals will not involve any additional expenditure, nor they may result in savings.

He has further proposed that a duty allowance of Rs.5/- per mensem may be granted to the headmasters of the elementary schools in which 'shift system' will be introduced, irrespective of the strength of the schools. At present headmasters of elementary schools under local bodies are given their grade pay plus an allowance of Rs.2/- per mensem if the strength of the staff of the school including the headmaster is not less than four. If the strength of the school exceeds 300 pupils, the headmaster is given an allowance of Rs.5/- per mensem in addition to his grade pay. As the introduction of the 'shift system' in schools is likely to involve greater responsibility and may require greater supervision on the part of the headmasters, the Director's proposal under reference may be accepted. This may also create additional interest in the discharge of their duties in the schools under this new scheme.

The D.P.I. has stated that the additional expenditure involved towards the payment of duty allowance to headmasters can be met from the savings resulting from the saving of M.T. teachers consequent on the introduction of the shift system in schools.

The file may be sent to L.A. and Finance for remarks before circulation.



10
132
In (Exp. A)

(Previous In. notes on the 6-7 above)

The D.P. 9's letter on p 5 cf. and the notes of Eob H on

the 8-9 above may be perused.

The features of the scheme are explained in the notes of H.M. (Edn.) on the 1-5 above. It is proposed to sanction a duty allowance of Rs 5/- p.m. to each Headmaster of the schools brought under this shift system. For the reasons mentioned at M on p 9 above, In. may agree to the proposal. This involves the payment of an extra Rs 3/- p.m. to ml- and board school teachers and consequent increase in the grant paid to local bodies. The D.P. 9. has stated that the amount required can be met from the savings of one or more teachers of the introduction of the system. But he has, in para 1 of his ref. brought out the idea that the savings in this respect will not be large. It is therefore doubtful whether the add. exps involved in the payment of grant with ref. to 'A' above will be offset by any savings in other directions. As more accommodation becomes available, the D.P. 9. himself has stated that add. teachers will be required. Thus there ^{may} be add. expenditure on account of this scheme if not even now. The D.P. 9. has not also mentioned anything about the add. exps. if any involved on account of the increase in the Inspectorate.

The scheme as proposed to be introduced from the next school year is to be confined to select places - cf. see para 2, p 5 cf. No remarks seem called for on the features of the scheme.

Eob H. may be requested to circulate the Cante

also H.M. (Fin.) ^{also} the system involves a departure from the existing practice ^{on account of additional teachers and additional depul} and as ^{also involve} extra expenditure ^{it may be necessary to obtain the} ^{approval of the} ^{Minister} ^{for the} ^{introduction of the} ^{scheme of new exps} ¹⁷²⁵ ^{6.3.45} ⁷⁻³⁻⁴⁸ ^{EA 11} ⁵⁻³⁻⁴⁸

132
E. & P. H. Deptt.

This file relates to the introduction of Shift System in elementary schools. The general features are outlined in the minute of H.M. (Edn.) on pp. 1-5 ante. It is now proposed to introduce the system in elementary schools in six taluks in Tamil area, six taluks in Andhra area, one taluk in Malabar, one in South Kanara and in other compulsory areas where accommodation is ^{adequate} ~~submitted~~. The proposal involves payment of a duty allowance of Rs. 5 per mensem to headmasters of elementary schools. The additional expenditure involved in this is expected to be met from the savings resulting from the reduction of number of teachers consequent on the introduction of the shift system. The Finance has agreed to the proposal and suggests circulation to H.M. (Fin.) and H.Pr. For orders as to be



Place before the informal meeting of Ministers
G.P.R
18/3

A ^{draft} note for the informal meeting of the Honble Ministers is submitted.

26/3/48 S H.M. (Edn.) my see the minute of H.Pr. & the draft note.

This is only a matter of trying it in a few taluks. This has worked successfully in other places and the cost will be covered by the savings. And so, I would request H.Pr. to allow this experiment to be made. Any reference to the informal meeting of Ministers will defeat the purpose and

12
it will not be possible for us to make the experiment this year.

ISA

31.3.48

My be circulated to H. Pr.
with reference to the meeting
by (H. Pr.)

by
H. Pr.



