
A NOTE ON THE EXAMINATION OF THE RECOMMENDATIONS OF THE UNEMPLOYMENT COMMITTEE, UNITED PROVINCES, WITH REFERENCE TO MYSORE.

General Survey.

The report of the Sapru Unemployment Committee deals with the conditions obtaining in the United Provinces. Watered by the Ganges and its tributaries, it has a rich alluvial soil maintaining a large population and in spite of the want of an opening to the sea, there has been, compared with other parts of India, a remarkable expansion of trade and industry where private enterprise is playing a great part. The grid system of electricity has been supplying power to a large part of the country and the Province has a number of University and Technological Institutions which have established a very high reputation. Hardly in any other part of India are similar facilities available and the problem is much more difficult of solution.

2. At the same time the Committee and especially the Chairman have taken great pains to study and obtain useful lessons from the attempts that have been made in other parts of the world to remedy unemployment, to improve and adapt the system of education to the needs of the present day and they have not left uninvestigated any possible line of development which would help to secure employment to even a few. The conclusions and recommendations of the Committee deserve therefore to be carefully studied and examined with reference to the conditions prevailing in each Province or State in India.

3. Such an examination has been made in Mysore by the Government in consultation with the Heads of Departments and their views are published herewith. A review of the replies received indicate that:—

- (1) in a large number of cases, continuous action on the lines recommended by the Committee is already being taken,
- (2) in some cases, the conditions are somewhat dissimilar and the recommendations do not apply. This is so especially in regard to the recommendations about Medical and Legal Practitioners, and
- (3) in some cases the possibility of adopting the recommendations with necessary modifications need to be further examined.

Some of the main points are briefly referred to below.

4. (a) The expenditure on public works is being maintained at a fairly high level. In recent years, there has been a large development of irrigation in the Irwin Canal area and at present the Lakkavalli and Markonahalli projects estimated to cost Rupees four crores and Rupees twenty-four lakhs respectively are under active investigation. The Department is encouraging Engineering graduates who come forward to take

up contracts. Employment is also being found for them in connection with village improvement works. The Railway has been extended from Anandapur to Sagar, a distance of 15 miles and there has been considerable expansion of the Railway Workshops, where the employment of Engineering graduates is being encouraged.

(b) No difficulty has been experienced in placing Mechanical and Electrical Engineering graduates in Government and private institutions for receiving practical training. Arrangements have also been made with the Kolar Gold Field authorities for training and recruiting local people.

(c) The development of rural electrification is continuously taking place and during the last year, power has been carried to the Malnad Districts in the western part of the State, over a distance of 150 miles. A number of towns in the way are being electrified. Action is being taken to increase the power generated so as to meet the anticipated additional demand and the sources of new power are being investigated.

(d) The manufacture of steel and rolled sections has just been started at Bhadravati and the manufacture of pharmaceuticals established on a permanent basis.

(e) The lac industry is being developed and an organisation created for industrial research. Factories for the manufacture of Electrical materials, cement, paper and spun silk are being established either by Government or with Government aid. Facilities have been afforded to a private company for the manufacture of accumulators and schemes for the starting of new industries are under the active consideration of the Board of Industries which consists of officials and non-officials interested in industries and commerce.

(f) Sericulture is a very important subsidiary occupation in the State and owing to outside competition the industry is in a very bad way. With the additional allotments made by Government, arrangements are being made for the increased distribution of disease-free seed and cross-breed layings to the sericulturists and other measures are also being taken to help the industry through the present crisis.

(g) The rates charged for electric power have been recently reduced in the interests of small industries.

(h) Government have undertaken advertisement propaganda in England for bringing Mysore and Mysore products into prominent public notice and recently a Mysore Emporium has been established in Bombay for the sale of the products of Government as well as private industrial undertakings in the State.

(i) One of the important recommendations of the Sapru Committee relates to vocational training and the reform of elementary and secondary education. The need for similar action has long been felt in Mysore and a Committee was

appointed by Government. The Committee have just submitted their report. The conclusions and recommendations of the Sapru Committee will be of great help to Government in formulating their final conclusions and the action to be taken to implement them.

(j) The Technological Institute will soon start work at Bangalore and the various industrial and weaving schools are being re-organised so as to increase their usefulness to the community. The Khadi Centre at Badanwal organised by Government and the various District Board centres are doing very good work to popularise spinning and weaving in the villages and some rural reconstruction centres have been started where poultry farming, bee-keeping, etc., are being taught. A scheme for starting more centres with the co-operation of the Village Improvement Committees is being formulated.

(k) Tobacco cultivation and poultry farming are receiving special attention of Government and some progress has already been achieved in both these industries.

5. The following recommendations deserve to be examined in detail :—

(a) Maintenance of unemployment statistics by Government, University and the Education Department.

(b) Grant of subsidies to medical men to settle in rural areas.

(c) The compulsory retirement of all Government employees who have attained 55 years. This is the rule and is invariably followed except in the case of ministerial officers.

(d) The reduction of the limit of age for people entering the subordinate service.

(e) Passing orders on the report of the vocational Committee and implementing the decisions.

(f) The development of subsidiary agricultural industries such as fruit growing, dairy farming, market gardening, poultry farming, etc.

(g) To bring up-to-date Mr. Sambasiva Iyer's Industrial Survey of Mysore.

(h) The introduction of small industries and the study of the work done in Bengal, Japan and European countries.

(i) Establishing contacts between the Science Departments of the Mysore University and the Institute of Science and industrialists and businessmen ; and lastly,

(j) Securing for the people of the Mysore State an adequate share in the ' All India ' services.

6. This is necessarily a brief review of the report with reference to Mysore but the report deserves to be studied very carefully by both officials and non-officials interested in the problem as, even apart from the specific recommendations, the report is full of suggestions which might lead to further development.

**SPECIFIC RECOMMENDATIONS OF THE COMMITTEE WITH
THE OPINIONS OF THE HEADS OF DEPARTMENTS.**

INTRODUCTORY.

Committee's Recommendation.

Unemployment Statistics relating to educated young men should be maintained by Government, the University, the Education Department and other Departments and Local Boards more or less on the lines indicated in the Introduction to the Report.

Opinion of the Director of Public Instruction.

The Education Department cannot maintain any statistics which will be of value since there will be considerable overlapping of students who leave the institutions of the Department and go elsewhere.

Opinion of the University.

The Senate did not approve of a proposition to have an up-to-date directory of graduates showing employment, etc., and the University Council did not consider it expedient to take up the question.

CHAPTER III

CIVIL ENGINEERS.

(a) CIVIL ENGINEERS.

Committee's Recommendation.

Unemployment amongst Civil Engineers has increased since the stoppage of recruitment to the Buildings and Roads Branch and has become much more acute since the stoppage of recruitment in the Irrigation Branch, consequent on the financial depression since 1931.

Opinion of the Chief Engineer.

This is perfectly true; because of the depression, large capital works have not been started and with it the number employed has become very much less. This is the condition in Mysore also.

Committee's Recommendation.

(1) It is recommended that the policy adopted in connection with Buildings and Roads in 1922 should be reconsidered and revised to secure adequate supervision of all Government buildings and roads.

Opinion of the Chief Engineer.

The details are not available. But anyhow this does not seem to apply to Mysore.

Committee's Recommendation.

(2) It is recommended that stringent rules and regulations should be laid down to make it compulsory for Municipal and District Boards to have qualified engineers and overseers to maintain the roads and buildings under their control in efficient condition.

Opinion of the Chief Engineer.

I entirely agree.

Committee's Recommendation.

(3) It is recommended that in order to secure reliability and efficiency of execution of contract work it should be ruled that A and B class contractors must have qualified engineers as employees or partners and all C class contractors should similarly have overseers as partners or employees.

Opinion of the Chief Engineer.

I entirely agree.

Committee's Recommendation.

(4) It is recommended that to secure compliance with these recommendations the existing laws and rules may be amended, if necessary.

Opinion of the Chief Engineer.

I entirely agree. This may very well be followed in Mysore.

Note containing the general remarks of the Chief Engineer.—I give briefly below the position in regard to the unemployment of Engineering graduates and subordinates of our State. From the statistics available in this office, it is seen that nearly 376 candidates have passed out from the Engineering College and the Engineering School from 1928 to 1933. Against this, it has been possible to entertain only 61 candidates in the Public Works Department and the number of unemployed graduates up to end of 1933 was as large as 200 and that of subordinates 114. These figures have increased year after year by about 30 and 25 hands respectively. It has therefore become imperative that some solution must be found for employing these men profitably to the State, while affording them livelihood. Owing to the undertaking of works of magnitude, such as, Krishnaraj Sagar, Chamaraaj Sagar, Anjanapur Reservoir works, etc., there was scope for the recruitment of the duly qualified Engineering graduates and subordinates prior to 1930. But, owing to the curtailment of grants for works, the operations of the Department have since been restricted and from 1930 to 1934 there has practically been no fresh appointment in

the department and this state of affairs has led to an increase in the number of the unemployed Engineering graduates and subordinates

With a view to solving the unemployment problem to a certain extent, sanction of Government was obtained to the provision of a special staff for the execution, in an economical and systematic manner, of works of public utility in areas served by Village Panchayets. This scheme has given scope for the absorption of 30 unemployed Engineering graduates. In this connection, a reference is invited to my note, dated 27th October 1934, submitted to Government. I feel strongly that this matter should be further pursued. At present the pay, position and prospects of these Village Panchayet Inspectors are extremely precarious and these have to be very considerably improved.

In view of the limited number of appointments under Government and the increasing number of the Engineering graduates and subordinates year by year, it was considered desirable that all possible encouragement should be given to the unemployed graduates in the field of private enterprise. In order to safeguard against unhealthy competition, such of the unemployed Engineering graduates who offer to take up contract works are entrusted with petty contracts, without calling for tenders and without insisting on the usual security deposits. How far this scheme has solved the problem and the necessity for extending further concessions to these graduate contractors are being examined separately.

Besides, many of the Engineering graduates who found employment a few years ago in the neighbouring Presidencies of Madras and Bombay and Indian States, like Hyderabad, are being discharged from service on the ground that they are outsiders and also because new Engineering Colleges have since been started in other Provinces. This has aggravated the situation. So far as statistics are available in this office, more than 60 per cent of the passed candidates of the Engineering College (Civil Branch) are without employment. I think it is necessary that ways and means should be found for our own educated people to make a living within the State itself.

As regards recommendation 2, that stringent rules and regulations should be laid down to make it compulsory for Municipal and District Boards to have qualified Engineers and Overseers to maintain the roads and buildings under their control in an efficient condition, it has to be stated that Municipalities, barring Mysore and Bangalore, have not been employing Engineers due to restricted finances. But, as now-a-days qualified Engineering graduates are available for small remunerations it should be possible for the Municipalities to employ them, as trained Engineers can look after Sanitary and Public Works in a more satisfactory manner.

The Chief Officers of Municipalities could also very well be from trained Engineers. A combined Chief Officer and Engineer would make it very economical and efficient for the limited resources of these local bodies.

Larger grants will have to be made available to the Department, to enable a larger number of irrigation works being undertaken systematically, year after year, which would not only afford scope for employing many of these unemployed men but also increase the revenue of the State and prosperity of the people.

Now that the rate of interest has gone down so low as $3\frac{1}{2}$ per cent, I think this is the most opportune time for starting capital works. If this is done a very large number of these trained men could be employed as supervisors, contractors or on other subsidiary business.

(b) CIVIL, MECHANICAL AND ELECTRICAL ENGINEERS.

Committee's Recommendation.

Some arrangements should be made for affording opportunities to Mechanical and Electrical Engineering Students for receiving practical training. For instance, while placing Government orders with firms, it may be stipulated that subject to other terms and prices being the same, preference will be given to firms that will afford facilities for practical training of Indian Engineers recommended by Government.

Opinion of the Chief Engineer.

This may be done very profitably. There are representatives of large firms in Bangalore who get very big orders from the Government of Mysore and who I think, may be asked to arrange for facilities in their factories, etc., for practical training of our Engineering graduates. Also in Mysore there are the Kolar Gold Mining Companies where Civil, Mechanical and Electrical Engineering as applied to Mining, is being done on a magnificent scale, in a most efficient and up-to-date manner. These companies can also give practical training to our graduates.

Similarly, practical training could be given in the Mysore Iron Works at Bhadravati, Industrial Workshop at Bangalore and the Railway Workshops at Mysore.

Opinion of the Chief Electrical Engineer.

Although there is no definite understanding between this department and the foreign firms with whom orders have been placed, to take our students into their works for training, the following firms have, from time to time, obliged this department

and have allowed men recommended by us to undergo training in their works :—

1. Messrs. The International General Electric Company, New York.
2. „ The British-Thompson Houston Co., Rugby, England.
3. „ Boving & Co., London.
4. „ Siemens, Schuckertwerke, A. G., Berlin, Germany.
5. „ Siemens Brothers & Co., Ltd., Woolwich, London.

Opinion of the Secretary, Stores Purchase Committee.

Big Engineering firms who have workshops and who are enjoying continuous business with the Mysore Government may be willing to take in Mysore students for practical training in their workshops. But it is not desirable to insert any clause in the conditions of tenders that preference would be given to the offers of firms who would take in students for training.

C. GRADUATES IN MINING AND METALLURGY.

Committee's Recommendations.

1. The students trained in the Engineering College Benares, have hitherto generally been successful in securing employment somewhere or other in India. There is scope both in British India and in the Indian States particularly in those where there are Mines for employment of men trained in mining and metallurgy.

Report of the Director of Industries and Commerce—Some students who studied in the Benares Hindu University have found employment while some are still unemployed. The Kolar Gold Field Mining authorities should be persuaded to employ students trained in mining and metallurgy as far as possible.

Report of the Chief Inspector of Mines.—There are two Institutions in India, the Benares Hindu University and the Dhanbad School of Mines which impart instruction in mining and metallurgy. With a view to encourage promising students to take to mining, the Government of Mysore provided for a scholarship of Rs. 60 per mensem to a Mysore student to undergo training in the Indian School of Mines, Dhanbad, once in every four years. Mr. R. S. Batni, B.A., a Mysore scholar who completed the course and obtained the diploma, has been employed as a Probationer in the Mines Department. Out of the Mysore students who have prosecuted their studies in mining in the above two institutions, four are employed in the Kolar Gold Field Mines.

Report of the Director of Geology.—Only one student possessing the Diploma in mining and metallurgy in the school at Dhanbad has been employed in the Mines Department. The scope in this State for absorption of graduates in Geology and in mining and metallurgy is very limited, being confined only to Mines and Geological Departments. Among private mine owners, the Kolar Gold Field Mining Companies can absorb a few trained graduates in the above subjects but so far they have not shown any keen desire to employ Indian graduates. Messrs. V. Manickavelu Mudaliar & Son, have been doing mining work on a large scale, but they are not known to have employed any Geological graduates.

The mineral industry has not developed to any large extent in Mysore. There are signs of improvement along this line. If such large industries materialise, there may be some chance for a limited number to be employed.

Committee's Recommendation.

II. It is necessary that some well thought out system for imparting such practical training to Civil, Mechanical and Electrical Engineers should be provided, the preparation of the scheme being left to experts. Steps may also be taken to prepare a scheme to complete the practical side of the education of Mechanical and Electrical Engineers so that they may be fit for immediate employment by the Government and Industrial concerns.

Report of the Director of Industries and Commerce.

Arrangements exist for giving practical training to the passed students of the local Engineering College. There is however scope for improving the practical training that may be given to them. As suggested by the Committee, the subject may be referred to an expert committee consisting of the heads of the Public Works Department, Mysore University, etc., for formulating a scheme.

Report of the Chief Inspector of Mines.

In the course of their studies at Dhanbad School or Benares College, all students should undergo practical training in one of the reputed mining centres for a term, and it is only after successfully completing the training and passing in other subjects in the examination that a certificate or diploma is given. Some students are sent every year from the above Institutions to undergo training in the Kolar Gold Field Mines and necessary facilities are being arranged to be given to them. Similar facilities are given by the Mining Companies to students of the Engineering School, Bangalore, for undergoing practical training in the workshops attached to Mines. (Underground mining

work is highly arduous and extremely dangerous and very few educated young men stick to it, and surface jobs in superior grades are few).

Report of the Director of Geology.

In addition to the theoretical knowledge which the students gain during their courses of study for graduation, a suitable course of post-graduate practical mining will equip them with the requisite experience to be ready if occasions arise. To such of them as would desire to undergo this training as unpaid apprentices, arrangements could be made to give them such training in methods of prospecting, mining, etc., in the Geological Department and at Byrapur Mines.

(D) Chemists.—Recommendations of the Committee.

While graduates in Chemistry succeed more than others in getting employment, they are not always fairly treated by their employers. The employers not unoften break their contracts with their employees. The remedy for these trained scientific employees is to organise themselves to enable them to deal effectively with unsatisfactory and unsympathetic employers.

Opinion of the University.

The University has no precise information but it appears that the scope of employment for trained chemists is not very extensive in this region.

Products of Technological Institute.

There are no figures to verify the statement; but the percentage of unemployment among more recent Engineering graduates seems high. Perhaps it is not so acute among medical graduates or diploma-holders.

(F) Bachelors of Commerce.—Committee's Recommendations.

(1) The B. Com.s of the Allahabad and Lucknow Universities have been particularly fortunate but this good luck has not attended the careers of those who have taken degrees in Commerce from the other provincial universities. The utility of the B.Com.s is considerably discounted partly because of prejudice among Indian businessmen and partly because—and it seems to be true—that their education is almost theoretical and does not fit in with what is required by commercial houses or business offices.

Opinion of the University.

The course for the degree of B. Com. in this University is suspended.

(K) Professional Diplomas.—Committee's Recommendations.

(3) The universities should arrange for a course of instruction in Journalism and Librarianship and should institute diplomas in these subjects.

Opinion of the University.

The institution of diploma courses has been suggested by a recent committee also, but no effective action taken. A proposal to institute post-graduate diploma courses in Insurance and Actuarial Science was dropped after ascertaining that the course would not lead to anything definite.

Opening the University.

A proposal to institute Journalism as a subject of study was not favoured by the Senate.

G. MEDICINE.

Committee's Recommendation.

(1) There is a considerable amount of unemployment prevailing in the medical profession in these provinces due to the tendency of the medical practitioners to congregate in big towns and cities where the remuneration is higher than in the rural areas though precise figures are not available.

Opinion of the Senior Surgeon.

The problem of unemployment in the medical profession is only just beginning in the State. The large majority of men who obtained the M. B. B. S., degree and the L. M. P. diploma have been absorbed into the State Medical Department. The prospects of such absorption are not so hopeful for the future, considering the large number that pass out every year, and the small number of vacancies that are likely to arise in the Department. I am glad, however, to be able to state that the few medical men who have settled down for practice in the larger towns are thriving fairly well.

It is a matter for serious consideration whether there should be two different portals of entry into the profession in such a small State as Mysore, when the question of raising the course for Diploma has been solved in the Madras and Bombay Presidencies. In Bombay the L. C. P. S., is a five year course, and the L. M. P. in Madras has also been raised to five years; and all the Medical Schools in places like Trichinopoly, Coimbatore, Vizagapatam, Tanjore, etc., have been closed, there now being only the Royapuram Medical School, where the course is one of five years. In this connection, I wish to draw the attention of Government to my letter No. G. C. 305-1, dated 1st June 1932 submitting proposals for the abolition of the Medical School at Bangalore.

Committee's Recommendation.

(2) The system of medical relief in hospitals, maintained

by Government or District Boards or Municipal Boards, requires re-organisation and the strengthening of the staffs employed.

Senior Surgeon's Opinion.

The present system of medical relief in hospitals and dispensaries is working quite satisfactorily in this State and calls for no change so far as the Local Fund Dispensaries are concerned. I quite agree, that it is desirable to strengthen the staff in large places like Davangere, Channapatna, Nanjangud, Saklespur, etc., so as to cope with the large number of patients who resort to the dispensaries for treatment.

Committee's Recommendation.

(3) It is necessary that medical men should be persuaded to settle down in rural areas in large numbers and for this purpose, it is necessary to subsidize them on a more generous scale than has hitherto been done.

Opinion of the Senior Surgeon.

The experiment of subsidizing medical practitioners to settle down in rural areas was actually tried in Mysore a few years back and proved a failure, inasmuch as only retired doctors were available for taking up this work, and they had very little energy or enthusiasm left to make this scheme a success. There was also no regular control over these people. Even at present two such Institutions are working in the Tumkur District at Midagesi and Bukkapatna, and the experiment is being watched. I am of opinion that this may be tried in some other places also, the remuneration for such practitioners being fixed from Rs. 35—50, rising by three annual stages of Rs. 5 and the practitioners being asked to make their own arrangements for recouping their supply of medicines, etc., from the income derived at these places.

Committee's Recommendation.

(4) Investigation should be made into the efficacy of the indigenous drugs according to the modern methods, and after the recognition of such medicines by the medical profession and their standardisation, industries for the manufacture of such and other drugs should be started and, if necessary, subsidized at the initial stages. If this is done, it would provide employment for a sufficiently large number of qualified medical men.

Opinion of the Senior Surgeon.—I quite agree that investigation should be made into the efficacy of the indigenous drugs according to modern methods. Although it is not possible to follow the ancient ayurvedic and unani systems regarding the aetiology or causation of disease, when the microscope and such

other instruments have totally revolutionized our knowledge of the basic sciences of Anatomy and Physiology, yet no one can deny that there are valuable drugs used by Pandits and Hakims, which require investigation on modern scientific lines. Such investigation could only be undertaken by properly trained men in well-equipped laboratories. The Pharmacology Department of the Medical College in Mysore is one such place where they might start such investigations. Two well qualified men in that Department of Pharmacology, *viz.*, Dr. Ponnambalam and Dr. Raghunatha Rao are available, who may be entrusted with this work, necessary facilities being provided for conducting such investigations.

Secretariat Note.—Recently a Committee has been constituted to consider the question as to what medicinal plants and herbs could, with advantage, be grown in the State.

Committee's Recommendation.

There is room for the complaint that the system under which a single man is appointed to treat patients, for all sorts of diseases, cannot be treated as a very modern or an up-to-date system. The attachment of private practitioners to hospitals, maintained by Government or local boards, should be encouraged so as to give the private practitioners a chance of becoming more efficient.

Opinion of the Senior Surgeon.—The practice of having specialists for attending to particular sort of work is even now being followed in the larger hospitals at Bangalore and Mysore and eye specialists have been posted to the District Hospitals at Chikmagalur and Shimoga. It is however not possible to follow the same principle in the case of the smaller dispensaries. But it can be kept in view in regard to the other District Hospitals as the development of these institutions and other circumstances permit.

As regards attaching private practitioners to hospitals, I wish to point out that:—

(i) men of high status and experience suitable for appointment as Honorary Surgeons and Physicians are not yet available in the State in large numbers.

(ii) When I made enquiries of one or two senior men in private practice, whether they would take up honorary work in the big institutions at Bangalore, they declined the offer for the reason that even the well-to-do, who now resort to their consulting rooms would naturally seek relief in the hospitals, if their services were available, free of cost. If the well-to-do people are entirely prohibited from seeking relief in our bigger hospitals in Bangalore and Mysore at least, then this would be a practicable proposition. For obvious reasons, this system cannot be introduced immediately, but may have to be kept in view for the future.

(iii) The system of appointing House Surgeons and House Physicians has already been introduced in our hospitals at Bangalore and Mysore, just to give the newly passed out candidate some opportunity of being trained in practical work to fit them for private practice.

H. PUBLIC HEALTH.

Committee's Recommendation.

