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EPH (1949) Department.

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G.O. NO. 777 Edu

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Dated

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[Despatch Abstract.]

Elementary Schools - Male teachers - Restriction regarding  
employment - Protest - Papers recorded

## Back Papers.

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## Further Papers.

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பாதுகாக்கும் பரிந்துரை

செப்பனிகுபவர் பெயர்: வி. கருணாநிதி

செப்பனிகுபதற்காக எடுத்தல் - 10/08  
கொள்ளப்பட்ட நாகி.

26/11/09  
செப்பனிகுப  
முதல் முதிபாள  
கையொப்பம்

12/11/09  
செப்பனிகுப  
2ம் முதிபாள  
கையொப்பம்

14/11/09  
சுராமச்சி  
உதவியாளர்  
கையொப்பம்

## MEMORIAL

submitted to

The HON. SRI. T.S.AVANASILINGAM CHETTIAR, B.A., M.L.,  
Minister for Education  
on 1-11-48 at Calicut

BY

The Malabar District Aided Elementary School Teachers' Union.  
.....

Sir,

We the following members of the Malabar District Aided Elementary School Teachers' Union thank you in the first instance for the opportunity you have afforded us to meet you and represent some of the urgent problems affecting Elementary School Teachers in general. At the outset, we may be permitted to point out that the disabilities of Elementary School teachers that we wish to repeat below have been time and often brought to the notice of the persons in power in the past. We hasten to re-state them as they continue to affect very adversely even to this date despite repeated assurances that those grievances would be remedied.

## PAYMENT OF MONTHLY GRANT

The meagre emoluments of teachers continued to be paid even to this day at long and irregular intervals. There are instances in Malabar where teachers' salaries have been in arrears for over nine months. The urgency for regular monthly payments is more owing to the ration and cash purchase system obtaining all over the place. This state of with-holding the poor wages of a teacher from him is inhuman and not justifiable under any code of morality.

## MINIMUM PAY for Teachers

We take this opportunity of reminding you of your definite promises that the minimum pay of Elementary School teachers under private agencies payable by the Government at least from 1-4-48 would be Rs 30/- and Rs 40/-. Though this minimum demand is very much short of our legitimate expectations we should request you to give immediate effect at least to this proffered increase. We may state here that the minimum demands from the teachers we represent is that they should be paid the scales approved by the Central Pay Commission.

## SECURITY OF TENURE.

We are sorry to state that any steps taken by the Government to ameliorate the conditions of Aided Elementary School Teachers are not going to benefit them as long as the fundamental disability of lack of security of service is allowed to persist. Managements, there are many, who terminate the services of experienced teachers without any compunction to satisfy some of their private needs. Such teachers must have the right of appeal to the Highest Officer of the Department. No management should be permitted to terminate the services of a teacher without the previous sanction of the Department. The system of employing teachers always on probation should be penalised.

## PENALTY

The practice of penalising a teacher by effective cuts in salary earned continues even to this day. For one reason or other for which the teacher may not be responsible cuts in salaries are effected at present by officers. At times the whole salary is kept unpaid for no fault of the teacher. Due to certain circumstances affecting the Manager, the teachers' salaries remain some times unpaid for considerable period. This disability should be got remedied.

## UNECONOMIC SCHOOLS.

We suggest that uneconomic schools should be ordered to be closed instead of allowing them either to amalgamate classes containing

- 2 -      3      3/27

containing children of different attainments or to manipulate the attendance so as to become eligible for grant. To allow such schools to survive without proper progress is to do injustice to the children.

#### SUSPENSION OF TEACHERS

While we completely agree with the Government in the way in which they have excluded from the Teaching Profession persons interested in subversive activities we are strongly of opinion that it is unjust to withhold from them the salary they earned during the period they were in service. We also feel that the evidence against teachers should be gathered by the Officers of the Education Department in the action taken against them. They should not be subjected to the need of being certified by police officers for securing the grant amounts due to them. Action ~~against~~ found taken against some of the teachers under the provision of 154 M.E.R. The accused is not given the opportunity either to understand his fault or to explain the circumstances of his case. This is an elementary right allowed to worse criminals even during the Imperialist regime of Britishers. They feel that under a Democratic Government they should not be denied the privilege of knowing their fault for which they stand punished.

#### TEACHERS IN BOYS' AND GIRLS' ELEMENTARY SCHOOLS.

Though the distinction in respect of inspecting agencies of Elementary Schools has been abolished it is regrettable to state that male teachers working in Girls' Schools shall continue to work under great disadvantage and under humiliating circumstances. While we agree that preference must be given to female teachers in the matter of appointment we cannot with self respect allow a procedure in which the honour of a male teacher is affected to go unprotected. Recently proceedings have been received to the effect that male teachers below 30 years of age should not be entertained in Girls' Schools. This is certainly an insinuating statement about male teachers. The classification of Elementary Schools as Girls or boys is itself meaningless as it exists today in Malabar. Almost all Aided Elementary Schools contain more or less equal number of girls and boys. Another hardship to which male teachers working in girls' schools are subjected is that they are forced to leave the services they enjoy continuously for some times to make place for fresh female teachers. This is sheer injustice to the male teacher who has given the school his best services when they were badly needed.