When we want to change a policy it should go to the informal meeting of Ministers

G.P.R
1/4/48

The file may be recirculated to H. Pr. (EDN)

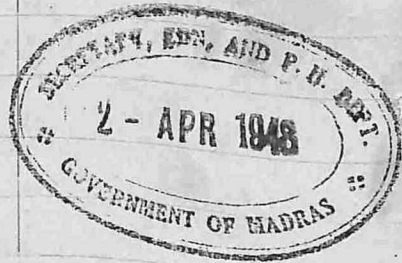
RM

2/3/48

by

H. Pr.

(H. Pr.)



8/3
2/4

There is no question of policy. It is only a matter of experiment in a few schools. Unless we try this experiment, we shall not be able to say how far we will be able to save anything. After trying the experiment, I shall be able to say whether we will be able to save a great deal of money. When the experiment succeeds and when we want to change the policy, then it may go to the informal meeting of Ministers and so, I would like H. Pr. to consider again and allow this experiment to be done.

ISA

10.4.48

The file may be recirculated to H. Pr.

RM

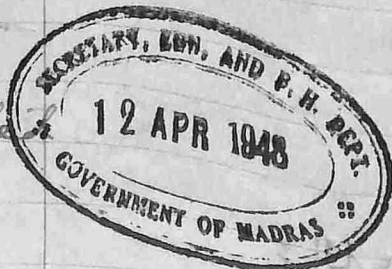
12/4/48

by

H. Pr.

It must come before informal meeting to as to know well

G.P.R
14/4



13
H. M. (EDN) near see H. Pr.'s minute on p 12 ante

RM

14/4/48

by

H. Pr.

(H. Pr.)

ISA

15.4.48



Copies of the draft note below may be circulated to all H. Prs etc. The file may then be sent to the Principal Private Secy for inclusion of the subject in the agenda for the next 'deferred meeting of H. Prs'.

RM

15/4/48

by

H. Pr.

Principal Private Secy to H. Pr.
- after deferral of H. Pr.
of note.

copy of note
17/4

8/3
2/4

12/4



Please see the decision taken at the informal meeting of H. Prs held on 20-6-48 which I have placed at pgs 23 C. D. of C. No. 72280/48. The subject will be referred to a Cabinet sub Committee.

25.6.48
P.P. Secy to H. Pr.

Please see note in d.f.

RM

25/6/48

by

H. Pr.

164
C. NO. 67365 B2. From the D.P.G. NO 39 B1/48 dt 1-3-48

Submitted

The question whether shift system should be introduced in elementary schools has been marked for discussion at a meeting of the members of the Cabinet Sub-committee.

Please see also H.M.'s minute on page 14 of N.F. and L.F. For orders as to circulation.

RSN
20/9/48

20-9-48

RSN
21/9/48 S
H. (Cm.)

134

RSN
21/9/48

RSN
21/9/48

The matter of considering many of the problems in connection with elementary education is under consideration and along with it the proposal to introduce shift system. But this shift system which is referred to here is with reference to the reduction of hours of work in schools from 5 hours to 3½ hours and use the teachers for 5 hours in both the shifts so that they can be utilized for more classes than now. But there is no objection to having two shifts of the usual hours with separate teachers which is even now obtaining in certain schools. In fact that does not call for any Govt. sanction at all.

ISA
26-9-48

A draft D.O. is submitted for approval.
with ref. to it above. No file
may be sent to H.A. for app.
of the draft.

RSN
29/9/48

29-9-48

RSN
4/10/48 S
H. (Cm.)

ISA
11-10-48



23 15
Issued as D.O. NO. 67365 B2/48. 25th Oct. 15-10-48
From the D.P.G. D.O. NO 39 B1/48 dated 25-10-48

It appears that there is no need to introduce the shift system in areas where the need for the system is not felt.

The draft D.O. placed below is for approval

RSN
28-10-48 S
29/10/48

RSN
1/11/48 S

RSN
1/11/48 S
H. (Cm.)

ISA
7-11-48



16

Extracts from the Note for the Cabinet
"Elementary Education - Improving efficiency"

SHIFT SYSTEM.