1. This Department can provide scope for the employment of a fairly large number of educated men.

Opinion of the Director of Health.

Eighty Sanitary Inspectors (64 for Taluk Units and 16 for Districts), 384 Assistant Sanitary Inspectors for the Hoblis, 384 Vaccinators and 384 Midwives and 96 clerks (64 for Taluk Units and 32 for Districts). In Municipalities as per Government Order No. L. 4244-65—L. B. 105-32-15, dated 17th December 1934, Inspectors should be appointed. Each Municipality may be expected to have its own Vaccinator and Midwife.

Committee's Recommendation.

2. Posts of Assistant Superintendents of Vaccination, which have, hitherto, been given to men who are not even Matriculates, should in future be given to men who possess some medical or scientific knowledge.

Opinion of the Director of Health.

For the posts of Assistant Superintendents of Vaccination, Third Class Health Officers may be appointed to assist the District Health Officer in checking the work of vaccination in place of Assistant Superintendents of Vaccination. This means 8 Third Class Health Officers.

Committee's Recommendation.

3. The number of medical officers employed in Municipalities admits of an increase, and such municipalities as have not got medical officers of health of their own should be asked to employ qualified men.

Opinion of the Director of Health.

Of the municipalities, only Mysore, Bangalore and Kolar Gold Fields appoint their Medical Officers of Health. All municipalities with a population of above 20,000 should employ a Health Officer of Second Class grade and municipalities with a population of above 50,000 should have Health Officers of the First Class grade, 2 Second Class Health Officers for Shimoga

and Davangere and 3 First Class Health Officers will be required for the municipalities of Bangalore, Mysore and Kolar Gold Field.

Secretariat Note.

There is no municipality in the State which employs a medical officer from out of its own funds, although there are Health Officers employed by the Bangalore and Mysore municipalities. The conditions referred to in para 5 above do not apply to those obtaining in the State.

Committee's Recommendation.

4. New schemes of sanitary improvement, both in the towns and villages, should be taken in hand, and qualified medical men, possessing some diploma or degree in Public Health should be employed by District Boards.

Opinion of the Director of Health.

This question does not arise as District Health Officers will be appointed.

Secretariat Note.

New schemes of improvement are undertaken in the State both in villages and towns. They are generally undertaken and supervised by the Bureau of Sanitary Engineering. Town and Minor Municipalities which have an income of over seven thousand rupees per year are advised to have Sanitary Inspectors and others to have Assistant Sanitary Inspectors. In accordance with this policy, Assistant Sanitary Inspectors were sanctioned for Maddur and Hiriyr Municipalities and in respect of other Municipalities in similar circumstances, proposals are under consideration. In regard to Village Improvement Works, Sub-overseers of the Public Health Department have been appointed as Village Panchayet Inspectors and they attend to several works of improvement such as Village Halls, Culverts, Bridges, etc., questions relating to water-supply and drainage being dealt with by the Sanitary Bureau. The District Boards employ a number of Sanitary Inspectors also.

In places where there are Rural Dispensaries or District Board Dispensaries, the District Boards have been subsidising the medical officers in charge of these institutions.

Committee's recommendation.

5. That more adequate provision should be made for medical inspection and treatment of school-going children in the province and for that purpose the strength of the medical staff should be increased.

Opinion of the Director of Health.

There is need for proper inspection of school children. The work may be given to full time Medical Inspectors of Schools or part time workers. If Medical Practitioners are available in the Districts about 250 Medical Practitioners will be employed part time for doing medical inspection of school children; if not, the Medical Inspection of Schools will have to be attended to by full time workers.

Secretariat Note.

It is only in the two cities of Mysore and Bangalore that separate medical officers are entrusted with the medical inspection of pupils in schools and colleges. Three officers of the Medical Department of the status of Assistant Surgeons have been posted for duty in these two cities.

In the mofussil, the medical inspection of school children is entrusted to Doctors in charge of local dispensaries. The medical inspection has not been introduced to all parts of the State. Only in certain municipalities which have agreed to contribute a moiety of the cost of medical inspection, the medical inspection of school-going children is being conducted. Further extension of the scheme though very desirable does not seem possible for want of funds.

Committee's recommendation.

6. If the District Boards have not got sufficient funds to employ qualified medical officers, they should be helped as far as possible, by Government with financial assistance unless by a re-arrangement of their budget, or by fresh taxation specially for this purpose, it is possible for the district boards to find the necessary funds. -

Opinion of the Director of Health.

As mentioned in Dr. Sweet's Note, the expenditure for full Organization of the Department will be Rs. 16,54,000 the amount to be met by the State, District Board and Village Panchayets,—the Panchayets to contribute 31·25 per cent, the District Boards 31·25 per cent and the State 37·5 per cent. This expenditure is for the organization for attending to the needs of the Taluk Units, District Staff and Central Office and does not include the money to be spent by municipalities.

(I) SUBSIDIARY BRANCHES OF MEDICINES.*(1) Pharmacy.***Committee's Recommendation.**

The system which has been in vogue in these provinces since January 1928, for the training of compounders, appears to be wholly inadequate, and falls short of the standards suggested in Colonel Chopra's report.

Opinion of the Senior Surgeon.

The Compounder's training given in the State for one year is quite adequate for the present. Seeing that the pay of the compounders is only Rs. 20-30 by quinquennial increment of Rs. 3, a very highly educated class of people cannot certainly be expected to resort for this training. The suggestion for the training of men in Pharmacy is a very good one, but then we will also have to think of raising the standard of wages of such people, who will at least have to be graduates in Chemistry, and we certainly cannot expect them to work on the existing grade pay of Rs. 20-30. If they could be given a higher remuneration, say about Rs. 50, people of the requisite qualifications may be forthcoming for this training.

*(2) Dentistry.***Committee's Recommendation.**

A School of Dentistry should be established at King George's Medical College, Lucknow, and suitable legislation modelled on the English Act of 1921 should be passed, prohibiting in future the practice of dentistry by persons, other than those on the Dentists' Register kept by the Dental Board of these provinces to be created by that Act.

Opinion of the Senior Surgeon.

At present, there is no necessity for the commencement of any school of Dentistry in our State, as separate sections of this work are provided in the major hospitals at Bangalore and Mysore and apart from these there are a number of specialists in Dentistry who are at present catering the need for the public in this direction. Whenever any such need is felt, one or two officers may as well be deputed to the proposed school at Lucknow for the requisite training.

J. LAW.

Committee's Recommendation.

(1) Lawyers practising in these provinces should be divided, at their option, into two classes, *viz.*,

(a) those, who will restrict themselves exclusively, to the proper function of a Counsel, that is to say, who will appear, in Courts of Law, to examine witnesses, to argue cases, and to do all other work which properly falls within the province of a Counsel;

(b) those, who will apply themselves exclusively, to the drafting of legal documents, and doing all such other acts, as may be necessary for the completion of a legal transaction or the progress of a law suit or a legal proceeding in a Court of Law. In their case, partnerships should not only be allowed but encouraged.

(2) A member of one class should not be allowed to encroach upon the province of the other, though it should be open to a member, who merely "acts," to consult a person performing the function of a Counsel.

Opinion of the High Court.

The Judges of the High Court are of opinion that these proposals may be desirable in some parts of India: but that the time is not ripe for them in Mysore. Unless Mysore Lawyers themselves ask for such legislation, they do not think it is desirable to have it here.

Committee's Recommendation.

(3) Arrangements should be made, by the Universities and the Bar Councils, for giving training to law students at the various Universities in conveyancing, drafting and pleadings.

Opinion of the High Court.

Not applicable to Mysore.

Committee's Recommendation.

(4) Legislation should be passed, in order to guard against the evils resulting from the employment of unqualified draftsman, and also to protect trained Lawyers doing the work of draftsmanship. It is necessary that there should be some legislation, providing that no petition or application by a litigant, which he intends to present to a Court of Law, shall be drawn up for him, by any one, except a qualified lawyer, and further, that a compulsorily registerable document shall not be received for registration by the Registration Department, unless, on the face of it, it bears the certificate of a qualified lawyer that it has been drafted by him on instructions received from the executant, an exception being provided in the case of a testamentary document, which a person writes in his own hand, or where such a document is written for him and at his instance by any person other than a qualified lawyer, under circumstances in which it could not be written or drawn up by a qualified lawyer or draftsman.

Opinion of the High Court.

The Judges agree that it is generally desirable that laymen should consult lawyers about their documents and applications to Courts, though they cannot say that in Mysore they have met instances in which the drafting of sale-deeds or mortgage deeds by unqualified persons has led to very serious ill consequences. But the employment of lawyers for drafting documents may often be too costly for the persons concerned. And apart from that the legislation proposed appears to be far too drastic and would be far too great an interference with the liberty of private persons and their right of access to the Courts.

Committee's Recommendation.

(5) While a student may attend the chambers of a practising lawyer during the course of his studies, or even after taking his law degree, if that is considered to be necessary, the old rule which required, in the case of a Vakil, that he should have put in some years of practice in a District Court, before he applied for permission to practice at the High Court, should be restored.

Opinion of the High Court.

This might be beneficial but is not necessary in Mysore.

Committee's Recommendation.

(6) A senior bar should be created and there should be the institution of King's Counsel which prevails not only in self-governing dominions, but also in some of the Crown Colonies, provided, of course, that those who shall accept the higher status shall also accept all the obligations which are accepted by King's Counsel in England.

Opinion of the High Court.

This would be premature in Mysore.

LEGAL EDUCATION.

Committee's Recommendation.

(1) (i) The subject of legal education at the Universities must receive greater attention than it has hitherto done, provision being made for adequate instruction in subjects, which have hitherto not received due attention.

(ii) A Council of Legal Education should be created consisting of the representatives of:—

(i) the teachers of Law and Civics;

(ii) some eminent lawyers whose function must be to promote higher legal education;

(iii) some Judges.

(2) The course of study for a Law Degree should not be of less than three years.

(3) There must be liaison established between the Faculty of Law and the Bar Council and the work of teaching should be divided between the two.

(4) A large number of teachers, more adequately paid than they are at present should be employed for legal education.

(5) Concerted action must be taken, by all the Universities in these Provinces.

(6) If the lengthening of the course of study should affect the candidates for judicial service adversely, in respect of the age qualification, the rules should accordingly be changed.

Opinion of the High Court.

As regards "Legal Education," the proposals are not applicable to the Mysore University.

CHAPTER IV.

GOVERNMENT SERVICE.

Note by the Central Recruitment Board.

Committee's Suggestion.

(1) The retrenchment and curtailment of the staff in some Departments and the restricted recruitment in some other departments, have among other things contributed to unemployment, and have also affected the efficiency of the Departments. Certain Departments are overworked and the strength of the staff should be increased in the interest of efficiency. There is, thus, more scope for recruitment in several Departments according to requirements. It is however impossible to make any definite recommendation as to the restoration of posts or the number of new posts to be added. All this is a matter for separate departmental inquiries. But Government should take in hand, either directly through small department committees, the question of restoration of the retrenched posts or the addition of posts, required for work in each Department. Probably, such restoration cannot take place all at once, but there must be a graduated scheme of restoration, and plans for such development should be prepared by the Department concerned.

Position in Mysore.

The case of each Department in Mysore was fully examined, sometime ago, by the Special Retrenchment Committee, and then, by Government, with reference to actual requirements, and orders

of Government have been passed, in respect of each Department. This is, however, a general question for departmental consideration in the administrative branches, if it is found that the time has come for a review of the conditions for restoration or addition of posts.

Committee's Suggestion.

(2) For appointments in subordinate service (except in regard to those appointments for which University education is necessary or useful). Government must prescribe their own standards and recruit new men, either through examination or by selection, according to the needs of each Department.

Position in Mysore.

It is so in Mysore. The qualifications and standards, required for each kind and grade of appointments in the several departments have been prescribed in the recruitment rules and departmental orders. Recruitment is being made from the approved lists or after advertisement in the Gazette, as per Central Recruitment Board Rules.

Committee's Suggestion.

(3) The age-limit for entrance to subordinate services should be reduced.

Position in Mysore.

As regards the age-limit, the general rule in force fixes the maximum age of entry into service at 25 (and in case of the backward community candidates at 28).

The suggestion of the Committee for the reduction of the age-limit is mainly with a view to prevent wastage at the University, by indirectly inducing young men to enter life, after S.S.L.C. without the necessity of possessing the University Degree, and will have the effect of automatically reducing the number of students at the Universities. The question about admission of students in the University, wastage at the University, etc., are matters for separate consideration. On the recruitment side, no change in the existing rule about the age-limit seems necessary, in view of the present state of conditions in Mysore.

Committee's Suggestion.

(4) The Public Service Commission (which has been recommended under the new constitution for the United Provinces) should be created.

Position in Mysore.

This does not apply to conditions in Mysore. In fact, the question of establishment of a Public Service Commission in

Mysore has already been fully considered by Government before the issue of the recent new rules of recruitment and has been dropped. Government have pointed out (in the Representative Assembly and Legislative Council), that the Public Service Commission is not necessary or called for in Mysore. On the principle of giving adequate and just representation to all communities in the public service, the recruitment rules have been re-examined and revised with a view to ensure that qualified candidates of all communities get a fair chance of securing appointments in the public service. And for this purpose, the present Central Recruitment Board itself has been given necessary additional powers to perform the functions of a Staff Selection Board.

Committee's Suggestion.

(5) To regulate the appointments made by Municipal and District Boards, there must be a Local Self-Government service created.

Position in Mysore.

This does not apply to Mysore, as our general rules of recruitment and service apply equally to appointments in Municipalities and District Boards, and regulate the appointments therein as in Government Departments.

Committee's Suggestion.

(6) The rules regarding the age of retirement should be rigorously enforced and, with a view to give a fair chance to young men, no extension should be granted to any public servant after he has completed the 55th year of his age.

Position in Mysore.

It is generally so in Mysore. But now, in the case of non-gazetted ministerial officials, the retirement age has been raised from 55 to 57, as a temporary measure, with a view to reducing pension charges. Accordingly, in many offices, officials who would have normally retired at 55, continue in service till 57 (if no further extension is given). This has, however, affected the scope of recruitment, in as much as recruitment is restricted and postponed correspondingly for two years in each such case. This was also observed on the Central Recruitment Board side, at the Central Recruitment Board meeting and also in another connection, a factor contributing to restrict the scope of recruitment, which is already limited in these days.

In the light of the Committee's suggestion and in view of the pressing need for improving the scope for recruitment for the unemployed youths (of whom there is a large number), the removal of the temporary 57 year rule, and the enforcement of the rule of retirement at 55, deserves to be considered.

Committee's Suggestion.

(7) Men who have retired from Government service should not be employed by local bodies, if and when young men possessing necessary qualifications are available for such appointments.

Position in Mysore.

It is ordinarily so in Mysore. However, as many young men are available possessing necessary qualifications even for technical posts, this suggestion may be commended to the local bodies.

CHAPTER V.

AGRICULTURE.

A. Agricultural Institutes and their Products.

Committee's Recommendation.

(1) There is appreciable unemployment among the students who have received training at the Agricultural College, Cawnpore, and such men do not appear to have been employed, in any appreciable numbers, by big zamindars, in these provinces.

Opinion of the Director of Agriculture.

A. (1) There is a certain amount of unemployment among the students who have passed out of the Hebbal Agricultural School. Zamindars or large-landed proprietors who can employ such people are not many in the Mysore State. In fact, the only people who employ estate managers are European Coffee Planters to a very great extent, and some Indian Planters who reside mostly in Mangalore.

Committee's Recommendation.

(2) There is justification for the complaint that the education, which is given to the students of the Agricultural College and also at the agricultural schools is more theoretical than practical. Steps should be taken to provide for some practical training to students receiving training in agricultural institutes, and where it is possible, they should be attached, for a certain period of time, to Government farms, or to other farms or Zamindaris, to enable them to acquire some practical knowledge of the working of agricultural operations and the institution of zamindari. At the end of the practical training such students should receive a certificate of their fitness as practical farmers from some competent authority which may be prescribed by the Ministry of Agriculture.

Opinion of the Director of Agriculture.

Though a large amount of practical training is included in the curricula of all agricultural institutions in India, it is deficient in certain respects. The practical training now given is mostly in actual field operations, and some of those form subjects of examinations as well. What is really wanted is a practical training as to how to make a living out of Agriculture. Such training is usually given in Europe on large private estates where they learn labour management and the business side of agriculture. It is not possible to give such a training on the farms usually attached to colleges and schools since they are mostly experimental farms and not commercial concerns. The only farm where such a training can at present be given in Mysore is the Irwin Canal Farm and proposals in this direction have been submitted to Government in connection with converting Hebbal Agricultural School into a College.

Committee's Recommendation.

(3) It is desirable that graduates and the diploma-holders of the Government Colleges and schools should be encouraged to follow scientific farming within the provinces as a means of earning their living and recruitment for Government service in the department should be made from among those graduates and diploma-holders who have done practical farming for a certain number of years. In the case of such men, the rules relating to age for recruitment should be amended accordingly. Further, it is necessary to strengthen the Government Agricultural Department by the addition on its staff of scientifically trained farmers with practical experience.

Opinion of the Director of Agriculture.

It is not easy to settle young people on land to follow scientific agriculture as a means of livelihood and act as leaders in the country side. Most of the agriculturally trained students do not possess enough land and capital for such a purpose. Moreover, they do not have sufficient training in the business side of agriculture. That the Bhadra colony has not proved a success need not discourage us in that direction. If the defects in that organisation are studied and remedied it is quite possible to settle a certain number of young men on land after giving them the necessary practical training on the Irwin Canal Farm. Those that want to take to plantation crops such as coffee, tea, etc., have to be trained for a time on the Coffee Station at Balehonur and then on a large coffee estate. If such practical training is given to college students some of whom will enter the teaching profession, the school or college staff will get itself automatically strengthened by scientifically trained men with practical experience. The only practical training given at present

to junior members of the staff before they are sent out to the districts for demonstration and propaganda work is a course of training on the Departmental Experimental Farms which cannot be run on commercial lines.

Committee's Recommendation.

B. Agriculture as a profession.—(1) It is extremely doubtful whether the schemes of colonization, which have been taken in hand, will make any appeal to that section of the educated classes, which have no connection with land, though, it is likely that such schemes may be helpful in removing unemployment, in the case of those among the educated classes, who belong to the agricultural community, or who have connections with village life or who have imbibed, in their early life, some agricultural tradition.

Opinion of the Director of Agriculture.

It is not every one that can be a successful agriculturist even if he comes from an agricultural class or community. Unless he has a love for the country-side and nature, any amount of inducement will not make him a successful farmer. Another scheme of colonisation in this connection is the leasing out of land for 15 years or more to agriculturally trained people as is done in Germany with regard to Domains belonging to Government, Church or Universities.

Committee's Recommendation.

(2) It is very doubtful as to whether subsidiary industries such as fruit-growing, dairy-farming, market gardening, floriculture, sericulture, poultry-farming, canning, pisciculture, spinning and weaving, carpet-making, clay-modelling, rope-making, pottery, cattle-breeding will attract a large number of our educated men, unless they are adequately trained and financed, or subsidized for such industries though several of these industries can be and should be developed with advantage to the country.

Opinion of the Director of Agriculture.

Except in sericulture and bee-keeping we do not have sufficient experience in the other subsidiary industries mentioned, and so a definite opinion cannot be given.

Committee's Recommendation.

(3) The development of dairy-farming is a possible avenue of progress, provided the law relating to the adulteration of food-supplies is stiffened, and an adequate knowledge of the subject and funds are available, and the public are prepared to pay for unadulterated milk and milk products.

Opinion of the Director of Agriculture.

If by dairy-farming is meant the supply of pure milk to the public, it is rather difficult to say whether it will be a success or not, for the public do not as yet seem to be prepared to pay a reasonable price for pure milk and milk products. The stiffening of the law in relation to adulteration may help to some extent. Under existing conditions, it is not easy to compete with the local milkmen who have no overhead charges nor any valuation for their own labour.

• If a dairy has to produce its own milk also by maintaining cows, then the problem becomes more complicated. Animals of good milking breed are the first requisite, and they must be sold away at a time when they no longer become profitable as milk producers. If sentiment comes into play, then it will be something like maintaining a Pinjrapole on business lines.

Committee's Recommendation.

(4) There is scope for the employment of educated men as farm managers and as estate managers, provided proper training is given to young men, and arrangements are made, for giving them opportunities to acquire practical knowledge of these subjects. In this matter, it is necessary that the point of view of the big zamindars should also undergo a change.

Opinion of the Director of Agriculture.

The only scope at present seems to be as Managers of Coffee Estates. If such people are required to supply labour also to the estates, then the educated young men do not have much chance in this direction too. The question of big zamindars does not arise here at all.

Committee's Recommendation.

(5) The Provincial Government should press the Central Government to take steps to inaugurate some policy which will raise the price level of agricultural products in the country. (*Vide* Mr. T. Gavin Jones' note on page 261 of this report which is commended to the careful consideration of the Government.)

Opinion of the Director of Agriculture.

I very much doubt if such a policy will prove successful.

CHAPTER VI.

INDUSTRIES.

Committee's Recommendation.

(1) To supplement the result of the Industrial survey made in the years 1921-22 and in view of the altered situation, a

detailed industrial and economic survey of these provinces should be made, with a view to find out what industries, big or small, can be developed.

Opinion of the Director of Industries and Commerce.

An intensive survey of the resources of the State, its industries and trade was conducted by Mr. Sambasiva Iyer in the year 1914. An attempt was made seven or eight years ago to bring that survey up-to-date. Owing to several causes, the work could not be taken up. In the meanwhile, Government, have called for a report as to what action could be taken on the suggestions made by the Special Officers appointed to conduct such special surveys in Madras and other Provinces. This question is engaging the attention of the Board of Industries and Commerce.

Committee's Recommendation.

(2) Industrial Research workshops should be established, and if possible, they should be located at different university centres, where there are good science laboratories, or at important industrial centres.

The department has under its control a well equipped Industrial and Research Laboratory. The several departments of Government have also well equipped laboratories.

Committee's Recommendation.

(3) The Grid system under the control of Sir William Stampe, which has already found employment for a number of educated men, should be further developed and cheap electricity should be supplied for the development of big industries, and also for such cottage industries as can be run more effectively and cheaply by the use of power.

Opinion of the Director of Industries and Commerce.

The State supplies electricity at a sliding scale of industrial tariff and offers greater concession to the industrialists, both urban and rural, than the Grid system of Sir William Stampe.

Committee's Recommendation.

(4) So far as small industries in these provinces are concerned, a special officer should be deputed to Bengal, to study the working of the Bengal scheme referred to in our report; and subject to adaptations to local needs and conditions, a scheme for helping educated young men in starting small industries should be prepared, and a beginning should be made, in this respect, in certain centres, in these provinces. Not only should the young men adopting such careers be subsidized, under the rules framed

by the local Government, but they should also be helped by expert advice.

Opinion of the Director of Industries and Commerce.

The full particulars of the Bengal Scheme referred to in this paragraph will be obtained from the Director of Industries, Bengal, and examined carefully with a view to see to what extent they can be adopted here. At present, educated men desirous of starting small industries are being given free technical advice and loans for the purchase of plant and equipment and also for working expenses. During the past three years nearly ten persons have been given suitable facilities for starting new industries

Committee's Recommendation.

(5) For the proper organisation and development of small industries, Government should take steps to collect authoritative information in regard to the running of small industries in Japan and in European countries.

Opinion of the Director of Industries and Commerce.

The Deputy Director of Industries had recently been deputed to Japan and he has made a study of the small industries there. As recommended by him, lacquerware industry has been selected for special investigation and action is being taken to introduce several improvements in the industry.