#### DUTY ALLOWANCE TO HEAD TEACHERS

The amount of extra work that comes to the share of the Head Teacher in virtue of his office is ever on the increase. It is but fair, therefore, that he should be paid by the Government a fixed rate of duty allowance over and above what he or she is paid on a par with other teachers.

#### REQUISITION OF SCHOOL BUILDINGS

We wish to bring to your notice that in Malabar most of the buildings in which Aided Elementary Schools are housed, though virtually stand in the name of the Managers are really put up by public support. The provision contemplated by the bill for requisition of school buildings is, in our opinion, very necessary in as much as it would keep the managers always alive to their responsibilities.

#### RIGHT OF ORGANIZATION

At present Elementary School Teachers are allowed to organize themselves only Taluk by Taluk. The problems confronting Elementary School Teachers do not, however, differ from one Taluk to Another. On the other hand the problems usually have a wider scope and application. Under these circumstances Elementary School Teachers feel that both for joint consultations and for making joint representations, it is necessary to have a Union of Elementary School Teachers covering the whole District. And we beg to point out that the right of organizing themselves in any form conducive to their interests is an Elementary Democratic privilege which should not be denied to teachers. Therefore we request that the Government may be pleased to make suitable amendments in G.O. No. 416 to permit district unions of Elementary School Teachers.



O.F. 33.

EDUCATION

Department

Received

Registered

From (Name)

Designation THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.  
Station

To

The SECRETARY TO GOVERNMENT, EDUCATION & PUBLIC HEALTH DEPARTMENT, MADRAS.

Enclosures:

ROC.No. 2434-B2/48 dated 6th December 1948.

Sir,

SUB: ELEMENTARY SCHOOLS - Male Teachers in Girls' Schools - Restriction regarding employment of Protest against.

REF: Government Memo. No.82700/48-2 C.l.Edn.dated 12th November 1948.



In the extract from the Memorial referred to in the Government reference cited above, objection is taken to the issue of my Proceedings wherein the Divisional Inspectors were informed that men teachers of over 30 years of age may be temporarily appointed in Girls Schools, if services of women Teachers are not available. The said proceedings was issued by me in my R.O.C.No.2434-B2/48 dated 30-8-1948 purely as a temporary measure pending the final approval of Government regarding abolition of the distinction between boys and girls elementary schools about which Government have been addressed in my R.O.C.No.2915-B2/48 dated 28-9-1948. The Divisional Inspectors have also been informed again of this in my Proceedings R.O.C.No.2434-B2/48 dated 19-11-1948. No insinuation about male teachers is either contemplated or involved in the Proceedings 30-8-48 referred to above. In fact similar provision exists in re. to Local Body elementary Schools. Vide Rule 3(2) of the Rules relating to appointment of teachers in Local Board Schools as amended in G.O.No.1192 Education dated 28-6-40.

The memorial may presumably be a step, on the part of the male teachers employed in schools where girls predominate (though they may not be thereafter called as girls schools) and where the replacement of any such teacher by women teachers may be necessary in the larger interests of girls' education to ward off any attempt that are likely to be made by managements in future in this direction.

2. I may also state in this connection, that the memorial is from a District Teacher's Union which is not a recognised one. The formation of such Unions contrary to the Rules is not in order.

Yours faithfully,

for Director of Public Instruction.

Ram.7/12.

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Secretary, E. & P. H.

Please see herewith a representation from the Malabar Dt. Aided Elementary School Teachers' Union. The matter marked 'A' in page 2 may be examined and put up.



15A  
611-68  
H.M. Education

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

82700  
9.11.48

The remarks of the D.P.I. on the matter may first be obtained. The draft memo below is for approval.

Issued in Memo No. 82700/48-1  
d. 12.11.48  
from the D.P.I. No. 243432/48 d. 6.12.48

The D.P.I. says that his proceedings dated 28-9-48 wherein the Divisional Inspectors were informed that women teachers over 30 years of age may be temporarily employed in girls schools, against which the memorial is sent, is only a temporary measure. In view of the fact that the D.P.I. has not meant any <sup>insinuation</sup> instruction about male teachers and in view of the fact that a similar provision exists in regard to local body ele. school no action is called for. It may be stated that the District Teachers' Union is not a recognised one and no cognisance of the representations for such unions need be taken.



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Ele. School. Male teachers  
in girls school. Restriction regarding  
employment of. D.P.I. copy to the D.P.I.  
100 pages - 100 pages

The papers may be

Received  
19/3/49

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