By the introduction of the shift system : A note on the introduction of shift system has already been circulated for discussion at an informal meeting of the Hon'ble Ministers (Appendix B). One of the difficulties in compulsion has been that poor parents are not able to spare their children to the school for the whole of the day. They have received numerous representations from Harijans and others that if the school work is confined to 3 or 3½ hours in the morning or evening, it will be more convenient for them to send their children to school and at the same time make use of the children for a little work at home to earn a little. The proposal of the shift system is to reduce the number of hours of work into 3½ hours and to have two shifts, one in the morning and the other in the evening. While the children will work only for 3½ hours, the teachers will work the two shifts for five hours as at present. This will mean an additional strain on teachers and especially on headmasters. This system can be introduced only in larger schools where there are more than four teachers. Where there are not more than four teachers in a school, it will be sufficient to employ four teachers. That is, in schools where more than five teachers are employed, for every five teachers, we will save one teacher. At present, there are a good number of five-teacher schools in the Province. If shift system is introduced, not only it will facilitate attendance, but may save a considerable amount of money to Government. But I must also say that we may have to pay an extra amount to the teachers or to the headmaster in view of the greater amount of work expected from them, since they may have to remain in school for seven hours. That may be fixed at about Rs. 3 per teacher and at Rs. 5 for the headmaster. This will come to Rs. 14, whereas the saving will be Rs. 30 if he is a higher grade teacher. The savings effected will be just sufficient now for paying an allowance to the teachers engaged in the work as most of the schools are not five-teacher schools. When compulsion is introduced almost every school will have five teachers and there will be a saving of 10 per cent.

III. The question is whether in view of the above, the shift system may be introduced.

APPENDIX B.

ELEMENTARY EDUCATION—INTRODUCTION OF SHIFT-SYSTEM.

On return from Travancore after observing the working of shift system in elementary schools in that State, Hon'ble Minister, Education, recorded the following minutes for the introduction of shift-system in elementary schools in this Province.

The defects in the system of our elementary education which we have to tackle are as follows:

- Inadequate accommodation and equipment;
- Lack of sufficient number of trained teachers;
- The length of the school day is too long; and
- Poor parents need the help of their children at certain hours in the day and this results in irregular attendance.

(1) On account of the large increase of children in elementary schools, both accommodation and equipment have become very inadequate. In several schools, especially in large villages, admissions have to be refused on account of inadequate accommodation. The provision of additional accommodation extending the buildings or construction of new buildings, has become impossible on account of the high cost of building materials and their non-availability. In compulsory areas, thatched sheds have been provided to enable admission of more children, but this is only a temporary arrangement. The question of providing additional accommodation will have to be faced shortly. Equipment also has become costly and managements do not find it possible to provide the necessary furniture, maps, books, etc. To work the schools in shifts is the only way to overcome these difficulties.

(2) Lack of sufficient number of qualified teachers, especially after the introduction of compulsory education, is another difficulty. Though additional sections have been provided in several training schools and new training schools have been opened during the last two years, the supply of trained teachers is not adequate and at present a very large number of untrained teachers are employed in schools. By adopting the shift system, a reduction in the staff is possible in large schools, though there will be no immediate reduction in the staff of small schools.

(3) Schools at present work for five hours a day and this is too long for children between the ages of $5\frac{1}{2}$ and 11. Though it is true that part of the time is spent in activities like play, gardening, handicrafts, etc., still to keep a child for five hours in crowded class-rooms is not desirable. As conditions in the average school are not ideal, it is not healthy to keep children under restraint for long hours. It will be, therefore, advantageous if the length of the school-day is reduced. This will help to improve the health of the children and will solve the problem of mid-day meal. It is also expected to make teaching more efficient. There is, of course, the danger that teachers who have been accustomed to slackness may not change their habits suddenly. But, with proper supervision, they may learn to utilize every minute of the school hour.

One of the reasons for irregular attendance in villages and the unwillingness of parents to send their children to school are, to some extent, due to the fact that the working class need the help of their children in their domestic and agricultural occupations. If children are to attend only one session, they will be free to help parents for the rest of the day.

To overcome these difficulties, I suggest that the shift system may be tried in our Province. The main features of the shift system will be—

The duration of the school hours will be reduced from 5 to $3\frac{1}{2}$ hours and schools for one session, and in two shifts; and the schools will also work for 6 days in the week of 5 or $5\frac{1}{2}$ days as at present.

Teachers will work for 24 hours a week instead of between 25 or $27\frac{1}{2}$ hours as at present.

(3) Classes will work for five periods of 40 minutes each per day with an interval of 10 minutes at the end of the third period.

The scheme will be introduced into all schools with five teachers and more and in schools where accommodation is inadequate.