Committee's Recommendation.

6. The recommendations of the Industries Re-organisation Committee, in regard to sugar and oil, deserve support and the claims of textile and leather industries may also be pressed, but if Government are called upon, by private capitalists, to give them any assistance in this matter, it must be on the distinct understanding that they will employ a certain number of qualified educated men for technical work in their concerns, irrespective of any consideration of caste or creed.

7. The glass industry, is an industry, in which these provinces are most vitally interested, and, therefore, the decision of the Government, refusing to accept the recommendations of the Tariff Board, for the protection of glass industry, should be revised. If the glass industry receives any assistance from the Government, Government should demand from those interested in it, that they shall employ a certain number of qualified educated young men, belonging to these provinces, in their concerns. So far as the recommendations of the Industries Re-organisation Committee include the development of glass industry, they also deserve support.

Opinion of the Director of Industries and Commerce.

The United Provinces Industrial Re-organisation Committee recommended the appointment of experts to help each of the major industries as sugar, oil, glass and leather. Their idea was to bring about a rapid and all round development in each of these industries. The experts were required to devote their attention chiefly to the study of problems connected with the technique, manufacture, sales, research, etc., relating to the industry in their charge. They were to maintain a live contact with the businessmen and merchants. The Committee referred to above also recommended the grant of financial and other facilities required by the industrialists. The unemployment committee recommended that whenever such assistance is offered to the major industrial concerns, they should be called upon to employ a certain number of educated young men.

The starting of the Silk Factory, Porcelain Factory, Industrial and Testing Laboratory and Electric Factory by Government and the establishment of the Sugar Factory by the Sugar Company have given employment to a number of educated young men. Oil mills working in the State have provided employment to a large volume of skilled labour. In granting assistance to oil mills, the department will endeavour to see that suitable mechanics and operatives are provided with employment.

The improvement of the glass bangle industry is engaging the attention of the department. For the introduction of the glass industry on a large scale, we have no suitable raw materials such as pure quartz, sand, soda, coal, etc.

Committee's Recommendation.

8. The recommendation of the Industries Re-organisation Committee that special attention should be paid to the marketing of the products of cottage industrialists, giving them expert advice, and carrying on experimental research work, should be given effect to.

Opinion of the Director of Industries and Commerce.

The United Provinces Re-organisation Committee recommended the formation of a separate sales organisation on joint-stock basis for rendering assistance to the cottage industries as regards the purchase of raw materials, the introduction of new designs, standardisation of the products, sale of finished goods, etc. They also recommended a publicity campaign for the benefit of these industries.

In Mysore we have been affording marketing facilities through the sales depot of the Chamarajendra Technical Institute, Mysore, and the Arts and Crafts Depot, Bangalore, and also through the Agents of the departmental concerns all over India and the Trade Commissioner for Mysore in London. We have

also been carrying on regular propaganda by advertisement and by participating in the several exhibitions in and outside the State. Wherever possible the department has been arranging the demonstration of the improvements in the manufacturing processes of raw materials and equipment and in some cases, supplies of raw materials are secured to them at concession rates.

Committee's Recommendation.

9. Steps should be taken—

- (a) to bring qualified educated men into touch with commercial houses for employment; and
- (b) to foster and encourage the organisation of co-operative stores, wherever possible, employing educated men who have received proper training in salesmanship, etc.

Opinion of the Director of Industries and Commerce.

(a) The Department organised an Employment Exchange Bureau about 20 years ago. For want of adequate co-operation on the part of the large employers of labour and businessmen, its efforts to secure employment to the qualified men on its registers did not meet with success.

(b) The Registrar of Co-operative Societies may be requested to issue suitable instructions to the organisers of co-operative institutions to appoint young men seeking employment rather than men already in service with part time allowances.

Committee's Recommendation.

10. Particularly, the recommendation of the Industrial Finance Committee that the minor industries and many of the cottage industries in the United Provinces require some better form of organisation than that provided by the Arts and Crafts Emporium, to link the purchaser with the manufacturer to improve the quality of work produced by artizans, to help them financially and to obtain for them more remunerative prices, is supported.

For all these purposes, an institution working on joint-stock lines bearing the title of the United Provinces Financing and Marketing Company, Limited, should be established at an early date. Such a Company, by itself, should secure employment to a certain number of educated men, and if the work of marketing is developed, it may provide employment to a number of trained men.

Opinion of the Director of Industries and Commerce.

The Industrial Finance Committee appointed by the United Provinces Government recommended the formation of United Provinces Industrial Credit Bank, Ltd., with a capital of about

25 lakhs of rupees with a Government guarantee of 4 per cent dividend per annum, for rendering financial assistance to the industrial concerns, for the purchase of initial equipments and also for meeting the working expenses. To help the cottage industries, the same Committee recommended the formation of United Provinces Products Financing and Marketing Co., Ltd., with a capital of about five lakhs of rupees. The latter company was intended to have some intimate business relationship with the Industrial Credit Bank referred to above. The main functions of the marketing company were to help the cottage industries as regards the purchase of raw materials and sale of their products, to make advances against manufactured goods, to carry on propaganda by way of advertisement, etc.

As already referred to above, the department has been helping the cottage industries to an adequate extent. I propose to watch the working of the United Provinces Products Marketing Co., Ltd., after it is brought into existence and see to what extent its formation would help the industries and to take action to form a suitable organisation here.

Our experience in the field of advances to large industries has not been very happy. Government have lost a lot of money and those industrial concerns have not thrived either.

Committee's Recommendation.

11. It is essential to the development of industries that the present system of the adjustment of Railway goods freight rates should be considered by competent Committee appointed to examine into the incidence of railway freight charges on the industries of the country with a view to the encouragement and development of industries and the internal trade of the country, and if found advisable to appoint a permanent railway freight tribunal to fix railway freight throughout India in the interest of all concerned.

Opinion of the Director of Industries and Commerce.

The Mysore Chamber of Commerce and this Department have been taking necessary action whenever the industrialists complain against the heavy rates charged by the railways. In several cases, relief has been secured to businessmen. The Agent, Mysore Railways, and the District Transportation Superintendent, M. & S. M. Railway Company, Ltd., are also members of the Chamber.

Committee's Recommendation.

12. (a) The Industries Department should possess a larger number of experts for technical advice on such industries, major or cottage, as may be developed; and the Head of the Department should be a practically trained industrialist.

(b) The department should have a separate and well-organised intelligence and publicity Branch, which should furnish necessary information to industrialists and persons interested in industrial careers, by publishing leaflets or pamphlets on various industries, and giving the necessary information in regard to each one of them.

Opinion of the Director of Industries and Commerce.

The Department has a separate publicity Branch which has been functioning efficiently and has been giving all necessary information to industrialists.

CHAPTER IX.

TECHNICAL, INDUSTRIAL AND VOCATIONAL EDUCATION.

1. There is a great and growing demand for the expansion of industrial and vocational education in these provinces ;

2. The following recommendations of the Kharegat Committee are supported :—

(a) that there must be adequate facilities for industrial training ;

(b) that, in addition to fully staffed and well equipped central schools and commercial extension courses, arrangements should be made, for giving an industrial bias to the training imparted at general educational schools ;

(c) that arrangements should be made with firms, factories and master-craftsmen for taking students as apprentices, suitable fees being paid to them for the purpose ;

(d) that elementary industrial schools for boys, and tuitional classes for artisans, should be maintained.

3. The right course to follow would not be to diminish the existing facilities for technical education but to reorganise and remodel them so as to make them more efficient.

4. It is not enough to establish new industrial or vocational schools or to remodel or reorganise the existing ones, without, at the same time, creating an agency for placing the products of these technical schools, and for establishing them in new careers. Without this, the multiplication of the industrially and vocationally trained young men, who cannot settle down in life, may accentuate the problem of unemployment, and may create fresh difficulties both for Government and society.

5. Regional vocational guidance authorities, consisting of teachers and representatives of other interests, such as commerce and industry, should be created, by the Ministry of Industries in

these provinces. The vocational guidance authorities should not only take an interest in vocational education, but should also be under an obligation to establish contacts with educational institutions and actual industries of the locality or the neighbourhood and to help the products of such schools in securing employment in such industries.

6. Where there exists a large and well-defined industrial or commercial area, within the territory of a district or a group of districts, regional committees, to look after the educational interests of that area and to help qualified young men, should be created.

7. The importance and necessity of developing apprenticeship in industries and crafts should be emphasised. This will only revive a very old tradition in Indian industries and crafts.

8. Government should undertake, through the Industries Department, or any other department, the publication of pamphlets, regarding the careers, more or less on the models of the pamphlets issued by the Board of Education or the Ministry of Labour in England.

Opinion of the Director of Public Instruction.

The specific recommendations in this section are:—

(i) there should be an industrial bias given to the training in general schools.

In principle this is accepted in our schools and also given effect to in a fairly large number of middle and high schools. In the former class of schools, we have the Practical Instruction classes, and in the latter, the vocational subjects.

(ii) there should be fully staffed and well equipped central schools and commercial extension courses.

The central schools are central *vocational* schools as can be seen from page 173 of the report. ("Central Schools" is a misleading phrase by itself, as the phrase refers to Elementary Schools in ordinary educational terminology.) We have a few such schools in the School of Engineering and the Institute of Commerce and Accountancy, and the need is for more.

(iii) Arrangements should be made with firms, etc., for taking students as apprentices. Such arrangements prevail in the case of the students of the School of Engineering.

(iv) Elementary Industrial schools for boys and tuition classes for artisans should be maintained.

This happens to be for the time being to lie within the province of the Department of the Industries and Commerce. It would be an advantage if these schools are placed under the Department of Education.

(v) An agency should be created for placing students:

(vi) Regional and Vocational guidance authorities should be created;

- (vii) Regional committees should be appointed ;
- (viii) The system of apprenticeship should be developed ;
- (ix) Pamphlets should be published indicating the careers open to students.

These matters come within the purview of the recently established Board of Vocational Education which is examining the problems. I have suggested in my note on the Development of Vocational Education in the State the need for vocational guidance as well as for placing Committees.

CHAPTER X.

ADVICE TO PARENTS AND BOYS AS TO CAREERS.

(1) Some steps should be taken to afford advice to parents in regard to the intellectual capacity of their boys and their suitability for certain careers.

(2) Head masters assisted by other teachers in these provinces, should be asked to carefully watch the intellectual capacity of the boys from the very start of their school education.

(3) If there are no psycho-technical experts available among the head masters or school masters who have made a study of modern psychological methods in the field of educational and vocational guidance, then one or two experts should be engaged, for temporary period, from England, who would give the necessary training to our school masters, or in the alternative, two or three school masters, from India should be deputed to England, or other foreign countries, for the study of those methods, so that on their return, they may help in the development of those methods in these provinces.

(4) Arrangement should be made for the study of and research in the Experimental and Educational Psychology in the various universities.

Opinion of the Director of Public Instruction.

The proposals made here are covered practically by the reference in the preceding section to Vocational Guidance. It is gratifying that the Sapru Committee has given its approval to the application of modern psychological methods to educational work.

CHAPTER XII.

(a) PRIMARY EDUCATION.

(1) While it should be the aim of primary education to remove illiteracy, it should also be its principal aim to qualify, boys, to become better agriculturists and more useful members of

village communities. Primary education, as it is given at present is ineffective, partly because it does not lay sufficient emphasis upon rural and agricultural needs, and partly because the age-limit is too low.

(2) Primary education should be brought more into line with rural needs and agricultural conditions, and enable boys, reading at primary schools, to become more efficient members of the agricultural community.

(3) The age-limit, for the purpose of primary education, should be raised to 12 or 13 and every child should remain at school for at least six years. If this is done, primary education will not only become more efficient, but also find employment for a number of teachers.

(4) We strongly recommend that the compulsory primary education be extended all over the province as in our opinion without it, economic prosperity cannot be built up. In this connection for the spread of primary and adult education it is worthwhile considering how far the agency of broadcasting can be called in aid.

Opinion of the Director of Public Instruction.

The main proposals are :—

(i) Primary Education should extend over 6 years. This is very desirable and this in fact is one of the chief proposals of the Departmental committee appointed by Government some-time ago whose report will be submitted to Government in the course of a few weeks.

(ii) Primary Education should have agricultural bias and have a bearing upon rural life.

The new courses drafted by the above committee have these aims in view.

(iii) Compulsory primary education should be extended all over the province.

This is a question of funds, and the Department has not been able to implement even the more modest extension of Primary Education on a voluntary basis.

(iv) *The possibilities of broadcasting should be investigated.*—Government, it is understood, have sanctioned a grant to Dr. Gopaldaswami's work in this connection while a Committee is about to report on the application of broadcasting to education in the State with special reference to Adult Education. On the committee I have pressed for availing ourselves of the use of broadcasting for adult education without depending on the growth of literacy. In our country, people have been accustomed to learning through the ears even more than the eye. Therefore side by side with instruction in the two R's to the children, it is necessary to make a large effort to educate the adults through broadcasting.

(b) SECONDARY EDUCATION.

(1) The underlying policy of the resolution of the Local Government, in regard to the secondary education, dated the 8th August 1934, is sound, and the High School Examination should have two kinds of certificates—one certifying completion of the course of the secondary education and qualifying for admission to industrial, commercial and agricultural schools, and the other qualifying for admission to Arts and Science Intermediate College.

(2) The Intermediate course, if the High School course is curtailed by one year, should be extended to three years, and should be of four parallel types; (1) Industrial, (2) Commercial, (3) Agricultural and (4) Arts and Science.

(3) Secondary schools should provide much more diversified courses of study, care being taken to give more practical than theoretical education to the boys.

(4) The industrial courses in secondary schools should aim at giving technical training, of general character, design to develop skill of hand and eye and cultivate practical aptitudes, so as to predispose them towards industrial life.

(5) Proper agencies should be created for advising boys as to their careers.

Opinion of the Director of Public Instruction.**(a) PRIMARY EDUCATION (b) SECONDARY EDUCATION.**

The main proposal is to diversify the courses in the report referred to above. Another is the provision of general High Schools and also vocational High Schools. Further in the general High Schools, there should be separate optional groups, some of which will lead to University and others to a Vocational Institution whether within the University or outside it. Details of these proposals are embodied in the report of the Committee mentioned above.

(c) UNIVERSITY EDUCATION.**Recommendations of the Committee.**

(1) While no arbitrary limit to admission of students should be prescribed, there should be greater strictness exercised in the matter of admission. The universities should be under no obligation to take in men, who have passed their Intermediate Examination, or School-Leaving Examination, in third class, except in rare instances, when the Admission Committee is satisfied that the student has taken the third class, due to illness, or some other satisfactory reason, but is likely to do well at the university.

(2) While education in what are called humanities should not be discouraged, greater stress should be laid on scientific and vocational education.

(3) There should be some system of co-ordination between different universities so as to secure the uniformity of standards and prevent unhealthy competition.

Opinion of the Registrar of the Mysore University.

It appears very desirable that the standard of admission to Indian Universities should be raised.

While pure research is not to be discouraged, applied research may be given all encouragement that is possible.

The standards at present in different Universities are not quite uniform; but the variation is within reasonable limits. The Inter-University Board attempts to co-ordinate standards and obtain mutual recognition.

CHAPTER XVIII.

BOARDS OF EMPLOYMENT.

(1) An Appointments Board for the graduates of all the five Universities, in these provinces, including the products of such institutions as the Harcourt Butler Technological Institute, the Agricultural Colleges at Allahabad and Cawnpore and the Engineering College at Roorkie should be established, more or less modelled on the Appointments Board at Cambridge.

(2) The Appointments Board should consist of Vice-Chancellors of the Universities, certain heads of departments, such as education, industries and agriculture, and some public men, and a certain number of business men, European and Indian.

(3) Power should be given to this Board to appoint a Working Committee.

(4) This Board should be financed partly by Government and partly by the Universities.

(5) Similarly, there should be a Board created for the products of secondary schools, intermediate colleges, vocational schools, medical and agricultural schools and industrial schools, and this Board should consist of the Director of Public Instruction, Directors of Industries and Agriculture, Head-masters, Inspectors of schools, and a certain number of non-officials, Zamindars, and businessmen. This Board should be financed by Government.

(6) These Boards should be required to collect statistics of employment, among the graduates, of the Universities, and the products of secondary schools, and intermediate colleges, etc., and from the sources indicated in No. (1).

Director of Public Instruction's opinion.

There is no such Board at present, and one was proposed in the University sometime ago, but was not instituted, as the clerical establishment needed was not sanctioned. Here again, this is not a matter in which the Department can act by itself but can well co-operate in a scheme which includes the University and the Department.

Opinion of the University.

The University will be glad to co-operate with the Employment Board which the Government may constitute.

Opinion of the Central Recruitment Board.

We have already in Mysore a Board, *i.e.*, the Central Recruitment Board, which in a way corresponds to the Board suggested. The Central Recruitment Board is reconstituted once in two years, and consists of the First Member of Council as Chairman, and five official members (Heads of the major departments) and seven leading non-official members. The Board has been constituted with a view to collect information regarding recruitment, vacancies, etc., and to ensure that rules of recruitment are rigidly carried out. The Board has powers to call for returns, statistics and other information relating to recruitment, etc. It reviews the progress of recruitment, discusses the recruitment policy, and suggests modifications, if any, in the rules and procedure, and instructions necessary to secure better results. There is also a Sub-Committee of the Board, to advise Government in the disposal of applications for exemption from the operation of recruitment rules and of cases of appointments made in contravention of the rules.

The present reconstitution of the Board and of Sub-Committee is, as shown in Government orders.

In these circumstances, there seems no need to create any other Board for the purpose.

REPORT

OF A

DEPARTMENTAL COMMITTEE

appointed to suggest solutions
for the prevalent unemployment
among the middle classes in the
United Provinces



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1930

Report of a departmental committee appointed to suggest solutions for the prevalent unemployment among the middle classes in the United Provinces.

A COMMITTEE consisting of the following members was appointed on November 4, 1927 by His Excellency the Governor, acting with his Ministers, "to suggest solutions for the prevalent unemployment among the middle classes in this province"—

Hon'ble Minister for Education (Hon'ble Rai Rajeshwar Bali, B.A., O.B.E.).

Hon'ble Minister for Agriculture (Hon'ble Thakur Rajendra Singh).

Secretary to Government, Education department (Mr. Panna Lal, I.C.S.).

The Director of Public Instruction (Mr. A. H. Mackenzie, C.I.E.).

The Director of Agriculture (Mr. G. Clarke, C.I.E., I.A.S.).

The Director of Industries (Khan Bahadur Chaudhri Wajid Husain).

The Registrar of Co-operative Societies (Mr. P. M. Kharegat, I.C.S.).

The Deputy Secretary to Government, Industries department (Mr. J. C. Donaldson, I.C.S.).

The Hon'ble Minister for Education presided at meetings of the committee, and Mr. Donaldson acted as Secretary. No formal terms of reference were prescribed for the committee, nor instructions given as to procedure.

2. The first meeting was held on November 25, 1927 at Allahabad when all members, except the Hon'ble Minister for Agriculture, were present. It was decided that notes and material of various kinds should be prepared for the next meeting by different members. The next meeting took place on May 25, 1928 at Naini Tal. The Hon'ble Minister for Agriculture and Mr. Panna Lal were prevented from attending by illness and Mr. Kharegat by other urgent business. The remaining members were present. Very shortly afterwards the Hon'ble Rai Rajeshwar Bali and Thakur Rajendra Singh resigned office as Ministers. There followed the sudden and lamented death of Khan Bahadur Chaudhri Wajid Husain, which deprived the committee of

one of its most valuable members and one to whom they are indebted for much useful written material. Later Mr. Panna Lal was forced by illness to take leave in Europe. The preparation of the report has, for these reasons, been considerably delayed. It is submitted and signed by the six remaining members of the committee. Rai Rajeshwar Bali and Thakur Rajendra Singh have also written separate notes which are attached to the main report.

3. We may first refer briefly to previous discussions of this subject. On August 20, 1925 Pandit Yajna Narayan Upadhyya moved the following resolution in the United Provinces Legislative Council :—

“ That this Council recommends to the Government to take necessary steps, including the appointment of a committee consisting of seven members, five elected by the Council and two nominated by the Government, to suggest ways and means to alleviate the unemployment prevailing among the educated middle classes of these provinces.”

The resolution was opposed by the Government on the ground that the appointment of a committee was unnecessary in view of various measures for provincial development which they had taken ; but it was adopted, after a lengthy debate, with an amendment adding “ the Directors of Industries, Agriculture and Education ” to the members proposed for the committee. The Government decided to refer the question to the Development Board, whose constitution had recently been altered by the addition to it of five non-official members elected by the Legislative Council. Mr. Pim, the President of the Board, drew up a list of questions bearing on the problem and circulated them to the members of the Board for consideration. A meeting was arranged for March, 1926, but had to be postponed as sufficient members could not attend. The Board met on November 8, 1926, and passed the following resolution which explains itself :—

“ Resolved that the Development Board is greatly impressed by the magnitude and the complexity of the problem of the unemployment of the educated classes. They realize that its consideration would involve not only an investigation into the scale of the problem and possible minor measures of alleviation, but also inquiries into the system of education, the working of large scale and small scale industries, and into the effects of social customs and prejudices. They do not consider that the Development Board is so constituted as to deal satisfactorily with the problem, more especially because it contains no representatives of education or of industries, either large or small, and because its members would not be able to

give the time necessary for such a complicated investigation involving detailed inquiries in many directions. They, therefore, recommend that Government should appoint a special committee to deal with the question, with, if possible, a whole-time President and Secretary specially selected for this work, and with representatives of industry, large and small, education and agriculture."

The Government considered this resolution, and decided, in view of the recent Burn Committee on the Industries department, the Oakden Committee on the Co-operative department and with the prospect of the Royal Commission on Agriculture, that the time was unsuitable for another large special inquiry, and that the proposed committee was hardly likely to bring about a solution of this most difficult problem. The question was, however, revived in June, 1927 when the Hon'ble Minister for Education (Hon'ble Rai Rajeshwar Bali) stated his views as follows in suggesting the establishment of the present committee :—" I think that both the Industries and Education departments will have to make exhaustive inquiries in many directions. The committee should suggest these directions, and determine the scope of the inquiry in each case, which may be taken up either by the departments concerned, or by special officers appointed then. When the necessary material has been collected the committee (departmental) may consider whether it is necessary to have the assistance of non-officials in formulating final proposals. If so, a committee more or less on the lines proposed by the Development Board can be appointed." The present departmental committee was accordingly appointed.

4. The same problem, of course, exists in other parts of India. It was debated in the Legislative Assembly on January 28, 1926, and in the Council of State on February 15, 1928. It came up again in the United Provinces Legislative Council on February 27, 1928, when a resolution proposed by Nawabzada Muhammad Liaqat Ali Khan was adopted : "That this Council recommends to the Government to appoint a committee consisting of three non-official and two official members of this Council, with powers to co-opt, to collect statistics of middle class unemployment, and to inquire into its causes and suggest ways and means to relieve it." This resolution was opposed by the Government on the ground that the present committee was in being and would cover much the same ground. When the resolution had been passed the Government decided to defer action on it until this committee had reported and it had been seen in what further direction action was desirable. We have had the advantage of having before us the proceedings of all these discussions. We have also had the benefit of the experience of other provinces in making similar investigations. The first of such inquiries was in Bengal,

where a committee of officials and non-officials was appointed in 1922, and reported in 1924. The committee circulated a questionnaire and examined witnesses. The Bombay Labour Office started an inquiry in 1926, and published a report early in 1927. This was a different type of inquiry, as it consisted of an analysis of the details of 1,852 specific cases of middle class persons who were out of employment in various centres in the Presidency in the month of November, 1926. The Madras committee was a large one on the same lines as in Bengal. It was appointed in 1926 and published its report in October, 1927. The Punjab Government appointed a similar committee in February, 1927 of which the report was published during the present year. A similar committee appointed in Travancore State reported in September, 1928. We have made use of all these reports. The questionnaires issued in Madras and in the Punjab are equally applicable to conditions in this province, and either could be adapted for use here with little or no alteration.