(1) The first thing is to reduce the length of the school day from 5 hours to $3\frac{1}{2}$ hours. This will be divided into five periods of 40 minutes with an interval of 10 minutes at the end of the third period. The school will be divided into two batches of equal strength one batch to work in the forenoon and the other in the afternoon. It may be felt that five periods may not be necessary for Standards I and II. These classes may have more periods for gardening, hand-work and free-play so that there may be no undue strain. The actual division of the school may be left to the headmasters as it will depend upon the strength of the several classes.

The schools will have to work for six days in the week. At present, though most schools work only for five days, quite a number of them work for $5\frac{1}{2}$ days in the week. Under the shift system on account of the reduced duration of school day it will be necessary for schools to work for six days. The total number of hours spent by children at school will be 21 hours a week as against 25 at present. With better planning and a more careful use of time, there should be no difficulty in covering the syllabus.

It is proposed that two batches will attend alternatively in the afternoons and forenoons for three days in a week. For instance Shift A will work in the forenoon on Mondays, Wednesdays and Fridays and in the afternoons of Tuesdays, Thursdays and Saturdays. Shift B will work on the afternoons of Mondays, Wednesdays and Fridays and in the forenoons on Tuesdays, Thursdays and Saturdays. This will enable all children equal opportunities for play, gardening and other out-door activities.

(2) At present, teachers work for 25 hours a week in most cases, but in some cases they work for 27 hours, working half a day on Saturdays. Under the scheme the teachers will work for 24 hours a week, but they will work on six days, including Saturdays. They will work for six periods of 40 minutes each and they will have work both with the morning batch as well as with the afternoon batch. The work will be so arranged that no teacher will have more than four periods in one session. The headmaster should have more leisure to attend to supervision and office work. Where possible, he will not be required to work for more than four periods a day, but he will be expected to be in the school during working hours both in the forenoon and in the afternoon.

The Headmaster under the scheme will have additional work and additional responsibility. He has to be in the school for seven hours and has to supervise the work of two batches and in addition to attend to office work. It is therefore suggested that each Headmaster be paid an allowance of Rs. 5. At present, Headmasters of schools under local board management are being paid from Rs. 2 to Rs. 3. This may be increased to Rs. 5 when the shift system is introduced. The Headmasters of aided schools may be similarly paid an allowance of Rs. 5 as grant from Provincial funds. This will not necessarily increase the expenditure on grants as there will be savings on teachers in several cases.

The advantages of this scheme will be—

(1) It will help to overcome the problem of providing additional accommodation and equipment.

(2) Over-crowded class-rooms will be avoided.

(3) It will help to get over to some extent the present difficulty about securing adequate number of teachers.

(4) The health of children may improve.

(5) It will solve the question of mid-day meal for most children, particularly in villages where children come from long distances.

(6) The reduced hours of work for teachers may improve the efficiency of teaching.

(7) It will enable children to help their parents in their occupations in the villages.

(8) Above all, it will also result in saving of expenditure for the State.

As worked out above, it will be possible to manage six classes with five teachers and seven classes with six teachers. On an average, we will be able to save one-sixth or one-seventh and calculating very liberally, one-eighth of the teachers that are now employed for the same number of boys, i.e., if I can put it more concretely, for every eight teachers now existing, it will be sufficient if we employ seven. That will generally mean that if we are spending four crores on the salaries of teachers for the existing number of children, it will be sufficient if we spend $3\frac{1}{2}$ crores. It will further mean that if we are taking 35 lakhs of children at the present cost, it will be possible for us to take five more lakhs of children at the same recurring cost. Besides, this Government will be saving a lot by way of non-recurring expenditure as nearly twice the number of children can be taught in the same buildings and with the same equipment.

One thing we must take care and that is very important. We must provide for more efficient supervision. At present, in some places, we have got for every Deputy Inspector of Schools nearly 100 schools to supervise. After the shift system is introduced, the schools virtually become two each and it will be necessary for the number of schools for every Deputy Inspector to be reduced and more Inspectors will have to be provided for, but this will have to be done in any case when more schools come in.

On the whole, I find that this scheme is worth the trial from every point of view. I have consulted experts and responsible opinion and they tell me that within these numbers of hours, we can give the children the same amount of knowledge with greater efficiency.

Since this is by way of experiment and may require a lot of guidance in the beginning, I do not think that we should try it on a province-wide basis. I shall be glad to try it in three taluks in the Province, one in Tamilnad, another in Andhra and the third in the West Coast. Efficient and understanding Deputy Inspectors may be in charge of those taluks. They may be given proper instructions and may be asked to organise the shift system in those taluks. On our receiving reports of experience in those taluks, we can consider introducing it throughout the Province.

T. S. A [VINASHILINGAM CHETTIYAR]—5-1-48.

Subsequently, outlining the general features of the shift system, Hon'ble Minister (Education) minuted as follows:—

"The system may be tried not only in three taluks but also in other places where there is rush for admissions. It may be tried in Municipalities where there is a scramble for seats and where there are big schools. It may also be tried in compulsory areas where there is not a sufficient number of teachers for schools."

"I am anxious that this matter should be tried from the next school year in those areas in which we propose to introduce the system and the Director of Public Instruction may be asked to expedite the matter."

T. S. A [VINASHILINGAM CHETTIYAR]—26-1-48.

In consultation with the Director of Public Instruction, it is now proposed to introduce the shift system in elementary schools in six taluks in Tamil area, six taluks in Andhra area, one taluk in Malabar, one taluk in South Kanara and in the compulsory areas where accommodation is inadequate. The proposal involves payment of a duty allowance of Rs. 5 per mensem to headmasters of elementary schools. The additional expenditure involved in this is expected to be met from the savings resulting from the reduction of the number of teachers consequent on the introduction of the system.

Finance Department have agreed to the proposal. Hon'ble Minister (Finance) has also accepted it. Hon'ble Premier has ordered that this may be discussed at an informal meeting of the Hon'ble Ministers.

This note is accordingly submitted for consideration at the informal meeting of The Hon'ble Ministers.

M. V. SUBRAMANIAM—16-4-48.

Extract from the proceedings of the Cabinet Sub-Committee meeting held on the 12th and 13th January 1948.

(3) May be tried in selected areas - Shift System.

Extract from the proceedings of the

MEETING OF THE COUNCIL OF MINISTERS HELD AT PORT BL. GEORGE,
MADRAS, ON SATURDAY, THE 12TH FEBRUARY 1949.

AGENDA

10. Elementary Education - Improving efficiency -
Levy of Education Tax by District Boards -
Recommendations of the Cabinet Sub-Committee.

ORDER.

It was decided that the decisions arrived at by the Cabinet Sub-Committee regarding elementary education should be approved subject to the modification that as regards the shift system it may be tried in 10 selected areas in the province. [As regards point (16) the decision was that the previous decision (i.e., medium of instruction in elementary and secondary schools - Government of India's resolution) will stand. As regards the question of levy of education tax by District Boards it was decided that the secretariat department should examine the matter and prepare a note for consideration by the Cabinet.]

K.M.M.
14-2-1949.

G.P. Manaswamy Reddy,
PRIMIER.

K.M.M.
15-2-49.

Extract from the minutes of H.M. (Edu.) dated 15.2.1949.

SECRETARY, G. P. M.

Please see herewith the Note for the Cabinet on Elementary Education and the recommendations of the Cabinet Sub-Committee. Most of the recommendations of the Sub-Committee have been accepted by the Cabinet in its last meeting, except with regard to the shift system, i.e., item III, in which case, the decision was that it may be tried as an experimental measure in ten selected areas. [And so, now it is for us to take the necessary steps to implement these decisions.]

T. S. A.
15.2.49.

Please see the point for orders at 'A' on page 17 ante, the recommendation of the Cabinet Sub-Committee at 'B' on page 18 ante, the decision of the Cabinet at 'C' above and the minute of H.M. (Edu.) at 'D' above. Orders have now to be issued to

at p. 20 and

issued to the D. P. I. to the effect that the Shift System be tried as an experimental measure in ten selected areas. But it is a point for consideration whether the Govt. will decide on the ten areas to be selected in consultation with the D. P. I. or whether the D. P. I. may be asked to select the areas as himself. After orders are passed on this point, a draft will be submitted.

me as per

Please see the Director's letter on page 13 c.f.,

in which he has submitted as a list of 14 taluks for the introduction of the shift system. Perhaps H.M. (Education) may select 10 taluks out of these 14 taluks.