5. At its first meeting our committee had before it all this material, with the exception of the Punjab report, which had not then been published, and the reports of debates which took place subsequently. We also had Mr. Pim's note to which reference has been made above. The first point was to decide on the scope and manner of our inquiry, and in doing so a decision was taken of much importance in its effect on the future procedure of this committee and on this report. The Bengal committee in dealing with "the educated middle class Bengali" had attempted no further definition. The Madras committee defined "the educated middle classes" as: "Those persons who have received some form of secondary or higher education and are not sufficiently well off to dispense with earning their own living." In Bombay a similar definition had been used, but persons who had earned or were content to earn less than Rs. 50 per mensem were excluded from the scope of the inquiry. The Punjab inquiry defined "educated classes" as being those who have at least completed the vernacular or Anglo-vernacular course. Our committee decided, on the motion of Mr. Mackenzie, "to assume the existence of the problem, and to proceed to consider practical measures to deal with it without any attempt to collect statistics of the extent and nature of unemployment." This rendered it unnecessary for us to lay down a precise definition of "educated middle classes." In favour of the decision it can be said that in the order appointing the committee its only duty was specified as the onerous one of "suggesting solutions" for this problem. The majority of the committee considered (the Secretary dissenting) that no collection of statistics, issuing of questionnaires or examination of witnesses would really assist us in that object at this stage. In support of this view it was urged that the figures collected in the three reports from other

provinces then before us (and the same applies to the Punjab report) do not bring to light any facts not already known, or upset any prevalent opinions on the subject, while their collection has involved a good deal of time and expense. From these reports the symptoms, nature and causes of this type of unemployment appear to be similar in all provinces, although the acuteness of the problem is greater in some than in others, and although the remedies or palliatives which are possible may differ. Apart from those mentioned in this report there are no suggestions demanding action in the reports of other provinces which we consider could be usefully adopted in this province. Our committee considered that the money which would have been necessary for a statistical inquiry could be more usefully spent on practical measures. As will be seen below one of our principal recommendations, if followed, combines the collection of statistics in a few representative areas with practical work to alleviate the situation in these areas. Some figures, however, which have a bearing on the magnitude and nature of the problem and which were available in official publications, or could be easily obtained, are printed in an appendix for facility of reference. We decided to take no evidence, and to obtain such information as we required by direct inquiry from the departments or persons concerned. All of us were aware from our personal experience in selecting candidates for appointments that the demand for employment among educated persons is great ; and that many of these fail to secure the type of post which they consider appropriate to their attainments and standard of living. In our opinion the class chiefly affected is that of those who have received some form of education in English, up to the high school certificate standard or beyond, and it is to this class that we have mainly devoted our attention.

6. We may say at once that we have no radical remedy to propound. The causes of the present trouble are not one, but various. Some of them are rooted in the social and economic system of the province ; some of them arise from its physical characteristics ; some from its past history, and some from the fact that the present is a period of change and rapid transition. Some may lie outside the sphere of activity of a Provincial Government. Others, as some of us think, are due to errors of policy in the past. But without going deeply into the search for ultimate causes there are certain obvious facts which cannot be neglected. The numbers of the educated classes have increased greatly, even within the last ten years. They are increasing, and in future are likely to increase even more rapidly than in the past ; and it is the declared policy of the Government that they shall so increase. It is unnecessary here to go into the reasons for that policy ; it may be taken as one of the settled facts of

our problem. The figures in the appendix give some idea of the rate of this increase. It may also be taken as obvious that the number of "superior" posts in the province, let us say posts on Rs. 250 per mensem or upwards, has not increased in anything approaching the ratio of the increase in the number of educated persons. Nor can the number of such posts increase to any great extent unless the production of the province increases at the same time sufficiently to meet the cost. The educated man is ambitious. He wants a good job, and thinks that his education entitles him to one; but at present the number of such jobs is insufficient to go round. For the sake of clarity we have taken a high figure as an example, but the case is the same all the way down the scale. The supply of educated men is at the moment greater than the supply of posts for which education is essential and of which the present pay is, therefore, what an educated man will accept. The educated man has, as a rule, a higher standard of living than he would have had if he had not been educated. He asks more money, more comfort, less monotonous work. A boy of the cultivating classes no sooner gets a little education than he is off to the town to try to get a job as a clerk on Rs. 15 or Rs. 20 per mensem. The reason is sometimes a faulty kind of education. But it must quite as often be the fact that such a post gives him, in pay as well as in amenities, what his ancestral holding could never give him even though he were to apply to it all the latest devices and methods, and farm it with the utmost skill. The broad outline of the problem is clear. More jobs have to be found to meet the increased supply of educated men. This can be done in two ways. First, by inducing such men to take up trades and occupations in which men of their type have not so far engaged, or by assisting them to create new ones. Such a policy can be successful only if the men are fitted, by reason of having been educated, to succeed in these new jobs and make them yield more to them than they would yield to an uneducated person, and thereby to justify and satisfy their demand for a higher standard of living. Secondly, it can be done by measures to expand the prosperity and productive powers of old occupations and to introduce new ones so that there may be room in them for a larger number of educated persons. One process starts with the man; we may call it "tuition." The other starts with the occupation; we may call it "development"; but they are really opposite aspects of the same thing. "Development" means increased production, and so more to divide, and higher earnings for the educated man. And if our educational system, our "tuition" is sound, one of its results must be increased production. It must make the people of this province as a whole better fitted to develop its natural resources and its opportunities of wealth. It is, however, easier and quicker to educate men than to create industries. "Development" must be a far slower and more difficult process than "tuition", and one far less capable

of spectacular results of quick return on the capital invested in it. Its mechanism is more complex and more subject to the effects of events and circumstances outside the province, or even outside India. It has been in other countries mainly the result of private enterprise and natural growth. The State can, in favourable circumstances, do much to assist that growth, but it cannot ensure it or create it ; and State interference can be harmful as well as beneficial. The departments which we represent have already their programmes for encouraging development in their various spheres. It would be outside the scope of a committee such as this to examine the question as a whole for the province and make specific recommendations, nor is it fitted for such a task. Our recommendations are, therefore, confined to the other aspect of the problem, " tuition " ; and even in its case they are palliatives designed to ease the present situation rather than remedies offering hope of a radical cure.

7. Government service and the legal profession are at present the main occupations of the educated classes. We are satisfied that the limit of absorption in these two occupations has, for all practical purposes, been reached, except in one or two special branches which will be referred to later ; and that a large and increasing proportion of lads with high school or university education will have to find employment in other spheres. Time was when an education in English was an almost certain passport to employment under Government. Such employment was, and indeed still is, regarded by parents and students as being infinitely preferable to any other. It still comes as an unpleasant surprise and a source of irritation and grievance to many a parent and student that the certificate or degree obtained by so much toil and expense now confers no prescriptive right to the " *sarkari naukari* " on which they have set their hearts. But there is no disputing the logic of figures. It must be realized that Government service cannot absorb more than about one in five of those who pass the high school examination at the present time, and that as the number of students increases this proportion will rapidly decrease. Active propaganda is needed among parents and teachers to bring these facts home to them and to convince them that the sole or even the main aim of education must not be Government service, and that a man whose education and preferences fit him only for earning his living by such service runs a considerable risk of starving.

8. This is especially the case if in the hope of obtaining Government service he has pursued his studies until an age when he is unadaptable to new conditions and too old to start a career successfully in any other occupation. He is then left not only unemployed, but unemployable. It cannot be denied that our educational system has given in the past, and possibly still gives, a distinct bias in favour of clerical employment, and that the home environment of students

tends to the same effect. The Education department has recently taken a step forward in the direction of remedying this by the introduction of manual training into middle schools. Further and more intensive effort of the same kind is needed, and measures should be taken with the object of giving the education in schools of different types a distinct bias in favour of the occupations which the majority of their pupils are likely to pursue. This is particularly necessary in the schools in rural areas, and is already being done to some extent. We recommend that this policy should be extended as far as possible and additional funds provided for the purpose. Such a training is entirely distinct from vocational training for any specific employment. Its object is rather to produce in the minds of the pupils a desire for a particular type of work and a conception of its possibilities and advantages, and an appreciation of the dignity and national importance of constructive and creative labour. We have not considered it necessary to go into the question of alleged deficiencies in the present system of education. They are, briefly, that men, who possess university degrees, or lower qualifications, which ought to indicate that they are in every sense of the word educated men, lack the ability to think for themselves, to exercise initiative, and even to apply in practice the knowledge which they have acquired for the purpose of passing examinations. The Education department is fully aware of the need for better results and is devoting much time and thought to methods of securing them.

9. In regard to Government service, a suggestion is made in the report of the Punjab committee which we consider of value. That committee has remarked on a tendency, due to the increasing number of candidates for employment, to raise the educational qualifications required for various Government posts. The departments concerned naturally desire to get the best educated men whom they can obtain, and a supply of men with high educational qualifications is available. The rise in qualifications reduces the number of applications for posts to manageable proportions, and so makes the task of selection easier. But it undoubtedly has harmful effects. It leads a number of men to continue their education beyond the secondary stage, although, but for their desire to secure a qualification for Government service, they would have set about earning their living at an age when they were still young enough to make a start in some productive occupation. We consider that the question of qualifications should be carefully reconsidered, and that, as far as possible, the educational qualifications for the various Government posts should not be fixed higher than is necessary for the satisfactory performance of the duties of each post, an endeavour being made by means of special tests to select from among the candidates having these qualifications those of the the greatest intellectual promise.

10. There is only one branch of public service which has prospects of large expansion in the future, namely, the profession of teaching. There is likely to be a continuous increase in the demand for teachers for some time to come, particularly for primary schools. The veterinary service is the only service in which the demand for trained men at present exceeds the supply in this province. The Royal Commission on Agriculture recommended a large increase in the subordinate staff of that service. It remains to be seen to what extent such an increase will be financially possible, but some increase seems probable and will provide openings for a limited number of men. Except in these two directions the prospects of any large increase in the number of educated men absorbed in Government or quasi-Government service are remote. There will be an increasing surplus which must find employment elsewhere. As regards clerical employment in business, good stenographers are still difficult to obtain, although the supply of indifferent ones is increasing. Competent men should have no difficulty in finding well-paid employment for some years, but increased competition for such posts may eventually cause a fall in salaries. Men with a proper knowledge of accountancy should also be fairly certain of employment. But in each case competence means much higher proficiency than has been reached by nine-tenths of the present-day candidates for employment.

11. The principal industry of this province is agriculture, and three out of four of its inhabitants are dependent on agriculture for their livelihood. We are definitely of opinion that no solution of the unemployment problem is to be found in attempts to settle on the land educated men who have no previous connexion with agriculture. Such a policy has been advocated in other provinces, notably in Bengal. We are convinced that in this province it would be foredoomed to failure and uneconomic. Schemes for such settlements present practical difficulties which are inherent in themselves. Agriculture is a difficult and exacting profession, and one which demands a long apprenticeship as well as a natural inclination and a natural handiness which can only be acquired in early years. Experience in many countries has shown that even where conditions are favourable and rich land available for settlement, townsmen settlers are unable to compete with their countryborn neighbours, and many such schemes have ended in failure. This province is already one of the most closely cultivated regions in the world. There is no wasteland suitable for cultivation available except in a few unhealthy and malarious tracts or in one or two jungly areas which, owing to their remoteness, have not yet come under the plough. Such are not places where townsmen, novices in agriculture, have any chance of success. Elsewhere the pressure of the land is so great that every square yard

which is capable of cultivation is already tilled. In order to find suitable land on which to settle our educated townsman it would be necessary to dispossess those who are now in occupation of it, that is to say, to remove men who are already agriculturists in order to make room for men who are not, for these to try their hand at farming. Such a policy condemns itself. Moreover, a portion of the educated class is drawn from the rural areas, since a desire for education is not confined to the towns. One of the unfortunate features of the present situation is that the effect of education on a boy from the agricultural classes is more often than not to make him desire some employment other than agriculture. He joins in the rush for Government service, or becomes a vakil, or swells the body of educated unemployed in the towns. Many such regard it as beneath the dignity of an educated man to till the soil. This result of their education is familiar to us all. Yet the land and the villages have need of their educated sons, and cannot afford to lose these to the towns. It is obvious that one of the main things to be done in dealing with the problem of unemployment among the educated classes is to encourage those of them who come from the country and from rural stock to remain there and not flock into the towns. If this could be done to a larger extent it would benefit the countryside, and lessen the competition for employment in towns, and so help the townsman also. It will help the latter far more effectively than any scheme for settling him on the land would do, and we are of opinion that all effort should be directed to keeping the countrybred boy on the land, and in educating him to make a success of agriculture, and none wasted in attempts to make farmers out of townsmen. The Agricultural department is already doing its best in this direction both by the discovery and demonstration of new methods of agriculture and new varieties of seeds, and by the training of men to apply these new methods. The school at Bulandshahr which exists for the purpose of giving to sons of zamindars and large tenants a practical education in agriculture which will fit them to farm their own land on the best lines appears to be doing excellent work in the way which we advocate of persuading educated countrymen to remain on the land and providing them with an opportunity for the exercise of their intelligence and talents there. A similar school is being constructed at Gorakhpur, and we recommend that the number of schools of this type should be increased.

12. Efforts to keep the educated young zamindar or prosperous tenant's son on the land may be of various kinds. A main method must be to show him how he can make agriculture a more profitable, as well as a more interesting, occupation by the application of scientific methods. In other words, he has to be shown how by the use of his brains he can increase his production, and so maintain a standard of

living suitable for an educated man, and comparable to what his school-fellows are earning in other employments. To make such increased production possible is the problem before the Agricultural department, and the main direction in which it can help to provide for the unemployed. Countrymen may also be rendered more contented with a country life and disabused of the idea that there is any social superiority attached to clerical employment in the towns by the imparting of an agricultural bias to the education given in rural areas. This must be the task of the Education department and is already receiving attention. Finally, every effort should be made to improve the amenities of village life, both cultural and hygienic, so that the educated man there will find occupation both for mind and body and opportunities for a life as full of varied interests as if he lived in the town. Rural uplift schemes, associations for adult education and social service, the encouragement of sports and athletics, better communications, the institution of rural libraries will all help to relieve that monotony in country life which in India, as in other countries, drives the educated to the cities. Apart from agriculture itself there are various occupations dependent on it and carried on in the rural areas which we consider offer opportunities to educated men of enterprise, and in which we think that more of them could find employment than do so at present. Such are the collection and sale of agricultural products and the upkeep of agricultural machinery. For example, in certain western districts the Persian wheel has been increasing in popularity, and there has been a demand for men who can instal and repair these machines. The increasing number of power-driven tube-wells, cane-crushers, etc., has led to a demand for mechanics and drivers. All provide opportunities of profit to men of enterprise who are not too proud to take their coats off, and whose education has been on sound lines. We would also point out that there is in co-operative work a great opportunity for educated men to benefit their country and to find an outlet for their energies. By this we do not mean State employment in the Co-operative department. Co-operation ought to be a thing of spontaneous growth, and there is nothing to prevent educated men from organizing their tenants and joining their neighbours in co-operative institutions for the benefit of all ; and in fact the co-operative movement has suffered in the past from lack of voluntary assistance of this type.

13. The problem of finding employment in industry for a larger number of educated men is by no means the simple one which it is often assumed to be. Industrial development undoubtedly offers the best hope for a permanent solution of the unemployment problem ; but such development, whether in factory or cottage industries, depends on a number of factors. In the case of the larger industries the province is favoured with a plentiful supply of raw material for manufactures based on agricultural or forest produce, and with cheap and

abundant labour. It is handicapped by the complete absence of coal, oil or other mineral wealth, and to some extent by its climate. Cottage industries are in all countries at a disadvantage when competing with the products of factory industry, and their organization in this province presents special problems not found elsewhere. Opportunities do undoubtedly exist for the growth of industries of both types. We feel that at the present moment the prospects from the introduction of cheap hydro-electric power into the western districts of the province by the schemes now under construction are extremely bright, and present a great opportunity to capitalists of enterprise. Large industries arise in general from the conjunction of opportunity, skilled enterprise and capital. The first has not been and is not lacking in this province. The second is obviously necessary. It is, however, sometimes too readily assumed that its provision is merely a matter of technical education. The words of the Indian Industrial Commission on this subject are worth repeating:—

“Elsewhere . . . the provincial efforts were rendered comparatively sterile owing to the general acceptance of the fallacious idea that it was only necessary to provide facilities for the acquisition of technical knowledge to ensure the subsequent development of industries.” (Paragraph 136 of the report.)

“It was by no means sufficiently realized that technical education is by itself incapable of creating industries.” (Paragraph 135.)

The important part played by the third of these factors is not so often emphasised. It was well brought out by Mr. Calvert in a speech in the Legislative Assembly debate on January 28, 1926. “Per superior post, taking all the factories in India, there is required capital varying from Rs. 15,000 to Rs. 25,000. For an investment of Rs. 15,000 to Rs. 25,000 you can find employment for one man in a superior post. In the higher grade woollen mills it is as high as Rs. 80,000 of capital for each superior post. In other words, it comes to this that for every crore of rupees which we can get invested in industries we can find employment for about 500 men who can hope to take part in direction and supervision. Now, Sir, the crore is there. There is ample potential capital in this country . . . In the last 40 years the amount of gold absorbed in this country was Rs. 484 crores. If only a portion of that had come into this country in the form of machinery for industries I think there would not have been this complaint of unemployment. The difficulty is that if you are going to try to find employment for candidates for superior posts, there must be skilled and unskilled labour in due proportion. You cannot have an industry consisting only of superior posts. If you invest one crore more in industries giving employment for 500 men you will want five to fifteen thousand skilled

and unskilled labourers. . . . The capital in Government investments in railways and canals is something approaching 600 crores, and the total paid up capital of all joint stock industrial companies is little over 100 crores The final remedy for removing this unemployment is confidence among the investing public." The total paid-up capital of joint stock companies at work in the province on March 31, 1928 was 12,715 crores. On Mr. Calvert's calculation they would employ some 6,000 persons in "superior" posts, that is to say, posts above the position of a skilled or unskilled workman. The total capital decreased by about 15 lakhs from the total in the previous year. One of the first essentials for any industrial development in the province must be the liberal investment of private capital in industrial enterprises. The power to do this rests with the people of the province. There is no question that the money is available. The income-tax demand for the province for the same year was 66 lakhs, of which over half was assessed on income derived from business. The provincial post office savings bank deposits totalled 4.36 crores in 1927. We know that the banking habit is as yet but little developed, and that much greater sums of money than these are hoarded unproductively or employed in money-lending business, in which a considerable portion is lent for expenditure which is entirely unproductive. The upper classes of the province who take a keen interest in this problem of the educated employed can make a most important contribution to its solution by investing their money wisely in productive enterprises within the province. By doing so they will benefit both the country and themselves. Unless they do so either industries will not develop, or else much of the profits earned from them will go outside the province to more enterprising persons who will have provided the capital with which to start them. An increase in the habit of banking and investing money, instead of hoarding it, is much to be desired in the interest of the development of the province. The educative influence of the co-operative credit movement could do much to help in this direction.

14. It is clear that factory industry in the province as it stands offers no hope of the absorption of much larger numbers of educated men. The average daily number of persons employed in all our factories last year was 88,319, or only one in every five hundred of the population. Taking as a very rough guide Mr. Calvert's figure of three superior posts per hundred (that is to say, posts in which some secondary or higher education would be of direct advantage), the total of such posts in our factories would be 2,700 in round figures. The existing posts are already filled, and it is only wastage which has to be provided for. Without an increase in the number of factories there is no help to be had from them towards a solution of our problem. During the ten years from 1918 to 1927 their number has increased from 224 to 354, and the number of operatives employed from 64,196

to 88,319. Coming to the smaller industries there are a number of them in which there are quite good prospects for an educated man with enterprise and some technical training, both as an independent worker and as an organizer employing less educated workmen. Such are the manufacture of wooden, leather and knitted goods, tailoring, and so forth. In all of these, however, he will be in competition with the hereditary artisan, and in some also with factory industry. In the case of the former he has to match his superior intelligence, more modern training and greater receptiveness of new ideas against the hereditary aptitude and low working costs of the artisan. Success is possible and has been achieved in such occupations by educated men trained in our technical schools. Such occupations offer the best prospects for some time to come of finding work for the surplus numbers of educated townsmen, and larger industries may grow out of small beginnings. But the market for the products of all these small industries is a limited one and may easily be overstocked. Technical education in industrial schools—in joinery, knitting, and so forth, or direct vocational training in the ordinary schools—is not the panacea for the unemployment problem which it is often alleged to be. If the market in a particular industry is overstocked there can be just as severe unemployment among the ex-students of a technical school as among those of an ordinary high school. Nevertheless there is room at present in most of these trades for educated men who have been properly trained; and we think that the facilities for training offered by the Government technical and industrial schools should be brought more prominently to the notice of parents and school teachers so that more boys may definitely aim at entering industry early during their education, and not as now when all else has failed them, and may be systematically trained to that end. At the time of his death the late Director of Industries had in progress the preparation of a handbook describing the facilities for training provided by his department. We recommend that this handbook be completed and given wide publicity. He had also prepared at the request of the committee some notes on small industries suitable for development by men with little or no capital. The notes are interesting, but do not encourage us to hope for much assistance from these industries. Those dealt with include the manufacture of matches (on a cottage industry basis), candle-making, cane basketware, the weaving of woollen blankets (handloom), cardboard box-making, the making of pen-nibs, and other small metal articles, hosiery, envelope-making, button-making, laundry work and dry-cleaning, jam manufacture, lac varnish and dyes, papain manufacture, tomato-canning, glue-making, confectionery and bee-keeping, besides the better established small industries. From their nature most of these can only give employment to a limited number of men. There must, however, be many other opportunities for a man of enterprise

acquainted with local conditions to develop a small industry of this class to satisfy a local demand. On the agricultural side poultry-farming, dairy products and fruit-growing offer similar openings. But students and their parents fail to take advantage of these opportunities. They are not familiar with the experience already gained by others in the same field, the factors essential for success, and the places to go for training and advice. They need guidance on how to make a start. Such guidance could often be made available if the need for it were known. Local knowledge is essential; another essential will often be the provision of capital. In general the type of man to whom we refer has little or no capital at his command. There is here an opening for State assistance. The difficulties are obvious and we recognize that even with good organization and the most thorough investigation of the prospects of each scheme there will still be a number of failures. We think, however, that the State should face the cost and that a scheme should be introduced for assisting small industries in this way more freely than hitherto. We would emphasise the importance of enlisting local assistance to advise on the merits of schemes put forward and on the qualifications of prospective borrowers.

15. We consider that the problem of the educated unemployed has an importance which is not to be gauged merely by the numbers affected. The existence of an increasing class of the community superior in education and intelligence to the masses, but without occupation and discontented, unemployed and liable as a result of idleness quickly to become unemployable, constitutes for the State an economic loss and a political danger. Public opinion rightly attaches much importance to the question and demands action by the Government. Some members of the committee are doubtful to what extent direct State action can help to solve what they regard as being in its essence an economic rather than a political problem. We consider, however, that study and experiment are required; and with that object we make the following recommendation (on the motion of Mr. Mackenzie):—

(a) That as an experimental measure an employment bureau should be formed in each of the following places:—

Lucknow,
Allahabad,
Cawnpore, and
Agra.

Each bureau should consist of not more than seven persons including both the chairman and the secretary, all to be nominated by the Government. The object of the bureau should be—

(i) to maintain a register of middle-class students who have passed (a) the High School examination, (b) the

- Intermediate examination, (c) a University Degree examination ;
- (ii) to ascertain what openings for employment there are for those with these qualifications ;
 - (iii) to help them to obtain employment by putting them in touch with employers desiring such men, and *vice versa* ;
 - (iv) to give advice to parents and school masters about the course of preparation suitable to their boys ; and to give advice to boys leaving school and either help them to obtain employment or recommend to them what further course of training or education they should undergo ;
 - (v) to issue an annual report giving—
 - (a) the number of students for whom the bureau has been able to find employment ;
 - (b) the number of students who through no fault of their own have been unable to find employment ;
 - (c) the number of appointments available for which suitable candidates were not available ;
 - (d) suggestions for the provision of facilities for training not at present available ;
 - (e) any facts observed bearing on the causes of unemployment of the middle classes ;
 - (f) any proposals for improving the usefulness of the bureau.

We recommend that the Government should give a grant of Rs. 200 per mensem to each bureau. This grant would cover the cost of rent, clerical assistance, contingencies and honorarium (Rs. 50 per mensem) for the secretary. The grant should be sanctioned in the first instance for three years. The total cost for the four bureaux would be Rs. 9,600 per annum. A letter of instructions should be issued to each bureau. The bureaux should keep in close touch with the universities. The question whether it would be advisable to ask the latter to set up similar bureaux of their own may be left until the results of the working of the first bureaux can be observed.

Our proposal has at any rate the merit that it may do something to alleviate present distress and at the same time provide material for a more detailed study of the problem. It is inexpensive, and the experience gained from it would be valuable in framing more ambitious measures later, if the experiment shows that action on these lines can do good.

(Signed) RAJESHWAR BALI.
RAJENDRA SINGH.
A. H. MACKENZIE.
G. CLARKE.
P. M. KHAREGAT.
J. C. DONALDSON.

May 1, 1929.

Note.

THE subject of unemployment could hardly be said to relate directly to any of the departments which were in my charge while I was in office ; and it was, in fact, dealt with in the Industries department till June, 1927. But with the kind consent of my late colleague Hon'ble Kunwar Rajendra Singh (then Minister of Agriculture and Industries) I was allowed to take an interest in the question, which led to the appointment of the committee over which I had the honour to preside. Only two meetings of the committee could be held ; in the first the line of action was considered, and the second one met during the days of correspondence leading to the resignations of Kunwar Rajendra Singh and myself. Thus, though I do not pretend that I could have contributed substantially to the solution of this difficult problem, I must express my regret that circumstances precluded me from giving this important subject the amount of thought and attention which was its due.

In replying to the resolution of Nawabzada Liaquat Ali Khan dealing with the subject in February, 1928 I stated, on behalf of the Government, that after collecting the necessary material which the departmental committee was doing, they would consider the question of associating with it some non-official members. I would now strongly urge the Government to appoint such a committee with powers to take evidence. It should consist of a few officials, a few industrial experts and some non-officials. The more I ponder over the subject, the more strongly comes the conviction to me that mere palliatives would hardly do or enable us to tide over difficulties for even a short time. The causes of unemployment among the educated classes are not superficial or temporary. But they lie deep, among other factors—some of which have been mentioned in the report—in the unsound educational and economic policy of the Government, both, central and local and much more the former, followed in the past. Thus it is State action alone which can undo the evil to the extent to which it is due to its own past policy, and provide reasonable facilities for the development of private enterprise and effort among the people. It is no use blaming the latter alone. The causes that have hindered industrial development so far will have to be probed down to the bottom and fully investigated into, a careful and comprehensive survey made of all those factors that make up for that development, with special reference to the conditions prevailing in these provinces, and much far-seeing vision and vigorous and persistent effort shall be needed on the part of the Government before the problem can be put on the way to successful solution. If a committee, as recommended above, is appointed immediately with powers to take evidence, it will, besides leading possibly to valuable suggestions, at once awaken the

Government to the consciousness of the gravity of the problem on the one hand, and the people to that of the much needed psychological change in their existing notions of the place of education in relation to occupation in later life on the other. It will provoke both the Government and the people to think how the mistakes of the past could be averted in order to attain success in the future.

In connexion with paragraph 14 of the report we considered that one effective way of encouraging small industries would be the creation of a small committee with funds placed at its disposal for financing promising schemes. This might be a sub-committee of the Board of Industries. As there was no unanimity on this question it does not form one of the recommendations of the report. But I would suggest that the Government might give their careful consideration to this matter. I would go further and suggest that it might also be considered whether it is possible to have branches of this sub-committee at three or four places like the employment bureau recommended in the next paragraph. These branches will possess the necessary local knowledge, and they could be useful in pushing local enterprise if they are provided with funds. They are to be created as an experimental measure.

Lastly, I wish to place on record my indebtedness to Mr. Donaldson, Deputy Secretary to the Government in the Industries department, for the manner in which he helped in the work of the committee. Not only he took great pains in the preparation of the report, but evinced a keen and genuine interest in the subject throughout. This interest is one so closely associated with the department of Industries is hope-inspiring and deserves recognition. If the report is not as useful as many of us would have wished it to be, it is through no fault of his.

(Signed) RAJESHWAR BALI.

Note.

I AM sorry, indeed, that owing to serious illness of my father I was prevented from attending any one of the meetings of the committee appointed to devise ways and means to combat unemployment and to suggest methods of affording relief. But though I could not take part in the deliberations of the committee I was in close touch with my colleague, Rai Rajeshwar Bali Sahib, who kept me informed of the principal points under discussion.

The subject of unemployment has already assumed threatening proportions, and if timely check is not applied it is sure to bring about consequences which will be very far from being desirable. I read the report with much appreciation, the more so as it has come to real grips with the main question and its implications. That there is widespread unemployment no one will dispute. England, France, Germany and the United States, where educational systems are constantly being overhauled and new lines struck out for natural advancement, have huge masses of men swelling the list of the unemployed. Is unemployment a concomitant of modern civilization or has it grown to such enormous stature because of the aftermath of the world war? I am inclined to hold the latter view and do not blame any policy or institution for the present terrible state of affairs. It is true, however, that time has decidedly come to look at this question from a different angle of vision. The press and platform have suggested various remedies. Sir P. C. Roy is of opinion that the educated young men of the middle class should be granted land for settlements and colonies under favourable terms. I have no knowledge whether the experiment is being tried on a wide scale and whether results have been encouraging. There is some movement, I believe, akin to this in the leading Indian States. If after inquiry it is found that these colonies are thriving and offer an antidote to poverty and all its horrors, I think it will be worth while to try this experiment in these provinces also. I am in whole-hearted agreement with the suggestion of my friend regarding the formation of small committees and with the recommendation of the members for organizing employment bureau. The Police and the Railway services also offer fine avenues for employment for those who have received secondary and university education. These two departments open a vast field. We want educated young men here where zeal, integrity and public spirit are as necessary as in any other department. But to attract educated men it is necessary to do away with restrictions and conditions that differentiate between the people of one community and the other.

The committee before the conclusion of its labours was unfortunately deprived of the experience and knowledge of the late Director of Industries, Khan Bahadur Chaudhri Wajid Husain Sahib, whose

unexpected death was a shock to all who knew him. I have, however, every hope that the committee will not rest satisfied with half measures, that it will push forward its investigation into regions which have not yet been definitely mapped. The shadow of unemployment is no longer confined to the horizon in front, it is swiftly striding across the whole sky—a baleful menace to ordered society and a constant source of anxiety to all who are interested in civic welfare.

If strenuous efforts are made in the right direction and time and energy are not wasted in the pursuit of Utopian schemes, the cloud is bound to lift.

Let me conclude by expressing my great appreciation of the energetic manner in which Mr. Donaldson has carried on the work of the committee and of the wide knowledge he has brought to bear upon many essential aspects of the question.

(Signed) RAJENDRA SINGH.

LUCKNOW :

May 18, 1929.

APPENDIX.

SOME STATISTICS.

A.—Census figures.

United Provinces (British territory), 1921—

I.—Total population	..	..	..	..	453·7 lakhs.
Males	..	..	..	..	237·8 ..
Urban population, males	..	..	..	..	26·3 ..
Rural population, males	..	..	..	..	211·5 ..
Males aged 20 years and over	..	..	..	..	127·6 ..
Literate males aged 20 years and over	..	..	..	..	11·4 ..
Males, literate in English, aged 20 years and over (excluding those whose mother tongue is English)	..	..	..	..	0·9 ..
II.—Occupations (in thousands)—					
(a) Agriculture (“the exploitation of vegetables and animals”).					
Total of workers and dependants whose primary source of livelihood is agriculture	..	..	..	..	34,777
Actual male workers	..	..	..	..	12,425
(b) Industry and trade (of all sorts).					
(“The preparation and supply of natural substances”).					
Total workers and dependants	..	..	..	..	7,450
Actual male workers	..	..	..	..	2,427
(c) Public force (Army, Police, Village Chaukidars), males	..				117
(d) Public administration (includes municipal and village employees), males	..	..	..	..	81
(e) Lawyers of all kinds, males	..	..	..	..	4
Lawyers’ clerks, petition-writers, etc., males	..			..	7
(f) Medical practitioners, males	..	..	..	..	9
Vaccinators, compounders, etc.	..	..	..	..	3
(g) Professors and teachers, males	..	..	..	..	31
(h) Letters, arts and sciences, males	..	..	..	..	19
III.—The number of persons qualified to vote for the Provincial Legislative Council at the last election was in round figures 15 lakhs.					

B.—Education (General).

(i) Statement showing the total number of persons who (a) obtained university degrees, (b) passed the high school examination, and (c) passed the vernacular middle examination :—

Year.	University degree.*		High school examination.		Vernacular middle examination.		Remarks.
	Males.	Females.	Males.	Females.	Males.	Females.	
1900	154	..	660	49	2,937	57	
1901	190	..	735	55	3,467	99	
1902	170	..	838	62	3,488	119	
1903	153	..	746	14	2,087	3	
1904	203	..	796	10	3,064	..	
1905	†	†	†	†	2,724	..	
1906	188	..	1,244	13	3,796	4	
1907	271	..	760	12	3,595	6	
1908	261	..	879	10	4,224	13	
1909	235	..	718	13	4,718	8	
1910	300	..	815	7	5,786	18	
1911	431	..	947	10	5,964	17	
1912	408	..	1,236	5	4,163	19	
1913	411	..	1,355	18	5,582	27	
1914	500	..	1,601	82	6,231	29	
1915	475	..	1,746	80	6,875	65	
1916	609	..	1,700	5	7,689	81	
1917	1,152	21	2,946	22	1,743	69	
1918	577	5	1,468	17	6,126	137	
1919	714	8	3,082	21	5,454	90	
1920	815	12	2,332	27	6,676	112	
1921	742	7	2,644	28	6,550	141	
1922	982	13	2,917	37	6,372	97	
1923	1,074	6	3,013	29	8,764	157	

* Arts and science.

† Figures not available.

Year.	University degree.*		High school examination.		Vernacular middle examination.		Remarks.
	Males.	Females.	Males.	Females.	Males.	Females.	
1924	1,157	14	3,992	51	8,488	145	
1925	1,417	20	4,318	61	8,593	205	
1926	1,588	30	4,053	52	9,684	265	
1927	1,644	20	4,657	82	10,192	332	
1928	1,772	31	5,016	76	11,448	281	Total males.
Total ..	18,573	187	57,228	948	166,480	2,596	242,281

* Arts and science.

(ii) Total number of male teachers employed in institutions managed by Government or the local boards :—

March 31, 1918	24,000
March 31, 1928	35,690

On the latter date there were also 8,500 male teachers employed in private schools which are aided by Government grants.

The total numbers under construction on March 31, 1927 were :—

Universities ..	5,892 (as compared with 3,103 in 1921-22).
Intermediate classes	4,235 (as compared with 2,514 in 1922-23).
High schools ..	57,433 (as compared with 45,812 in 1922-23).
Vernacular middle schools ..	60,453 (as compared with 43,074 in 1921-22).

Vocational institutions :—

Thomason College, Roorkee..	201
Agra Medical School ..	305
Agricultural College, Cawnpore ..	185
Agricultural School, Bulandshahr ..	85
Harcourt Butler Technological Institute ..	35
Total enrolment of all Government and technical and industrial institutions and schools, Industries department, approximately ..	4,000

C.—Government service.

(Figures supplied by the Chief Pay and Accounts Officer, United Provinces.)

Employed by the United Provinces Government :—

	1922-23.	1928-29.
(i) Gazetted officers	1,951	1,975
(ii) Non-gazetted officers in receipt of Rs. 30 per month or over	23,681	23,709

It will be seen that the increase in five years has been small.

Employed in the United Provinces by the Central Government (figures may not be complete and probably exclude the railways) :—

	1927-28.
(i) Gazetted officers	136
(ii) Non-gazetted as above	1,156

Assuming the normal annual wastage to be 5 per cent. the number of vacancies annually would be approximately (provincial and central) :—

Gazetted	105
Non-gazetted on Rs. 30 or over	1,243

These figures are, of course, merely an indication. They are together about one-fifth of the numbers obtaining university degrees and high school certificates in 1928.

D.—Medical.

Number of practitioners registered under the United Provinces Medical Act at the end of the year 1927	1,864
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E.—Legal.

Registered legal practitioners :—

Oudh—

1917	795
1927	1,230

Agra—

	1917.	1927.
Pleaders and Mukhtars, 1,893	2,169	6,054
Vakils, 1,834	1,628	2,830
Advocates, 1,867	486	618
	<u>4,283</u>	<u>9,302</u>

The accuracy of the figures is doubtful. The agra figures show the total enrolment from the years given in the first column up to 1917 and 1927 respectively. They are no indication of the numbers actually practising.

F.—Industrial.

	1918.	1927.
Number of registered factories	224	354
Number of operatives	64,196	88,319
Operatives in <i>various</i> classes of factories, 1927 :—		
Government and local fund factories		19,331
Textiles		27,863
Engineering		11,978
Minerals and metals		169
Food, drink and tobacco		9,062
Chemicals, dyes, &c.		3,059
Paper and printing		2,745
Wood, stone and glass		1,217
Skins and hides (leather)		2,809
Gins and presses.. ..		9,664
Miscellaneous		422
Total		88,319

G.—Financial.

Provincial Budget, 1928-29 :—

Receipts	15.65 crores.
Expenditure on education	1 crore, 97 lakhs
of which	
University education	24 lakhs.
Secondary education	57 "
Primary education	81 "
Expenditure on agriculture (including co-operation)	35 "
Expenditure on industries	14 "
(includes for Industrial loans 1 lakh)	
of which	
on technical education about	11 lakhs.

The above figures do not include expenditure on major works by the Public Works department.

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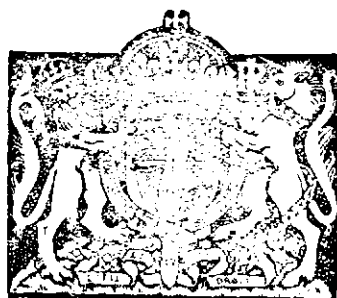
(In two parts)

Compiled under the orders of Government

by

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ALLAHABAD:
THE SUPERINTENDENT, PRINTING AND STATIONERY, UNITED PROVINCES

1932

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PART I

AGRA MEDICAL SCHOOL, AGRA.

Rules for the admission of candidates to the School are being revised. Information relating to these may be obtained from the Principal.

GOVERNMENT METAL WORKING SCHOOL, ALIGARH.

Session—July 15 to May 15.

Last date for receiving applications—July 10.

Educational qualifications for admission—IV standard of Vernacular or Anglo-Vernacular schools.

Age—13 to 18 years.

Limit of admission—20 students (preference is given to sons of artisans).

Fees—Nil.

Stipends—12 stipends of Rs. 5 per mensem.

GOVERNMENT CARPENTRY SCHOOL, ALLAHABAD.

Date of commencement of session—July 1.

Last date for receiving applications—June 30.

Entrance examination for admission—Held, if necessary.

Hostel arrangements—Exist.

Tuition fees—Nil.

Stipends—Awarded on merit after admission.

The following classes are held :—

A. Artisan Class.

Duration of Course—2 years.

Educational qualifications for admission—Nil.

Candidates must have a practical knowledge of carpentry.

B. General Wood-working Class.

Duration of Course—3 years.

Preference is given to candidates who have studied up to High School standard.

C. Advanced Wood-working Class.

Duration of Course—3 years.

Admission to this class is only made on the completion of the General Wood-working course or on furnishing proof of capacity to undertake advanced study.

D. Teachers' Training Class.

Duration of Course—2 years.

Admission to this class is made from men who have completed the General or Advanced classes in the Allahabad or some kindred school, or who can demonstrate their ability to take up the subjects within the period prescribed for this course.

E. Polishing and Painting Class.

Duration of Course—3 years.

Educational qualifications for admission—Nil.

F. Upholstery Class.

Duration of Course—3 years.

Educational qualifications for admission—Nil.

GOVERNMENT CENTRAL WOOD-WORKING INSTITUTE,
BAREILLY.

Date of commencement of session—July 1.

Last date for receiving applications—June 20.

Entrance examination for admission—Held in English, Arithmetic and Drawing. In the case of the artisan class a practical test is held in addition to these subjects.

Courses of instruction provided—

A. Cabinet-making and Joinery (Elementary Course).

Duration of Course—3 years.

Limit of admission—20 students.

Educational qualifications for admission—VIII class (Preference is given to candidates who have passed the School Leaving Certificate or Matriculation examination and who have taken Manual Training as one of their subjects).

This course is intended for beginners.

E. Cabinet-making and Joinery (Advance Course).

Duration of Course—2 years.

Limit of admission—10 students.

This course is primarily intended for students who have completed the Elementary Course.

C. Cabinet-making and Joinery (Foreman Course).

Duration of Course—2 years.

Limit of admission—5 students.

This course is intended for students who have completed the Advanced Course.

D. Cabinet-making and Joinery (Artisan Course).

Duration of Course—2 years.

Limit of admission—15 students.

This course is intended for artisans or sons of artisans. No *age limit* or *educational* qualification is prescribed.

E. Machine Tool Course.

Duration of Course—3 years.

Limit of admission—25 students.

Preference is given to candidates with a knowledge of wood-work or metal-work.

F. Painting, Polishing and Wood-finishing Course.

Duration of Course—2 years.

Limit of admission—15 students.

G. Upholstery Course.

Duration of Course—2 years.

Limit of admission—10 students.

H. Kiln-seasoning Course.

Duration of Course—July 1 to May 19.

Limit of admission—5 students (selected from ex-students of the Technical Schools at Gorakhpur and Lucknow).

Tuition fees—Nil.

Hostel arrangements—

(1) Seats—120.

(2) Rent—Re. 1 per mensem.

(3) Admission fee—Re. 1.

Scholarships and stipends—

(a) 10 scholarships at Rs. 10 per mensem for 10½ months.

(b) 10 " " 12 " " "

(c) 2 " " 15 " " "

(For Senior Cabinet-making Class.)

(d) 34 stipends at Rs. 6 per mensem for 10½ months.

(e) 14 " " 8 " " "

(f) 16 " " 8 " " "

(For Artisan Class.)

(g) 6 stipends at Rs. 9 per mensem for 10½ months.

(For Foreman Class.)

(h) 4 stipends at Rs. 10 per mensem for 10½ months.

(For Kiln Operators' Class.)

(i) 18 leaving scholarships of tools at Rs. 30 per set.

(j) 6 " " " " 15 "

(For Paint and Polish and Upholstery Classes.)

GOVERNMENT CENTRAL WEAVING INSTITUTE,
BENARES.

The Institute is divided into the following sections:—

A. Weaving Section.(a) **Senior Class** for Superintendents and Managers.*Duration of Course*—3 years.*Limit of admission*—20 students.

*Entrance examination for admission of candidates who have not passed the School Leaving Certificate or Matriculation examination—*Held in English Composition and Arithmétique (of School Leaving Certificate Examination standard) and in the vernacular.

(b) **Junior Class** for Inspectors and Mistris.*Duration of Course*—1 year.*Limit of admission*—30 students.

Admission to this class is restricted to students who have passed through the Artisan Class of the Institute or of any other recognised Weaving School.

(c) **Artisan Class.***Duration of Course.*—1 year.

Limit of admission—30 students (two-thirds of the available accommodation shall be reserved for weaver students).

B. Hosiery Section.

(a) **Ordinary Class.**

Duration of Course—1 year.

Limit of admission—20 students.

(b) **Advanced Class** for literate students.

Duration of Course—1 year.

Limit of admission—10 students (successful students from the Ordinary Class who are literate are admitted).

General—

(a) *Stipends*—A sum of Rs. 1,000 is assigned to provide stipends for advanced artisans and four students in training class.

(b) *Games fee*—4 annas per mensem.

(c) *Hostel arrangements*—for out-station students only. *Rent* annas 4 per mensem.

BATUK PRASAD KHATTRI INDUSTRIAL INSTITUTE,
BENARES.

Session—July 15 to May 20.

Last date for receiving applications—June 24.

Entrance examination for admission—An entrance examination is held, if necessary.

Fees—Nil. Students coming from other provinces or from Indian states have to pay a fee which will be fixed by the Government and the Director of Industries, United Provinces.

Caution Money—Rs. 5.

Classes—(a) Non-artisan and (b) Artisan.

Non-artisan Class.

Duration of course—5 years.

Limit of admission—15 students.

Educational qualifications—8th standard of A. V. Schools.

Scholarships—3 scholarships each of Rs. 5, Rs. 6, Rs. 7, Rs. 7 and Rs. 7 tenable for 12 months in the year are available in the 1st, 2nd, 3rd, 4th and 5th years respectively.

Artisan Class.

Duration of course—3 years.

Limit of admission—4.

Scholarships—4 scholarships of Rs. 15 per mensem tenable for the whole year in each of the artisan classes.

**GOVERNMENT WEAVING AND COTTON PRINTING SCHOOL,
BULANDSHAHR.**

There are *two* sections—**Weaving and Cotton Printing.**

Last date for receiving applications—June 15.

Date of commencement of session—July 1.

School fees—No fees are charged from residents of the United Provinces.

Games fee—Annas 4 per mensem.

Caution fee—Rs. 3.

Hostel arrangements—

(1) For out-station candidates only.

(2) Rent—Nil.

(3) Cost of living—Rs. 7 per mensem.

A. Weaving Section.

Limit of admission—20 to 25 students (two-thirds of the available accommodation will be reserved for weavers).

Age—Not less than 16 years.

Stipends—7 stipends of Rs. 7 per mensem tenable for 11 months are awarded to hereditary weavers only.

B. Printing Section.

Duration of Course—2 years.

Limit of admission—5 students (artisan printers will be given preference).

Educational qualifications for admission—VI standard (for candidates other than hereditary printers).

Age—Not less than 16 years (for candidates other than hereditary printers).

Stipends—Some are given to poor and deserving students. (*Preference* is given to sons of hereditary printers).

HARCOURT BUTLER TECHNOLOGICAL INSTITUTE,
CAWNPORE.

Nature of Training—General training in Applied Science to fit men for responsible positions in some manufacturing industry or to take up productive manufacturing work on their own account. There are four main departments, viz.—

- (1) **General Applied Chemistry.**
- (2) **Leather Technology.**
- (3) **Oil Technology.**
- (4) **Sugar Technology.**

Duration of Course—3 years. For selected candidates another 2 years for the advanced Fellowship Examination of the Institute.