2. The introduction of the shift system will require the amendment of the rules framed under the Madras Elementary Education Act relating to attendance at schools. The amendment requires prior publication before confirmation. The scheme also contemplates the payment of allowance at enhanced rates to Headmasters of schools in which the system is to be introduced. // Perhaps the Director may now be informed for the decision of the Govt. and ask to submit proposals for giving effect to it with the necessary draft amendments to the rules.

Finance may see before circulation.

S.P.M. 48200 B2/48-3
26.2.49



(Previous In: notes on page 10 above)

The file relates to the introduction of shift system in elementary schools. The scheme was placed before the informal meeting of Ministers and then referred to the Cabinet Sub-Committee. At the meeting of the Council of Ministers it has been decided that the shift system might be tried in ten selected areas in the Province - pl. see the minutes extracted at 'C' on p. 20 above. The notes of E. & H. on pages 20-21 above may be

22
B2
present. Finance may agree to the proposal at 'M' on p. 21 above. The D.P.I. may also be asked to give an ^{indication} estimate of the financial implications involved as far as possible on account of the introduction of the scheme in ten select areas.

7.3.49

for 7/3/49

the file may be circulated to H.D. (Em) for orders on 'L' & 'M' on page 21 and

8/3/49 3

I don't think we should go fast with this system especially after the warning given by the Cabinet that it must be on ^{an} experimental basis. Besides, I would like to have the rules under Elementary education looked into from the point of Basic Education and all suggestions that may be made be made into a comprehensive whole. I have written in another file that that may be done. I think this also may be considered along with that. I would rather like have it done as a whole rather than make piece-meal amendments.

15A 17.3.49

H.D. has since agreed to the issue of the amendments in the draft. A draft is subd. for consideration

20/3/49 3

27.3.49



18050

22
E. & P. H. Dept. (B2)

pp 25-27 of

Letter from the D.P.I. No.39-B1/48, dated 20th April 1949

Encl. from p.17 and pp 23-25 of

The D.P.I. suggests that Shift System may be introduced in 10 taluks in the Presidency in so far as the system relating to Elementary schools. For orders whether the selection of taluks made by the D.P.I. will be accepted.

2. The Director has stated that the extra cost on account of the proposal will be worked out after the system has been introduced.

The extra cost involved is only in the shape of duty allowance (Rs.5/- per mensem) to the Headmasters of ele. schools. From the notes on p.19 ^{only} of, it will be seen that the addl. expenditure can be met from the savings resulting from the reduction in the number of teachers consequent on the introduction of the system. It may be noted that the saving ^{not} may be appreciable in the initial stage of the scheme while extra expenditure may have to be incurred on the grant of duty allowance to headmasters. When the shift system is introduced throughout the Province, the extra cost may be taken as nil. Presumably in this sense, the Dir. has proposed to report the extra cost later. The Cabinet has approved the recommendation of the Cabinet Sub-Committee that Shift System should be introduced with the modification that it should be tried in 10 selected areas. It may be presumed that the Govt. have agreed to meet the extra expenditure ^{if any} involved on account of the system.

For orders whether the D.P.I. may be authorised to introduce the shift system in all the elementary schools in the 10 taluks selected by him and to report the extra cost ^{if any} on account of the ^{scheme} proposal in due course.

3. The Director has suggested certain amendments to the rules relating to the ele. schools. This question is dealt with in the linked file. Further action to amend the rules may be taken after orders are passed on the proposal of the Director to introduce the Shift System in the 10 taluks proposed by him.

p.t.o.

A on p-25 of

C on p-25 of

4. L.A. and Finance may see for remarks before circulation.

25-49
2
17/5/49

SM
3/5/49
S/6/8 LA
2/5/49

L.A.D

SP.HW 480032/485
6-5-49

The note on p 23 above may be perused. The DPI's proposals (all acceptable) may be tried.



7.5.49 Secy

17/5/49
of L.

Fin (Exp A)

LAWO. 20233-1D-49
9-5-49

(Last Finance note on pp 21-22 above)

The note of E.P.H. on pp 23-24 above may be perused.

In the circumstances stated, the Finance also may agree to the DPI's proposal



being tried and a report regarding its financial effect being reported to the Govt. as early as possible, after the ship system is introduced.

1154/11.5.49

11.5.49

11/5/49
11/5/49 E.P.H.