Date of commencement of session—July 15.

Conditions of admission—Competitive examination held in July.

(1) *Educational qualifications*—Intermediate in Science.

(2) *Subjects and papers of examination*—

- (a) Mathematics, Physics and Chemistry with questions of a general character.
- (b) Two papers of three hours each.
- (c) *Viva Voce* (Candidates for *viva voce* are selected on the results of the written examination).

(3) *Last date for submission of applications*—May 1.

Scholarships and Studentships—

(1) Scholarships—12 (3 per department) each of Rs. 25 per month tenable for three years with privilege of free tuition.

(2) Studentships—8 (2 per department) awarded annually and carrying free tuition for 3 years.

For students not getting scholarships or studentships—

(1) Limit of admission—10 students.

(2) Fees—A compounded fee of Rs. 1,500 per year.

Deposits (general)—

(1) Apparatus—Rs. 20 annually.

(2) Games—Rs. 10 annually.

(3) Scientific Students Society—Rs. 5 annually.

(4) Hostel Room rent with furniture—Rs. 3 per mensem.

Cost of Living—Rs. 40 p. m.

GOVERNMENT TEXTILE SCHOOL, CAWNPORE.

There are 3 classes.

A. Technical Class.

Date of commencement of session—July 15.

Duration of Course—3 years and 1 year's apprenticeship in a spinning or weaving mill.

Limit of admission—10 students (5 of whom will be nominees of the spinning and weaving mills of the United Provinces).

Educational qualifications for admission—Matriculation or School Leaving Certificate examination or attainments up to that standard.

Scholarships and stipends—One scholarship of Rs. 12 per mensem and 3 stipends of Rs. 10 per mensem are awarded to deserving students.

Hostel arrangements—Exist.

B. Artisan Class.

This class gives theoretical and practical instruction to a worker serving in a mill in the use of the machine on which he is daily employed.

Duration of Course.—3 months of part-time training for 1½ to 2 hours per day—3 days per week.

C. Apprentice Class.

This class gives theoretical instruction to apprentices working in a mill.

Duration of Course—2 years of part-time training for 2 hours per day—3 days per week.

GOVERNMENT SCHOOL OF DYEING AND PRINTING,
CAWNPORE.

There are two courses of instruction.

A. Foreman Dyer Class.

Duration of Course—3 years.

Educational qualifications for admission—Matriculation or School Leaving Certificate Examination.

Last date for receiving applications—June 5.

Fees with application—Rs. 5 as deposit which will be refunded if no seat can be provided.

Limit of admission—10 students.

B. Artisan Class.

Duration of Course—2 years.

Educational qualifications for admission—Knowledge of Hindi or Urdu.

Last date for receiving applications—June 5.

Fees with application—Rs. 2 as deposit which will be refunded if no seat can be provided.

Limit of admission—15 students.

General—

(a) *Scholarships*—A certain number is awarded to United Provinces students.

(b) *Hostel arrangements*—

(1) Rent—Rs. 2 per mensem.

(2) Cost of living—Rs. 20 to Rs. 25 per mensem.

(c) *Games fee*—8 annas per mensem.

(d) *Date of commencement of session*—July 1.

GOVERNMENT LEATHER WORKING SCHOOL,
CAWNPORE.

Duration of Course—2 years.

Dates of commencement of session—July 1 and January 2.

Educational qualifications for admission—At least Lower Primary Standard.

MESSRS. BIRD & CO., CAWNPORE.

Nature of Course—Manufacture of Concrete products.

Tuition fees—Nil.

Number of posts—Limited

Boarding and Messing charges—At candidates' cost.

GOVERNMENT CARPENTRY SCHOOL, DEHRA DUN.

Date of commencement of session—July 1.

Last date for receiving applications—June 20.

Entrance examination for admission—Held in simple Arithmetic.

Duration of course—3 years.

Age—Not below 16 years.

Limit of admission—15 students.

Stipends—Two stipends to artisans and two to non-artisans are awarded on merit.

INDIAN SCHOOL OF MINES, DHANBAD.

The School provides training for the professions of Mining Engineer and Geologist. The following courses are offered :—

- (1) Three years' certificate Course in Coal-Mining.
- (2) " " " " Metalliferous Mining.
- (3) " " " " Geology.
- (4) Four Years' Associateship Course in Mining Engineering.
- (5) " " " " Geology.

Admission of students—

- (1) Open to students from any part of India and Burma.
- (2) Some seats are reserved for students from each Province and two Indian States.
- (3) Special consideration is given to candidates nominated by and apprenticed to employers of labour.

Date of commencement of session—First week in November.

Last date for receiving applications—July 15.

Educational qualifications for admission—

- (1) Intermediate Examination in Arts or Science of a recognised Indian University or Board, or
- (2) High School Certificate Examination of the Cambridge Local Examinations Syndicate with Group III (Mathematics) or Group IV (Natural Sciences), or
- (3) Final examination after a full 3 years' course at the Bengal or Behar and Orissa evening mining classes and also the Matriculation or School Leaving Certificate Examination.

Age—Not more than 22 years on January 1.

Entrance examination for admission—Held in Mathematics (Arithmetic, Elementary Algebra, Geometry and Trigonometry), Elementary Inorganic Chemistry, Elementary Physics and English Composition.

Examination and registration fees—Rs. 10.

Admission fee—Rs. 10.

Caution money deposit—Rs. 50.

Tuition fee—To be paid in 2 equal instalments in November and April as follows :—

First and Second years, each year—Rs. 120 in two instalments of Rs. 60.

Third and Fourth years, each year—Rs. 180 in two instalments of Rs. 90.

Hostel arrangements—

(1) Seats—140.

(2) Rent—Rs. 7 per mensem plus electric charges.

(3) Messing charges (approximately) for Indian students—Rs. 25 per mensem.

Scholarships—A certain number of scholarships is awarded by the Government of India and Provincial Governments. The rules and full particulars relating to the grant of these scholarships may be obtained from them.

GOVERNMENT TANNING SCHOOL, FATEHPUR.

Duration of Course—2 years.

Date of commencement of session—July 1.

Last date for receiving applications—June 15.

Educational qualifications—Ability to follow the instructions and to take down notes.

Age—16 to 25 years.

Limit of admission—15 students.

School fees—Not charged from residents of the United Provinces.

Stipends—10 stipends of Rs. 5 will be given to needy and deserving students. 5 of them will be reserved for students with previous or hereditary connection with the industry.

GOVERNMENT CARPENTRY SCHOOL, FYZABAD.

Duration of Course—3 years.

Date of commencement of session—July 1.

Last date for receiving applications—July 1.

Entrance examination for admission—Held, if necessary.

Educational qualifications—Preference is given to candidates who have read at least up to VIII standard.

Limit of admission—20 students.

School fee—Nil.

Games fee—4 annas per mensem.

Stipends—Some are given to poor and deserving students.

GOVERNMENT TECHNICAL SCHOOL, GORAKHPUR.

There are two classes—

A. Mechanics Class.

Duration of Course—3 years in school and 2 years' practical apprenticeship in recognised mills and factories.

Educational qualifications for admission—Candidates must have studied in class X of an Anglo-Vernacular school or in the High Section of a European school or must have passed the Junior School Certificate Examination of the Cambridge University.

Competitive entrance examination—Held in July in the following subjects :—

- (1) English, (2) Arithmetic, Algebra, Geometry and (3) Science or Drawing or Manual Training. The standard in these subjects is that of the High School Examination.

Age—15 to 20 years.

School fee—Re. 1 per mensem.

B. Artisan Class.

Duration of Course—3 years.

Age—15 to 18 years.

School fee—8 annas per mensem.

There is an *entrance examination* for admission. This class is intended for those who have passed the Upper Primary Examination of Vernacular Schools or the 4th class examination of Anglo-Vernacular Schools.

General—*(a) Stipends—*

Government—

15 stipends at Rs. 7 per mensem for 10 months.

1 stipend „ 10 „ „ „ 10 „

7 stipends „ 4 „ „ „ 10 „

(b) Scholarships—

(1) Government—

12 scholarships at Rs. 7 per mensem for 10 months.

7 „ „ „ 4 „ „ „ 10 „

6 „ „ „ 15 „ „ „ 10 „ (On
entrance.)

24 „ „ „ 5 „ „ „ 10 „ (On
leaving.)

(2) District and Municipal Boards—

District Board, Gorakhpur—1 at Rs. 10 for 10 months.

„ „ Ballia—1 at Rs. 10 for 12 months.

„ „ Fyzabad—1 at Rs. 8 for 12 months.

„ „ Bahraich—2 at Rs. 10 for 12 months.

Municipal Board, Gorakhpur—3 at Rs. 10 for 12 months.

Hostel arrangements—

(1) Seats—60.

(2) Fee—Annas 12 per mensem plus annas 4 for medical attendance.

(3) Cost of living—Rs. 20 per mensem.

RIFLE FACTORY, ISHAPORE.

A. Student Apprentice.

Training—In Mechanical Engineering.

Commencement of session—July.

Duration of Course—5 years.

Educational qualifications for admission—Intermediate Examination in Science.

Age—16 to 19 years on July 1.

Entrance examination for admission—Held on first Monday in June in Mathematics (Algebra, Trigonometry, Geometry and Mensuration), English (Essay and Dictation), General information and Elementary Science, and speed of thought, observation, computation, etc.

Examination fee—Rs. 3.

Last date for receiving applications—May 30.

Fees—(1) Library—One day's pay.

(2) Games—One day's pay.

Hostel arrangements—

Rent, lighting, etc.—Free.

Subsistence allowance—Rs. 20 for those who are residents of places within 30 miles of Ishapore and Rs. 30 for others. *Annual increment*—Rs. 5 to Rs. 10 according to proficiency attained.

B. Trade Apprentice.

Training—In one Engineering trade.

Commencement of session—July.

Duration of Course—5 years.

Educational qualifications for admission—Matriculation or High School examination.

Age—16 to 18 years on July 1.

Entrance examination for admission—Held on first Monday in July in Mathematics (Arithmetic, Algebra and Geometry), English (Essay and Dictation), General information and elementary mechanics and Science, and speed of thought, observation and computation, etc.

Examination fee—Rs. 3.

Last date for receiving applications—May 30.

Fees—(1) Library—One day's pay.

(2) Games—One day's pay.

Hostel arrangements—

Rent, lighting, etc.—Free.

Subsistence allowance—Rs. 20 for those who are residents of places within 10 miles of Ishapore and Rs. 30 for others. *Annual increment*—Rs. 5 to Rs. 10 according to proficiency attained.

C. Boy Artisan.

Training—In one trade only.

Educational qualifications for admission—6th class of High English Schools.

Age—15 to 17 years.

Duration of Course—5 years.

Commencement of session—January.

Allowances—Annas 6-2-14 per day.

D. Technical School.

Training—In theoretical and practical course in metal and wood-work.

Duration of Course—3 years.

Commencement of session—April.

Educational qualifications for admission—5th class of High English Schools.

Age—12 to 15 years.

Fees—(1) Admission—Re. 1.

(2) Monthly—Re. 1.

E. Primary School.

Training—In Elementary English Arithmetic and Drawing.

Commencement of session—January.

Educational qualifications for admission—Knowledge of alphabets.

Age—8 to 12 years.

Admission fee—Re. 1.

THE JAMSHEDPUR TECHNICAL INSTITUTE, JAMSHEDPUR.

Nature of post—Apprenticeship for skilled positions in the various departments of the plant.

Duration of Course—3 years.

Limit of admission—24 students (10 from Behar and Orissa, 5 from Bengal of whom 2 must be non-Hindus and 3 Hindus, 3 from Madras and 1 selected from candidates put forward by the Trustees of the Sir Ratan Tata Trust).

Educational qualifications for admission—Intermediate Examination with Physics, Chemistry and Mathematics.

Age—Not more than 22 years.

Commencement of session—November.

Allowance during apprenticeship—Rs. 60 per mensem.

Position on passing out—The apprentice is, at the option of the Company after completing his apprentice course, required to enter into a 5-years' contract with the Steel Company. The initial salary is Rs. 7 per day with increments depending on merit.

Scholarships for foreign study in a foreign Works—If funds permit, three scholarships are awarded annually to men who have completed the Institute Course and further 12 months of actual work in the Mills.

General.—Each candidate is required to supply a Bondsman who agrees to reimburse the Steel Company for all salaries paid, should a candidate fail to complete the course or refuse to enter into a 5-years' agreement.

GOVERNMENT TECHNICAL SCHOOL, JHANSI.

The institution imparts technical education to mechanical apprentices who receive their practical training in the Great-Indian Peninsula Railway Workshops, Jhansi.

Competitive entrance examination—Held in the third week of December in Mathematics, English Composition, General knowledge, Dictation and Freehand Drawing.

Educational qualifications for admission—10th standard of Anglo-Vernacular Schools recognised by Intermediate Board, United Provinces.

Age—16 to 18 years.

Duration of Course.—4 years.

Hostel arrangements—

- (1) Seats—30.
 - (2) Fee—Re. 1 per mensem.
 - (3) Games fee—Annas 4 per mensem.
 - (4) Cost of living—Rs. 20 per mensem approximately.
-

GOVERNMENT TECHNICAL SCHOOL, LUCKNOW.

There are *four* departments in the school :—

A. Mechanical and Electrical Engineering Department.

Duration of Course—3 years and 2 years' practical apprenticeship in a railway or other workshop.

Last date for receiving applications—June 20.

Educational qualifications for admission—Attainments should be up to 10th standard of Anglo-Vernacular Schools in English, Mathematics and Drawing. A *competitive examination* for admission is held.

Age—15 to 18 years.

School fee—Re. 1 per mensem.

Scholarships—Some are awarded to poor and deserving students.

B. Oil Engine Drivers Class.

Duration of Course—5 months.

Dates of admission—July 1 and January 2.

Time of receiving applications—June and December.

Limit of admission—10 students.

Age—Not less than 18 years.

School fee—Rs. 15 for the full session.

Preference is given to applicants having some workshop experience.

C. Artisan Class.

Special branches—

- (1) Moulders, (2) Fitters, (3) Engine Drivers, (4) Pattern Makers,
(5) Mistris for electric wire work.

Duration of Course—3 years.

Limit of admission—5 students.

Age—Not less than 15 years.

School fee—Annas 8 per mensem.

This class is intended for those who have passed the Upper Primary Examination of Vernacular Schools or the 4th class examination of Anglo-Vernacular Schools.

D. Painting Class.

Duration of Course—3 years and 2 years' apprenticeship at the railway workshops.

School fee—Nil.

Educational qualifications for admission—Nil.

Stipends—Some are given from the school in addition to the pay that candidates may receive during apprenticeship.

Preference is given to applicants whose parents are actually working as painters.

General—

1. *Sports fee*—Four annas per mensem.

2. *Hostel arrangements*—

(a) Seats—50.

(b) Fee—Re. 1 per mensem.

(c) Approximate cost of living—Rs. 15 or Rs. 16 per mensem.

(d) Bed, necessary furniture and utensils are supplied.

GOVERNMENT SCHOOL OF ARTS AND CRAFTS, LUCKNOW.

Date of commencement of session—Middle of July.

Last date for receiving applications—June 30.

Duration of course—Ordinarily 5 years.

Scholarships and stipends—A few of these are awarded.

Hostel arrangements—These exist. The cost of living is Rs. 10 per mensem.

Sections—(a) Fine Arts.

(b) Industrial Arts.

Fine Arts.

Limit of admission—10 students.

Fees—Rs. 5 per mensem.

Educational qualifications.—9th Class and ability to read English.

Course—Still Life Painting, Figure and Landscape Painting, Portrait Painting from Life and Modelling from Life.

Industrial Arts.

Limit of admission—150 students. There will be the following classes :—

(1) Goldsmith's work.

(2) Silversmith's work.

(3) Brass and Copper-smith's work.

(4) Iron work.

(5) Wood work.

(6) Architectural Decoration.

(7) Bookbinding in Leather.

(8) Art Printing.

Fees—Artisans are free. Re. 1 for others.

Educational qualifications—8th Class and ability to read English.

(9) Drawing for Reproduction.

(10) Architectural Draftsmen.

Fees—Rs. 2 per mensem.

Educational qualifications—9th Class and ability to read English.

GOVERNMENT LEATHER WORKING SCHOOL, MEERUT.

Dates of commencement of session—July 1 and January 2.

Last dates for receiving applications—June 20 and December 15.

Educational qualifications for admission—Lower Primary School.

Entrance examination for admission—Held, if necessary.

Tuition fees—Nil from residents of the United Provinces.

Games fee—Annas four per mensem.

Hostel fee—Re. 1 per mensem.

Scholarships and stipends—

4 stipends, tenable for 10½ months, total value Rs. 28 per mensem.

4 scholarships, tenable for 10½ months, at Rs. 12 per mensem.

2 artisan stipends, tenable for 10½ months, at Rs. 20 per mensem.

Leaving scholarships of tools at Rs. 30 per set, total value Rs. 150.

DIBLE INDUSTRIAL SCHOOL, NAGINA.

Date of commencement of session—July 1.

Last date for receiving applications—June 15.

Duration of Course—3 years.

Limit of admission—12 students.

Age—Not less than 12 years.

Educational qualifications for admission—Ability to read and write one of the vernacular languages.

Hostel arrangements—Exist.

GOVERNMENT CARPENTRY SCHOOL, NAINI TAL.

Duration of Course—3 years.

Date of commencement of session—February 1.

Last date for receiving applications—December 31.

Entrance examination for admission—Held in simple vernacular, Arithmetic and Drawing.

Age—Not less than 16 years.

Limit of admission—15 students.

Stipends—Some are given to poor and deserving students.

THOMASON CIVIL ENGINEERING COLLEGE, ROORKEE.

Nature of Training—Civil Engineering for the Indian Service of Engineers of the Public Works Department, India, for the Provincial Engineering Service of that department and for a general profession.

Duration of Course—3 years.

Date of commencement of session—October 16.

Conditions of admission—Entrance examination.

(a) *Age*—17 to 21 years on June 1 preceding the entrance examination.

(b) *Educational qualifications*—Intermediate or Cambridge School Certificate with "credit" in Additional Mathematics and a pass in either Chemistry or Physics or the London University Matriculation Certificate.

(c) *Subjects and marks of examination*—

<i>I. Language—</i>				(250)
(1) English composition	..	..	..	100
(2) Precis writing	..	..	..	100
(3) Hindustani	..	..	..	50
<i>II. Mathematics—</i>				(400)
(1) Arithmetic and Mensuration	..	..	..	80
(2) Algebra	..	..	..	80
(3) Geometry	..	..	..	80
(4) Trigonometry	..	..	..	80
(5) Plane Co-ordinate Geometry	..	..	..	80
<i>III. Science—</i>				(300)
(1) Mechanics	..	..	..	100
(2) Physics	..	..	..	100
(3) Chemistry	..	..	..	100
<i>IV. Drawing—</i>				(200)
(1) Geometrical Drawing	..	..	..	100
(2) Freehand Drawing	..	..	..	100
(i) Freehand Drawing in Pastel	..	..	..	75 per cent.
(ii) Memory Drawing	..	..	..	25 per cent.

(d) *Qualifying Pass Marks*—Half the full marks in (1) Languages (English Composition and Précis combined), (2) Mathematics, (3) Drawing and (4) Aggregate is required. No minimum marks are prescribed in other subjects; but marks in any paper amounting to less than 25 per cent. of the full marks in that paper shall not be counted.

(e) *Health*—A medical certificate showing that a candidate is free from bodily or mental infirmity or any disease and is robust and of a sound constitution is required.

(f) *Swimming*—Desirable.

(g) *Time for submitting applications*—February 1 to April 15.

(h) *Examination fee*—Rs. 20.

Date of Examination—First week of June.

Limit of admission—30 students.

Scholarships—16 of Rs. 50 per month (6 to first year students, 5 each to second and third year students).

Fees—

(a) *Tuition fee*—Rs. 24 per month.

(b) *Deposit for the purchase of books, etc.*—Rs. 100.

(c) *Examination fee*—Rs. 40 in the third year.

(d) *Hostel*—(1) Room rent—Rs. 5-8-0 p.m. (Two candidates living in the same room will be charged Rs. 4 each per mensem.)

(2) *Electric charges*—Rs. 2 per light per mensem and Rs. 4 per fan per mensem. (Fans to be provided by the students.)

(e) *Furniture rent*—Rs. 2-8-0 per mensem. (A limited number of sets is available and is issued in order of seniority.)

Cost of living—(1) Rs. 177 per mensem for an English student.

(2) Rs. 122-12-0 per mensem for an Indian student.

GOVERNMENT MODEL WEAVING SCHOOLS, NAJIBABAD, SAHARANPUR, ALMORA, SANDILA (DISTRICT HARDOI), SHAHJAHANPUR, MAU (DISTRICT AZAMGARH), AGRA, MUZAFFARNAGAR AND KHAIRABAD (DISTRICT SITAPUR).

Date of commencement of session—July 1.

Last date for receiving applications—June 8.

Limit of admission—20 to 25 students (two-thirds of the available accommodation will be reserved for weavers).

Stipends—A few stipends of Rs. 7 per mensem will be given for 11 months to hereditary weavers only.

Fees—Nil for residents of the United Provinces.

Educational qualifications for admission—Nil in the case of artisans from the weaving class. In case of others sufficient general knowledge to be able to follow the instructions imparted.

PART II

ARMY DEPARTMENT.

1. **Cadet College.**—The Cadet College which trains candidates for commissions in the Air Force of the Indian Army is the Royal Air Force College, Cranwell.

2. **Annual vacancies at the Cadet College for candidates from India.**—The number of vacancies that will ordinarily be available annually at the Cadet College for candidates who qualify at the Entrance Examination held at Delhi is 6.

3. **Rules for admission to the Air Force Entrance Examination.**—A competitive examination (comprising written tests and interview and record test) for entrance to the Cadet College will be held twice a year at Delhi in June and November. In order to be eligible for admission to the college a candidate must be—

(a) unmarried;

(b) medically fit (after examination by a Medical Board); and

(c) *over 18 and under 20 years of age* on July 1 for the Summer examination and on January 1 following for the Winter examination.

Before admission to the competitive examination a candidate must satisfy the authorities (1) that he has attained a general standard required for the *diploma of the Chiefs' Colleges, the School-Leaving Certificate recognized by a Local Government, the Matriculation examination of an incorporated University or any higher examination*, and (2) that he has paid the prescribed fee of Rs. 50 and submitted his application in triplicate on the prescribed printed form accompanied by other certificates (vaccination, birth, laboratory in case the candidate selects Physics, Chemistry or Biology, declaration by parent or guardian and educational qualification), one copy to the Secretary to the Government of India, Army department, Simla, through the local civil authority and two copies direct to the Secretary to the Government of India, Army department, Simla, *so as to reach him by April 1 for the June examination and by September 1 for the November examination.*

4. **Subjects for the Entrance Examination :—****PART I.—COMPULSORY.**

	Maximum marks.
(i) English	100
(ii) General knowledge	100
(iii) Interview and Record (the qualifying marks being 35 per cent.)	400
(iv) One of the following :—	
(a) Modern Language	}
(b) General History	}
(c) Everyday Science	} 100

PART II.—OPTIONAL.

Latin, Greek, French, German, Hindi, Sanskrit, Persian, Urdu, Modern History, Indian History, Lower Mathematics, Higher Mathematics, Physics, Chemistry, Biology, Navigation, each carrying 300 maximum marks and Free-hand or Geometrical Drawing carrying 50 maximum marks.