Fin. no. 30954/Exp A
12.5.49



6840063/40

[Note from 17 ante S.P.H (B2) Dept
marked read]

Please see the notes of L.A. and Finance

Depths. on p. 24 ante. A draft order is submitted below for approval.

The file may be circulated to H.M. (Edn)

[After issue of the draft order further action will be taken to amend the rules]

17/5/49

18/5/49

3 19/5

H.M. (Edn)

22/5



C.No. 9930/A.

Secretary's Remarks.

(29)
Reference to D.P.I. on an ordinary Board minutes. Did I order it? D.P.I. was at the Board. Such unnecessary ~~references~~ references should be avoided. Put up file to me now.

Submitted as ordered

23/5 . 24/5/10 S.

Put up with your Regr
+ an extract of the subject only - you
have made in the Regr. - wh. was
apparently with ~~the~~ ~~subject~~

25/5
The Register is filled below
the subject matter as
entered

Geography's Board 9930 A/50

Reference to D.P.I. on an ordinary Board Minutes. Did I order it? D.P.I. was at the Board. Such unnecessary references should be avoided. Put up file to me now.

below: For my
Draft. Board of Ed. - Minutes
of Meeting - Shift system.

28/5/50 The subject. Minutes have been correctly linked this -

Part in
register -
marked
"Prove. Adv. Board of
Edu. Resol. re
introduction of Shift
system in schools."

May 29/5/50 S. *[Signature]*

CN 9930 A/50

Lakshmanaswamy Mudaliar



Sub: Provincial Advisory Board of Education - Minutes of the meeting.

Extract from the minutes of the meeting of the Board.

X X X X X

17. Item (2) viz., steps to be taken in connection with the improvements to Elementary Education of the agenda, was then discussed. The House accepted the views of Dr. A. Lakshmanaswamy Mudaliar as follows:-

"That Elementary Education should be given the highest priority with regard to literacy and every effort should be made to spread elementary education by shift system, by the appointment of part-time teachers and by such other methods as the Director may consider fit."

Office Note True copy

The minutes above may be perused -

Edn Dept

Introduction of Shift system in elementary schools in

has already been sanctioned as an experimental measure in L.O. no. 1668. Edn.

29/5/50 23.5.49. The question of introducing the shift system

in all the places will be considered after the report regarding the

working of the scheme taken for in the L.O. aforesaid is received

from the D.P.I.

The draft. mem. below is for approval.

H.M. (Ed.) may see.

Ry 6.5.50

AM 8/5/50 S *[Signature]* 8350

AM H.M. (E. & L.) *[Signature]*

from the D.P.I. No. B. 3985/48, of 18.5.50

At the circumstances stated no further action is called for at present. May be filed with file as *[initials]*.

21/5/50

[Signature] 11/6/50

(3) Edn Dep
C
Memo m 9930A-c/p-1 Edn Dept 8/5/50

Elementary education - Introduction of
shift system in elementary schools -
Report regarding its working.

by of D. Rand: Govt. M. 1668 Edn. dated 23.5.49.

The D.P.I. is requested to
state when the report regarding the
working of the shift system in the
elementary schools may be expected.

M
6.5.50.

8.5.50.

15/5
To the D.P.I.

9
1975

R.O.C.NO.39-B.1/48

Office of the
Director of Public Instruction,
Madras, Dated 18--5--1950.

From The Director of Public Instruction,
Madras.

To The Secretary to Government,
Education Department,
Madras.

Sir,

Subject: Elementary Education - Shift system -
Elementary Schools - Report of working

R e f: Government Memorandum No.9930-A-c/50-1
Education dated 9--5--1950.



The final orders of Government (G.O.No.3806-
Education dated 13-12-1949) confirming the draft amendment
to the Elementary Education rules, issued in G.O.No.2034
Education dated 24-6-1949 were received only by the end
of January 1950 and the revised instructions were communi-
cated to the Officers only in February 1950. Hence the
officers will be requested to submit a report regarding
the working of the schools in the year 1950-51 and the
report will be submitted at the end of the year 1950-51
under the revised orders. The extra cost required for the pay-
ment of allowance has been called for and the reply will
be submitted on receipt.

Yours faithfully,

Ray lie over 1/11 20.6.50 N.Y.F

② above

Ru
8/5

RVR 19/5/-

for DIRECTOR OF PUBLIC INSTRUCTION.

1/11/5

22