The minimum marks required in educational subjects for the Royal Air Force College, Cranwell, are 370.

(Detailed syllabus in the above subjects and the rules governing different combinations of subjects are given in the pamphlet entitled "Provisional Regulations respecting admission of Indian gentlemen to the Cadet Colleges," copies of which may be had of the Manager, Government of India Central Publication Branch, 3, Government Place, West, Calcutta, at annas four per copy.)

5. **Arrangements for candidates declared successful at the Entrance Examination**—Candidates passing at the June examination will be admitted for the January term of the following year and those passing at the November examination will be admitted for the following September term. During this intervening period successful candidates may seek admission to the Prince of Wales' Royal Indian Military College, Dehra Dun, for preliminary training. Selected candidates will be sent to England in charge of a British officer who will meet the cadets at Bombay. Each candidate will pay to this officer £15 to defray the expenses incurred during the voyage to England.

6. **Scholarships.**—Subject to certain conditions, scholarships are awarded to deserving cadets. There are three kinds of scholarships :—

(a) Sir Pratap Singh Memorial Scholarships (three annual of £100 sterling each).

(b) Silver Wedding Fund Scholarship (one scholarship of Rs. 3,000 per annum).

(c) Two special scholarships instituted by the Government of Bombay (Rs. 3,000 per annum each).

7. **Length of the Course of Instruction at the Cadet College.**—

The normal length of the course of instruction will be two years, each year being divided into two terms :—

Spring term.—From about the middle of January to about the end of July.

Autumn term.—From about the beginning of September to about the middle of December.

8. **Cost of the training of an Indian Cadet.**—The following tables will show the estimated minimum cost of training an Indian Cadet at the Royal College :—

(a) Son of an officer, soldier, etc., specifically provided for—

	£.	s.	d.
Fees at normal rate of £ 60 a term	180	0	0
Contingent account	70	0	0
Pocket money—18 months, at £ 3 per mensem	54	0	0
Vacation expenses, 22 weeks—Board and lodging at £ 5-5-0 per week	115	10	0
Incidental and travelling expenses at £ 1-1-0 per week	23	2	0
Living expenses while awaiting Gazette	15	0	0
Civilian clothes and sundries during the three terms	100	0	0
Total	557	12	0

(b) Son of a private gentleman, soldier, etc., not specifically provided for—

	£.	s.	d.
Fees at normal rate of £ 100 a term	300	0	0
Other items of expenses as under (a) .. .. .	..	..	..
Total	677	12	0

9. **Prizes and Medals.**—At each final examination held at the Cadet College prizes and medals are awarded to the best qualified cadets.

10. **Appointment of successful Cadets to commissions from the Cadet College.**—Indian candidates who successfully complete their course of training at the Cadet College will be appointed to commissions in the Indian Air Force as Pilot Officers.

11. **Pay, allowances and pensions of regimental officers.**—The pay and allowances of regimental officers of the Indian Army are detailed in Appendix B to Army Instruction (India) no. I-S of 1925. The pay and allowances rise from Rs. 480 per mensem, the present pay of a Second-Lieutenant. The pensions of Indian Army Officers are governed by the pension regulations for the Army in India. Disability pensions are also admissible under certain circumstances to King's commissioned officers. Widows' and families' pensions and compassionate allowances are also admissible to officers under certain circumstances.

DEPARTMENT OF COMMERCE.

Name of Service—Marine Engineers.

Condition of appointment—Competitive examination.

Conditions for admission to the examination—

(a) *Age*—15 to 17 years.

(b) *Qualifications*—Matriculation or Cambridge School Certificate or School-Leaving Certificate including the Final Passing Out Certificate of the I. M. M. Training ship "Dufferin."

(c) *Fee*—Rs. 20.

(d) *Subjects and marks of examination.*—

- (1) Arithmetic—250.
- (2) Mathematics—300.
- (3) English—300.
- (4) History and Geography—250.
- (5) Science—300.
- (6) Drawing—100.

Training.—

(a) *Scholarship*—Of the value of £240 tenable in England plus free second or third class passage.

(b) *Period*—(i) 4 to 5 years as an apprentice in a private firm of Marine Engineers to be arranged by the High Commissioner for India.

(ii) 18 months at sea in a foregoing ship in order to enable the candidate to sit for the second Class Engineers' Examination of the Board of Trade.

Scholarship condition—(a) A candidate must execute a bond undertaking to pay a sum up to Rs. 20,000 if he fails to return to India when instructed to do so or if he settles in some other country within five years of the termination of his scholarship.

(b) Every scholar must obey all instructions which he may receive from the Office of the High Commissioner.

NOTE.—Applications for admission to the examination should be made to the Secretary to the Government of India, Department of Commerce. The last date for the submission of applications is published in the *Government of India Gazette*.

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

Nature of Post—Engineering Supervisor.

Conditions of recruitment—Entrance Examination.

Conditions for admission to the examination—

(1) *Educational qualifications*—Cambridge School Certificate or Intermediate in Science.

(2) *Age*—17 to 24 years on January 1 of the year in which the examination is held.

(3) *Subjects of examination*—

(i) English (General knowledge)	200	marks.
(ii) Geography (a general knowledge of the Geography of the world and a detailed knowledge of the Geography of India).	100	„
(iii) Elementary Physics and Chemistry	150	„
(iv) Practical Mathematics (2 papers):—		
(a) Arithmetic, Algebra, Geometry, Trigonometry and Mensuration	250	„
(b) Mechanics (Statics and Dynamics) and Graphics ..	150	„

Qualifying marks—50 per cent. in each subject and 66 per cent. in the aggregate.

(b) *Fees*—(1) Rs. 5 with the application form.

(2) Rs. 25 on selection for the examination.

(3) Rs. 16 before the medical examination.

Period of Training—15 months.

Service Condition—Candidates are required to sign an agreement to serve the Government for a period of 5 years from the termination of their training.

Pay and allowances—

(a) During training—Rs. 60 p. m.

(b) After appointment—Rs. 120—5—140—10—290—20—350 with an efficiency bar at Rs. 290.

HOME DEPARTMENT.

Name of Service—Indian Civil Service.

Condition of appointment—Competitive examination.

Conditions for admission to the examination—

(a) *Age*—21 to 23 years on January 1 of the year in which the examination is held.

(b) *Health*—Must be in good mental and bodily health and free from any physical defect.

(c) *Qualifications*—B.A. or the Senior Diploma of the Mayo College, Ajmer.

(d) *Fees*—Rs. 5 with the application, Rs. 16 before examination by a Medical Board and Rs. 100 on admission to the examination.

(e) *Subjects and marks of examination*—

A.—Compulsory Subjects—

	Marks.
(1) Essay	150
(2) English	150
(3) General Knowledge	100
(4) Every-day Science	100
(5) One of the following vernacular Languages	150

Assamese, Bengali, Burmese, Gujrati, Hindi, Kanarese, Malayalam, Marathi, Oriya, Punjabi, Sindhi, Tamil, Telugu, Urdu, or French, German, Italian.

(6) *Vice Vice*—200.

B.—Optional Subjects—

(Candidates are allowed to take subjects from the subjoined list up to total of 800 marks).

				Marks.
(1) Arabic Language	..	..	..	200
(2) Arabic Civilization	..	..	..	200
(3) Persian Language	..	..	..	200
(4) Persian Civilization	..	..	..	200
(5) Sanskrit Language	..	..	..	200
(6) Sanskrit Civilization	..	..	..	200
(7) Pali Language	..	..	..	200
(8) Pali Civilization	..	..	..	200

(The civilization associated with a language can only be taken by candidates who also offer the language itself.)

(9) Vernacular Literature of any one of the following languages	..			200
Bengali, Burmese, Gujrati, Hindi, Marathi, Tamil, Telugu, Urdu.				
(10) English Literature (General)	..	..	..	200
(11) Ditto (Period I)	..	..	..	100
(12) Ditto (Period II)	..	..	..	100
(13) Ditto (Period III)	..	..	..	100
(14) Ditto (Period IV)	..	..	..	100

(In English Literature a candidate may not offer subjects carrying a total of more than 400 marks.)

(15) Latin Language	..	..	..	100
(16) Indian History, Period I	..	..	..	100
(17) Indian History, Period II	..	..	..	100
(18) Indian History, Period III	..	..	..	100
(19) Modern European History, Period I	..	..	..	100
(20) Modern European History, Period II	..	..	..	100
(21) British History, Period I	..	..	..	100
(22) British History, Period II	..	..	..	100
(23) British History, Period III	..	..	..	100
(24) General Economics	..	..	..	200
(25) Economic History	..	..	..	100
(26) Public Economics	..	..	..	100
(27) Political Theory	..	..	..	100
(28) Political Organization	..	..	..	100
(29) Law	..	..	..	200
(30) Moral Philosophy	..	..	..	100
(31) Metaphysics	..	..	..	100
(32) Logic	..	..	..	100
(33) Indian Philosophy	..	..	..	100
(34) Lower Mathematics, Pure and Applied	..	..	..	200
(35) Higher Mathematics, Pure	..	..	..	200
(36) Higher Mathematics, Applied	..	..	..	200

					Marks.
(37) Lower Chemistry ..	..	..	..	..	200
(38) Higher Chemistry ..	..	..	..	..	200
(39) Lower Physics ..	..	..	..	..	200
(40) Higher Physics ..	..	..	..	..	200
(41) Lower Botany ..	..	..	..	..	200
(42) Higher Botany ..	..	..	..	..	200
(43) Lower Geology ..	..	..	..	..	200
(44) Higher Geology ..	..	..	..	..	200
(45) Lower Physiology ..	..	..	..	..	200
(46) Higher Physiology ..	..	..	..	..	200
(47) Lower Zoology ..	..	..	..	..	200
(48) Higher Zoology ..	..	..	..	..	200

Candidates offering a Natural Science subject (Subjects 37 to 48) must produce a certificate that subsequent to the passing of the Intermediate examination they have undergone laboratory training for a period of two years in an Institution authorized to prepare candidates in the subject for a University degree.

(49) Advanced Geography ..	..	..	..	..	200
(50) Astronomy ..	..	..	..	..	100
(51) Statistics ..	..	..	..	..	100
(52) Psychology ..	..	..	..	..	100
(53) Experimental Psychology ..	..	..	..	..	100
(54) Physical Anthropology ..	..	..	..	..	100
(55) Social Anthropology ..	..	..	..	..	100

Candidates offering subjects (nos. 49, 53 and 54) must produce a certificate that subsequent to the passing of the Intermediate Examination they have undergone practical training in that subject for a period of one year in an institution authorized to prepare candidates in the subject for a University degree.

Candidates offering Astronomy no. 50 must satisfy the Public Service Commission that they have been trained in an Astronomical Observatory for a period of at least three months or have had other experience of the use of Astronomical instruments.

Probation—Selected candidates will be on probation for two years in the United Kingdom.

NOTE I.—Applications should be made to the Chief Secretary to the Government of the Province in which a candidate resides through the Collector or the Deputy Commissioner.

II.—The last date for submission of applications is published in the *United Provinces Government Gazette* from year to year.

III.—Candidates for the Indian Civil Service may appear simultaneously in the United Provinces Civil Service Examination provided they fulfil the conditions laid down for the latter examination (see next section).

HOME DEPARTMENT.

Name of service—United Provinces Civil Service.

Condition of appointment—Competitive examination.

Conditions for admission to the examination—

(a) *Age*—20 to 23 on January 1 of the year in which the examination is held.

(b) *Health*—Must be in good mental and bodily health and free from any physical defect.

(c) *Qualifications*—Intermediate or Licentiate in Agriculture of the Agricultural College, Cawnpore, or the Senior Diploma of the Mayo College, Ajmer.

(d) *Fees*—Rs. 5 with the application, Rs. 16 before examination by a Medical Board and Rs. 50 on admission to the examination.

(e) *Residence*—In the United Provinces for at least 3 years otherwise than at a University or College immediately preceding the examination.

(f) *Subjects and marks of examination.*

A. Compulsory subjects—

	Marks.
(1) Essay	150
(2) English	150
(3) General Knowledge	100
(4) <i>Viva voce</i>	200

B. Optional Subjects—

[Candidates are allowed to take subjects from the subjoined list up to a total of 600 marks.]

(1) Commerce—(1) Currency banking and finance	100
(2) Commerce—(2) Industrial and Commercial organization	100
(3) Hindu and Muhamadan Law	100
(4) Agriculture	200

and all the subjects given under section B of the Indian Civil Service Examination except the following which are not allowed for the United Provinces Civil Service Examination :—

- (1) Pali Language.
- (2) Pali Civilization
- (3) Latin Language.
- (4) Lower Physiology.
- (5) Higher Physiology.

- (6) Astronomy.
- (7) Experimental Psychology.
- (8) Physical Anthropology.
- (9) Social Anthropology.

Conditions governing the selection of subjects—

(i) The civilization associated with a language can only be taken by candidates who also offer the language itself.

(ii) No candidate may offer both Arabic and Persian.

(iii) In English Literature a candidate may not offer subjects carrying a total of more than 400 marks.

(iv) No candidate may offer both European History and British History.

(v) Of the three periods of Indian History only two may be offered.

(vi) Of the three periods of British History only two may be offered.

(vii) Candidates offering Natural Science subjects must produce a certificate of having undergone laboratory training in an institution authorized to prepare candidates in the subjects for the Intermediate Examination or higher—for two years in subjects for the higher grade and for one year in those for the lower one. For advanced Geography or Agriculture a certificate of one year's training in an institution authorized to prepare candidates in that subject for the Intermediate or a higher examination (or, in the case of Agriculture, in the Agricultural College, Cawnpore) is required.

(viii) As Vernacular literature a candidate may offer the literature of either Hindi or Urdu, but not both.

NOTE I.—Applications should be sent to the Deputy Secretary to Government, Appointment Department, through the Collector or Deputy Commissioner.

II.—The last date for submission of applications is published in the *United Provinces Government Gazette* from year to year.

III.—In all subjects common to the Indian Civil Service Examination the papers set will be identical with those set for the Indian Civil Service Examination.

HOME DEPARTMENT.

Name of Service—Indian Police Service.

Condition of appointment—Competitive examination.

Conditions for admission to the examination—

(a) *Age*—21 to 24 years on August 1 in the year in which a candidate is selected for the examination.

(b) *Qualifications*—B.A. or Diploma Examination in the 1st or 2nd Division from the Aitchison College, Lahore; the Mayo College, Ajmer; the Daly College, Indore; the Rajkumar College, Rajkot, or the Rajkumar College, Raipur; or Cambridge School Certificate.

(c) *Health*—Must be in good mental and bodily health and free from any physical defect.

(d) *Subjects of examination*—(each carrying 200 marks) :—

A. *Compulsory*—

- (1) English.
- (2) Geography.
- (3) Indian History.
- (4) Elementary Mathematics.
- (5) General Knowledge.

B. *Optional* (not more than two of the following) :—

(1) Sanskrit, (2) Arabic, (3) Persian, (4) Latin, (5) French, (6) Physics, (7) Chemistry, (8) Botany, (9) Zoology, (10) Higher Mathematics, (11) Political Economy, (12) English Language and Literature, (13) Constitutional Law, (14) Criminal Law and Procedure and (15) British History.

(e) *Fees*—Rs. 5 with the application form, Rs. 16 before examination by a Medical Board, and Rs. 50 on admission to the examination.

NOTE I.—Candidates should apply through the Collector or the Deputy Commissioner of the district in which they reside to the Chief Secretary of the Province.

II.—The last date for submission of applications is published in the *United Provinces Government Gazette* from year to year.

III.—The above examination also admits candidates to the U. P. Police Service.

DEPARTMENT OF EDUCATION, HEALTH AND LANDS.

Name of service—Indian Forest Service.

Conditions of appointment—Competitive examination.

Conditions of admission to the examination—

(a) *Age*—19 to 23 years on April 1 in the year in which a candidate is admitted to the examination.

(b) *Qualifications*—B.A. or Senior Diploma of the Mayo College, Ajmer.

(c) *Health*—(1) Must be in good mental and bodily health and free from any physical defect.

(2) There will be a physical test consisting of a walk of about 15 miles to be completed within a given time.

(d) *Fees*—Rs. 5 with the application, Rs. 16 before examination by a Medical Board and Rs. 50 on admission to the examination.

(e) *Subjects of examination*—(each carrying 200 marks) :—

A. Compulsory—

- (1) *Viva voce.*
- (2) English (including Essay and Précis writing).
- (3) General Knowledge.
- (4) Mathematics.
- (5) One of the following :—
 - (i) Botany, (ii) Chemistry, (iii) Geology and Physiography.

B. Optional (Any two of the following may be taken, provided neither has been taken as a compulsory subject under A) :—

- (1) Botany.
- (2) Chemistry.
- (3) Geology and Physiography.
- (4) Zoology.
- (5) Higher Mathematics.
- (6) Physics.

Training and final appointment—

(a) *Period and Place of training*—Two years at the Forest College, Dehra Dun.

(b) *Stipends and allowances*—Not more than Rs. 150 a month plus a maximum of Rs. 450 a year as travelling allowance in connection with the training subject and the fees at the college.

(c) *Final appointment*—As Assistant Conservators in the Indian Forest Service.

NOTE.—Applications for admission to the examination should be made to the Secretary, Public Service Commission, New Delhi.

DEPARTMENT OF INDUSTRIES AND LABOUR.

Name of service—Indian Service of Engineers.

Conditions of appointment—Competitive examination.

Conditions for admission to the examination—

(a) *Age*—21 to 25 years on August 1 preceding the examination.

(b) *Qualifications*—

(1) Engineering certificate of the Thomason Civil Engineering College, Roorkee, or

(2) Parts A and B of the Associate Membership Examination of the Institution of Engineers (India) *or*

(3) One of the following Indian examinations :—

(i) B.E. of Bombay University.

(ii) B.E. of Calcutta University (College of Engineering, Sibpur).

(iii) B.E. of Madras University.

(iv) B.Sc. (Engineering), Benares Hindu University.

(v) Examination for the certificate in Electrical Technology of the Indian Institute of Science, Bangalore; *or*

(4) Sections A and B of the Associate Membership Examination of the Institution of Civil Engineers, *or*

(5) Associate Examination of the City and Guilds Institute. (Imperial College of Science and Technology, South Kensington) in Engineering, *or*

(6) Associate Membership Examination of the Institution of Mechanical Engineers *or* Graduateship Examination of the Institution of Electrical Engineers. *or*

(7) Associate Examination of the Bengal Engineering College in Mechanical Engineering. *or*

(8) An Engineering Degree of one of the Universities in Great Britain under certain conditions.

(c) *Health*—Must be in good mental and bodily health and free from any physical defect.

(d) *Fees*—

(i) Rs. 5 with the application form.

(ii) Rs. 16 before examination by a Medical Board.

(iii) Rs. 75 on admission to the examination.

(e) *Subjects and marks*—

(A) *Compulsory*—

	Marks.
(1) English (including Essay and Précis writing)	100
(2) General Knowledge	200
(3) Applied Mathematics	100
(4) Applied Mechanics (including strength of materials and theory of Structures)	100
(5) <i>Viva voce</i>	200

(B) *Optional*—Not more than *two* of the following subjects:—

	Marks.
(1) Physics (including Electricity and Magnetism)	100
(2) Prime movers	100
(3) Hydraulics and Hydraulic machines	100
(4) Construction (Building materials, Design of Structures, General principles governing the design of Railways, roads, harbours and other works)	100
(5) Surveying	100
(6) Sanitary Engineering and Water Supply	100
(7) Electrical Engineering	100

Training—Selected candidates are required to undergo practical training for one year. During this period they will be designated ‘Students’ and granted such subsistence allowance as may be fixed by the Local Government of the province to which they may be posted for training.

NOTE I.—The examination will be a combined examination for the Indian Service of Engineers, the Indian Railway Service of Engineers and the Superior Telegraph and Wireless Engineering Branches of the Indian Posts and Telegraphs Department. A candidate may apply to be admitted for all or any of these. In that case he should state this in his application form. Only one application form is needed and only one set of fees has to be paid and one medical examination is required.

II.—Candidates should apply for admission to the examination to the Secretary, Public Service Commission, New Delhi.

III.—The last date for submission of applications for admission to the examination is notified in the *Government of India Gazette* from year to year.

RAILWAY DEPARTMENT (RAILWAY BOARD).

Name of service—Indian Railway Service of Engineers.

Conditions of appointment—Competitive examination.

Conditions for admission to the examination—Same as for the Indian Service of Engineers.

Training as probationers—

(a) *Period*—3 years (Appointed on agreement).

(b) *Pay*—Rs. 300, Rs. 350 and Rs. 400 per mensem.

(c) *Special examinations*—

(i) on riding and (ii) in Urdu of a preliminary standard.

Appointment after probation—After a practical examination in certain technical subjects, candidates are appointed on Rs. 475 per mensem.

*Scale pay—**Executive Engineers and Assistant Executive Engineers.*

Year of Service.	Pay. Junior scale.	Pay. Senior scale.	Remarks.
	Rs.	Rs.	
1st	300	..	} Probationary period.
2nd	350	..	
3rd	400	..	
4th	475	..	
5th	525	625	
6th	525	625	
7th	575	675	
8th	625	725	
9th	625	725	
10th	675	775	
	(Efficiency bar here.)		
11th	725	825	
12th	775	875	
13th	825	925	
14th	875	975	
15th	925	1,025	
16th	975	1,025	
17th .. .. .	..	1,075	
	(Efficiency bar here.)		
18th .. .. .	..	1,125	
19th .. .. .	..	1,175	
20th .. .. .	..	1,225	
21st .. .. .	..	1,275	
22nd .. .. .	..	1,275	
23rd .. .. .	..	1,325	
24th .. .. .	..	1,325	
25th and over .. .. .	..	1,375	

Administrative officers.

Deputy Chief Engineers, North-Western, East Indian and Eastern Bengal Railways—Rs. 1,950.

Deputy Chief Engineers, Great Indian Peninsula Railway—Rs. 1,750—100—2,150.

Chief Engineers, North-Western, East Indian, Eastern Bengal and Great Indian Peninsula Railways—Rs. 2,750—125—3,000.

NOTE I.—The examination will be a combined examination for the Indian Service of Engineers, the Indian Railway Service of Engineers and the Superior Telegraph and Wireless Engineering Branches of the Indian Posts and Telegraphs Department. A candidate may apply to be admitted for all or any of these. In that case he should state this in his application form. Only one application form is needed and only one set of fees has to be paid and one medical examination is required.

II.—Candidates should apply for admission to the examination to the Chief Secretary of the Province of which they are residents.

III.—The last date for submission of applications for admission to the examination is notified in the *United Provinces Government Gazette* from year to year.

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

Name of service—Superior Telegraph Engineering and Wireless Branches of the Indian Posts and Telegraphs Department.

Conditions of appointment—Competitive examination.

Conditions for admission to the examination—Same as for the Indian Service of Engineers.

Training—As apprentice in the Department for one year on an allowance of Rs. 200 per mensem.

Appointment after training—On probation for one year as Assistant Divisional Engineer.

NOTE I.—The examination will be a combined examination for the Indian Service of Engineers, the Indian Railway Service of Engineers and the Superior Telegraph and Wireless Engineering Branches of the Indian Posts and Telegraphs Department. A candidate may apply to be admitted for all or any of these. In that case he should state this in his application form. Only one application form is needed and only one set of fees has to be paid and one medical examination is required.

II.—Candidates should apply for admission to the examination to the Chief Secretary of the Province of which they are residents.

III.—The last date for submission of applications is notified in the *United Provinces Government Gazette* from year to year.

FINANCE DEPARTMENT.

Names of services—(1) Indian Audit and Accounts Service, (2) Military Accounts Service, (3) Imperial Customs Service and (4) Indian Railway Accounts Service.

Conditions of appointment—Competitive examination, same for all the services.

Conditions for admission to the examination—

(a) *Age*—22 to 25 years on the 1st of August in the year in which the examination is held (provided that a candidate over the age of 25 and under the age of 30 on that date may be admitted to the examination (a) if he holds substantively a permanent post under Government and (b) if he is recommended by the head of his department).

(b) *Health*—Must be in good mental and bodily health and free from any physical defect.

(c) *Qualifications*—B.A. or the Senior Diploma of the Mayo College, Ajmer, or the Government Diploma in Accountancy.

(d) *Fees*—Rs. 5 with the application, Rs. 16 before examination by a Medical Board and Rs. 50 on admission to the examination.

(e) *Subjects and marks of examination*—

A. *Compulsory subjects*—

	Marks.
(1) English	300
(2) <i>Viva voce</i>	200

B. *Optional subjects*—

Candidates are allowed to take not more than two of the following subjects each of which carries a maximum of 400 marks :—

- (1) Political Economy and Economic History.
- (2) Mathematics (Pure and Mixed).
- (3) Physics.
- (4) Chemistry.
- (5) Indian and English History.
- (6) Philosophy.
- (7) Botany.
- (8) Zoology.
- (9) One of the following classical languages with its literature :—
Latin, Greek, Sanskrit, Arabic and Persian.

Candidates offering Physics or Chemistry or Botany or Zoology must produce a certificate of having undergone one year's laboratory training in an institution authorized to prepare candidates in the subject for the Degree examination.

NOTE I.—Applications should be sent to the Local Government through the Collector or Deputy Commissioner of a district. In the case of candidates holding substantive posts under the Government applications should be sent to the Local Government or the Government of India through the head of the department concerned.

II.—The last date for submission of applications is published in the *United Provinces Government Gazette* from year to year.

GOVERNMENT OF INDIA.**SECRETARIAT AND ATTACHED OFFICES.**

I. Nature of post—First and Second Division Clerkships in the Secretariat.

*Conditions of appointment—*Competitive examination.

Conditions for admission to the examination—

(a) *Age—*22 to 24 years.

(b) *Educational qualifications—*Cambridge School Certificate or B.A.

(c) *Subjects of examination—*

	Marks.
(1) Arithmetic	100
(2) Handwriting	100
(3) General Knowledge	150
(4) English Composition	150

(5) Test in one or more of the following :—

(i) Drafting.

(ii) Précis writing.

(iii) Correcting mistakes in English.

(iv) Proof correction.

(d) *Fees—*Rs. 20 (Rs. 5 with the application and Rs. 15 on receipt of the admission card).

II. Nature of post—Clerkships in the Typist and Routine grade of the Secretariat and Attached Offices.

*Conditions of appointment—*Competitive examination.

Conditions for admission to the examination—

(a) *Age—*19 to 24 years.

(b) *Educational qualifications—*Junior Cambridge Local Examination or High School or equivalent examination.

(c) *Subjects of examination—*

	Marks.
(1) Arithmetic	100
(2) Handwriting	100
(3) General Knowledge	150
(4) English Composition	200

(5) A test in the following :—

(i) Letter writing.

(ii) Précis writing.

(iii) Correcting mistakes in English.

(iv) Proof correcting.

(v) Typewriting.

(d) *Fees—*Rs. 15.

NOTE I.—Candidates who wish to take both the examinations will have to pay Rs. 30 (Rs. 5 with the application and Rs. 25 on admission).

II.—Applications to be addressed to the Secretary, Public Service Commission, New Delhi.

POSTS AND TELEGRAPHS DEPARTMENT.

UNITED PROVINCES CIRCLE.

I. *Nature of post*—Clerkships.

Applications to be addressed to—

- (1) Superintendent of Post Offices.
- (2) Superintendent of Railway Mail Service.
- (3) Post Masters of Agra, Allahabad, Benares City, Cawnpore, Lucknow and Meerut.
- (4) Officer-in-charge, Telegraph Office.

Scale of pay—

- (a) In the first class towns (Agra, Allahabad, Benares City, Cawnpore, Lucknow and Meerut)—Rs. 45—5—145.
- (b) In other towns—Rs. 35—5—135.

Conditions of appointment—

- (a) *Test examination* in dictation in English, in Urdu and in Hindi, and in simple arithmetic.
- (b) *Age*—23 years (maximum).
- (c) *Qualifications*—Matriculation of a recognized University.

II. *Nature of post*—Probationership for training as (A) Station Service and (B) General Service *Telegraphists*.

Scale of pay—

- (a) During probationary period for 12 months—Rs. 30 per mensem.
- (b) After appointment as telegraphists—

For A—At stations in the United Provinces.

- (i) Agra, Allahabad, Cawnpore, Lucknow and Meerut—Rs. 65—5—155 (Efficiency bar at Rs. 110).
- (ii) Benares—Rs. 60—5—150 (Efficiency bar at Rs. 105).

For B—Rs. 80—5—100—10—250 (Efficiency bar at Rs. 200) with free quarters or allowances in lieu.

Conditions of recruitment—

(a) *Preliminary examination* in Dictation and Handwriting, English Composition, Arithmetic, Geography and Typewriting.

Failing in Dictation and Handwriting will disqualify candidates to proceed further with the examination. Candidates who pass in the preliminary examination will have to undergo a *viva voce* examination for final selection.

(b) *Age*—16 to 20 years.

(c) *Qualifications*—S.-L. C. or Cambridge School Certificate or Matriculation Examination of a recognized University.

(d) *Domicile*—British or Indian State subject.

REGISTRATION DEPARTMENT.

Nature of post—Sub-Registrarship.

(a) (i) Applications from persons not in Government service should be sent *direct* to the Inspector-General of Registration, Lucknow.

(ii) Applications from persons already in Government service should be sent *through* superior officers.

(b) *Time of submitting applications*—November and December each year.

Conditions of appointment—

(a) *Qualifications*—S.-L. C. of the United Provinces or Matriculation (Allahabad University) or High School Examination.

(b) *Age*—23 to 28 years.

(c) *Selection* is made at a Selection Committee consisting of (i) Inspector-General of Registration, (ii) District Judge of Lucknow, (iii) the Senior Small Cause Court Judge of Lucknow and (iv) two non-official members appointed by Government. A list of approved candidates, (1) by Government direct and (2) by Government on the recommendations of the Selection Committee, is maintained by the Inspector-General of Registration. *Approved* candidates are appointed on probation for two years and have to undergo a period of training before being placed in independent charge of an office.

POLICE DEPARTMENT.

Nature of posts—**I. A. Clerks and Accountants. B. Despatcher.**

Number of posts—A. (1) In the district police offices—15 vacancies in a year. (2) In the office of the Inspector-General of Police, United Provinces—One vacancy in a year.

B. Five vacancies in a year.

Scale of pay—

A. Rs. 40 per mensem.

B. Rs. 22 per mensem.

Conditions of appointment—

For A—

(a) Competitive examination in English, Arithmetic and General Knowledge.

(b) Qualifications—High School or equivalent examination.

For B—Qualifications—High School or equivalent examination.

II. Constables, first grade, for finger print work.

Appointments—Made by Superintendents of Police.

Qualifications—Good knowledge of English and ability to read and write Hindi and Urdu.

III. The Police Training, School, Moradabad.

Nature of training—Qualifying for Sub-Inspectorship.

Commencement of session—January and July.

Duration of course—18 months.

Nomination—made by

(1) District Magistrates	...	...	5 nominations.
(2) Superintendents of Police	...	5	„
(3) Commissioners of Divisions	...	A few	nominations.
(4) Deputy Inspector-General	...	„	
(5) Assistant to the Inspector-General incharge of Railway Police	...	„	
(6) Inspector-General of Police	...	„	
(7) Governor in Council	...	4	nominations.

Candidates nominated by nos. (1) to (5) are required to appear before a Selection Committee.

Qualifications—

- (1) *Knowledge of Persian Script and ability to read and write the Hindustani language in the Hindi character.*
- (2) *Residence in the United Provinces—3 years.*
- (3) *Age—20 to 24 years on the date of selection.*
- (4) *Educational—High School or equivalent examination.*
- (5) *Physique—(a) Height—not less than 5' 6".*
(b) Chest—not less than 32".

Cost of dress during training—Rs. 126 to be paid by candidates.

Allowance during training—Rs. 35 per mensem plus Rs. 5 if promoted to section commandership.

After training candidates will be posted to selected centres. After further training they will be appointed as Sub-Inspectors on Rs. 70 per mensem on probation for 2 years.

Bond—All selected candidates for training are required to furnish a Bond on a stamped paper of Rs. 5.

BOARD OF REVENUE.

Nature of post—Paid apprentices.

Number of posts—Six.

Scale of pay—(1) Rs. 20 per mensem, (2) Rs. 45—6—75, when appointed in a leave vacancy.

Conditions of appointment—

(a) *Competitive examination in dictation in English, in Urdu and in Hindi, Typewriting, Essay-writing and reading Urdu.*

(b) *Age—21 years (maximum).*

MEDICAL DEPARTMENT.

Nature of post—Clerkship.

(a) *Appointments in the offices of—*

(1) *Inspector-General of Civil Hospitals.*

(2) *Civil Surgeons,*

(3) Superintendents of Mental Hospitals in the United Provinces,

are made by the Inspector-General of Civil Hospitals.

(b) Appointments in the offices of—

(1) Principals, Medical Schools, Agra,

(2) Chemical Examiner, Agra,

(3) Civil Surgeons, Kumaun Division,

are made by the officers concerned.

Conditions of appointment—Apprenticeship.

A list of *approved* candidates for employment in the Medical Department is maintained by the Inspector-General of Civil Hospitals.

PUBLIC HEALTH DEPARTMENT.

Nature of post—

A.—Clerkship.

B.—Sanitary inspectorship.

A. In the offices of—

(1) Director of Public Health, United Provinces, Lucknow.

(2) Assistant Directors of Public Health, I Range, Meerut; II Range, Lucknow; III Range, Allahabad.

(3) Assistant Directors of Public Health (Provincial Hygiene Institute, Lucknow), (Malariology, Lucknow), and (Hygiene Publicity Bureau, Lucknow).

(4) Superintendent, Government Bovine Lymph Dépôt, Patwa Dangar (Naini Tal District) and Public Analyst, Lucknow.

(5) District Medical Officers of Health.

B. Selections for training in the Sanitary Inspector's class are made by the Director of Public Health. Actual appointments are made by the Municipal or District Boards.

Qualifications—High School or Intermediate Examination.

JUDICIAL DEPARTMENT.

A. HIGH COURT OF JUDICATURE AT ALLAHABAD.

I. Nature of post—Clerkships including Superintendents of Sections and Munsarims.

Conditions of appointment—

(a) *Educational qualifications*—High School or School Leaving Certificate Examination.

(b) *Apprenticeship before confirmation*.

Scale of pay—

(a) During apprenticeship—Rs. 20 per mensem.

(b) On confirmation—Rs. 35.

(c) *Highest pay*—Rs. 360. Suitable candidates have prospects of rising to the posts of Assistant Registrar on Rs. 480—60—600 and Deputy Registrar on Rs. 660—60—960.

Number of vacancies—10 in a year.

II. Nature of post—Translators who may rise to the posts of Stamp Reporters and Bench Readers.

Conditions of recruitment—

(a) *Educational qualifications*—B.A.

(b) *Examination*—A test of ability to translate.

Scale of pay—

(a) Minimum—Rs. 75 and maximum—Rs. 285.

(b) As Stamp Reporter—Rs. 345.

(c) As Bench Readers—

(1) Lowest Grade—Rs. 140.

(2) Highest Grade—Rs. 200—10—300.

III. Nature of post—Judgment writers.

Condition of appointment—Special test.

Scale of pay—Rs. 200—10—350.

IV. Nature of post—Stenographers.

Scale of pay—Rs. 150—10—200.

Number of vacancies—One in two or three years. (*Preference is given to stenographers in the District Courts.*)

B. OFFICE OF THE REGISTRAR, CHIEF COURT OF OUDEH, LUCKNOW.

Nature of post—Clerkship.

Number of vacancies—Two in a year.

Pay—Rs. 30 per mensem.

Qualifications—Knowledge of typing.

INCOME-TAX DEPARTMENT.

Nature of post—Clerkship.

Number of vacancies—5 or 6 each year.

Scale of pay—Rs. 40—2½—60.

Conditions of appointment—

(a) *Educational qualifications*—

(1) Matriculation or High School Examination of this Province.

(2) Knowledge of Typewriting and Shorthand.

(b) *Age*—below 20 years.

(c) *Residence*—In the United Provinces.

Candidates knowing Muriya are given *preference*.

EDUCATION DEPARTMENT.

I.—Office of the Director of Public Instruction, United Provinces, Allahabad.

Nature of post—Clerkship.

Qualifications—High School Examination.

Scale of pay—Rs. 45.

Number of vacancies—2* or 3 each year.

NOTE.—Applications should be addressed to the Director of Public Instruction, United Provinces, Allahabad.

II.—Offices of—

(1) Divisional Inspectors of Schools, United Provinces.

(2) Chief Inspectress of Girls' Schools, United Provinces.

(3) Principals of Training Colleges, Allahabad, Lucknow and Agra.

- (4) Principal, Sanskrit College, Benares.
- (5) Assistant Inspector of Schools, Kumaun Division, Almora.
- (6) Superintendent, Reformatory School, Chunar.
- (7) Principal, Thomason College, Roorkee.
- (8) Inspector of Arabic Madrasas, United Provinces.
- (9) Inspector of Muhammadan Schools, United Provinces.
- (10) Principal, Government Intermediate College, Almora.
- (11) Secretary, Board of High School and Intermediate Education,
United Provinces.
- (12) Inspector of European Schools, United Provinces.

Nature of post—Clerkship.

Qualifications—High School Examination.

Scale of pay—

(a) Rs. 35—1—45.

(b) Rs. 40.

(c) Rs. 45.

(d) Rs. 45—2—65.

(e) Rs. 50—5—80.

Number of vacancies—5 or 6 each year.

NOTE.—Applications should be addressed to the heads of offices concerned.

III.—Government High and Normal Schools and Intermediate Colleges, United Provinces.

A

Nature of post—Teachership (Graduates).

Qualifications—B.A. and L.T. of the Training College, Allahabad.

Scale of pay—Rs. 100—10—300.

Number of vacancies—7 or 8 each year.

B

Nature of post—Teachership (Undergraduates).

Qualifications—High School or Intermediate or Commercial Diploma and C. T. of the Training College, Agra or Lucknow.

Scale of pay—Rs. 50—5—100—10—150—10—200.

Number of vacancies—8 or 9 each year.

NOTE.—Applications should be addressed to the Director of Public Instruction, United Provinces, Allahabad.

IV.—Offices of Deputy Inspectors of Schools, United Provinces.

Nature of post—Sub-Deputy Inspectorship.

Conditions of appointment—

(d) *Qualifications*—B.A. or Intermediate, with C.T. of Agra or Lucknow.

(b) Three years' *experience* as a teacher in a recognized school in the United Provinces.

(c) *Knowledge* of both forms of the vernacular.

(d) *Knowledge* of riding.

(e) *Residence* in the United Provinces for 3 years.

Scale of pay—Rs. 80—5—120—10—160 with efficiency bar at Rs. 120.

NOTE.—Applications should be addressed to the Director of Public Instruction, United Provinces, Allahabad.

DEPARTMENT OF AGRICULTURE.

Recruitment of the Subordinate Agricultural service is made from amongst the passed students of the Agricultural College and Agricultural schools. Excluding the new posts which are sanctioned on account of the special demand for expansion, there are 4 or 5 vacancies in a year and appointments are made on the basis of the order of merit in passing the final examination.

EXCISE DEPARTMENT.

SECTION A.

Name of service—Excise Inspectorship.

Conditions of appointment—Competitive examination.

Number of vacancies—4 or 5 in a year.

Conditions for admission to the examination—

(a) *Age*—19 to 24 years on the first day of the month in which the examination commences.

(b) *Qualifications*—Intermediate Examination of United Provinces or the Diploma Examination of the Agricultural College, Cawnpore, or an examination recognized by Government as equivalent thereto, or a Licentiate in Agriculture of the Agricultural College, Cawnpore, or the Diploma of the higher course of the Mayo College, Ajmer.

(c) *Residence in United Provinces*—3 years otherwise than as a student at a University.

(d) *Health*—Must be of sound health, good physique and active habits and be free from any organic defect or bodily infirmity. The candidate should also be able to ride across country and of good character.

(e) *Subjects of examination*—

A. *Compulsory*—

	Marks.
(1) English	100
(2) Essay	100
(3) (a) General Knowledge and (b) Present Day	100
(4) Urdu	100
(5) Hindi	100

B. *Optional*—(Only one subject to be selected).

(1) Elementary Chemistry	150
(2) Elementary Mathematics (Arithmetic, Geometry, Algebra and Mensuration.)	100
(3) Indian History	100
(4) Elementary Botany	100
(5) Economics	100
(6) Elementary Physics	100

(f) *Examination fees*—Rs. 5 with the application, Rs. 25 on admission to the examination and Rs. 16 for examination by a Medical Board before final selection for appointment as Excise Inspectors.

NOTE.—Applications should be addressed, through the District Officer, to the Excise Commissioner, United Provinces, Allahabad.

SECTION B.

Nature of post—Clerkship in the Office of the Excise Commissioner, United Provinces, and subordinate offices.

Number of vacancies—1 or 2 in a year.

Qualifications—High School Examination.

MILITARY ACCOUNTS DEPARTMENT.

Nature of post—Clerkship.

Scale of pay—

(a) Temporary clerks—Rs. 50 per mensem. After three years' continuous temporary service Rs. 55 per mensem.

(b) On confirmation as permanent clerks—Rs. 55—6—115—5—200.

Efficiency bars at the stages Rs. 115 and Rs. 170.

(c) On passing the Subordinate Accounts Service Examination, normally taken after seven years' permanent service (of graduates after five years)—Rs. 115—10—225.

Conditions of appointment—By a qualifying examination.

(a) *Age*—18 to 25 years.

(b) *Qualifications*—

(1) B.A. Examination.

(2) Undergraduate of minority community.

(3) Europeans and Anglo-Indians having equivalent qualifications.

(c) *Subjects of examination*—Each paper will be an eliminating test and candidates failing to secure pass marks in Paper I will not be allowed to sit in Paper II and so on.

Subject.	Total marks.	Pass mark
PAPER I .. English orthography and handwriting to be tested by writing from dictation.	100	50
PAPER II .. English language, paraphrasing of English and letter drafting (time 3 hours).	100	50
PAPER III .. Arithmetic, 12 questions. (United Provinces Board of High School Examination standard, time 3 hours).	100	50
PAPER IV .. Elementary Book-keeping (Ball and Hamilton's book-keeping recommended, time 3 hours).	100	50
PAPER V .. <i>Viva voce</i> examination	100	50

Candidates must, in order to qualify, secure 60 per cent. of the aggregate marks.

Number of posts—Not certain. The names of successful candidates, in order of merit, will be registered. Appointments will be filled from an all-India roster of qualified candidates. Clerks in this department are liable for general and field service in and out of India.

NOTE.—Applications should be addressed to the Controller of Military Accounts, Eastern Command, Meerut.

GUN CARRIAGE FACTORY, JUBBULPORE

Nature of post—Clerkship.

Qualifications—

(a) Matriculation Examination.

(b) Knowledge of typing.

RIFLE FACTORY, ISHAPORE.

Nature of post—(a) Storemen.

(b) Clerks.

Scale of pay—

(a) Rupee 1-4 per day, Re. 1-6 per day and Re. 1-8 per day according to a time-scale.

(b) Rs. 30—5—85.

Conditions of appointment—

(a) *Competitive examination among registered candidates.*

(b) *Qualifications*—Matriculation Examination.

EAST INDIAN RAILWAY.

ALLAHABAD DIVISION.

Nature of post—Assistant Station Master.

Number of posts—For training in December, 1930—10.

Scale of pay—Rs. 40—4—68.

Conditions of appointment—

(a) *Age*—20 to 23 years.

(b) *Qualifications*—

(1) *Educational*—Matriculation or equivalent examination.

(2) *Technical*—Receiving and despatching 18 words per minute on the Morse instrument.

(c) *Period of training*—Three months.

NOTE.—Applications should be addressed to the Divisional Superintendent, East Indian Railway, Allahabad.

LUCKNOW DIVISION.

Nature of post—

(1) Guards.

(2) Trains clerks.

(3) Office clerks.

(4) Crew staff.

NOTE.—Applications should be addressed to the Divisional Superintendent, East Indian Railway, Lucknow.

MORADABAD DIVISION.

Statement showing approximate number of appointments made yearly.

Particulars of staff.	Approximate number of men appointed yearly.	Kind of training.
Assistant station masters ...	6	Only men qualified in telegraphy are eligible for selection. After selection they are given training in General Rules of the railway before their appointment as assistant station masters.
Assistant parcel clerks, assistant booking clerks, assistant goods clerks.	18	They are given training in goods and coaching rules of the railway.
Signallers	14	Only men already qualified in Telegraphy are appointed.
Apprentice drivers	6	Total period of training is eight years. First three years will be spent in running shed working with fitting stay and the remaining five years will be spent on the footplate working as a fireman.
Train examiners and assistant train examiners.	2	No training is given at the time of appointment. They are, however, not confirmed as assistant train examiners unless they pass the Asansol training which lasts for 15 days. Train examiners are appointed by promotion from assistant train examiners.
Guards	13	General rules of the railway.
Ticket-collectors	9	In the rules of the railway pertaining to the duties of ticket-collectors.

NOTE.—Applications should be addressed to the Divisional Superintendent, East Indian Railway, Moradabad.

GREAT INDIAN PENINSULA RAILWAY.

Nature of post—

A.—Probationership.

B.—(1) Ticket-collectors.

(2) Foremen.

(3) *Assistant* and *head* coaching clerks.

(4) *Assistant* and *head* parcel clerks.

(5) Assistant and head goods clerks.

(6) Relieving general clerks.

(7) Travelling ticket inspectors.

Scale of pay—For A.—Rs. 25 per mensem.

Number of posts—For B.—300 in a year.

Conditions of appointment—

For A—

(a) Age—Between 17 and 21 years.

(b) Competitive examination—In English and Arithmetic.

(c) Qualifications—Matriculation, High School or S.-L. C. Examination.

(d) Miscellaneous—Selected candidates will be required to pass a medical examination and enter into a service agreement with the railway administration.

For B—

Departmental examination—In Traffic and Accounts duties.

NOTE.—Applications for A should be addressed to Divisional Traffic Managers and Divisional Transportation Superintendents, Jhansi and Jubbulpore. Applications should be in the candidates' own handwriting and accompanied by copies of educational certificates and certificates of character.

NORTH-WESTERN RAILWAY WALTON TRAINING SCHOOL, LAHORE.

The school provides 3 kinds of courses :—

I.—Training courses for candidates for employment.

II.—Training courses for those already in service, who desire training for promotion.

III.—Refresher courses for employees already in service.

Regulations for recruitment and admission of students.

There are two groups—(a) **Stationmaster's group** and (b) **Commercial group** (Parcels, Luggage, Goods and Booking clerks).

Educational qualifications for admission—Matriculation or an equivalent examination in the 2nd division.

Age—18 to 21 years on the date of admission.

Applications—Forms obtained on payment of Re. 1 from the Divisional Superintendent's office.

Selection of candidates—(1) Made by a Selection Board in each Division and (2) finally approved by the Headquarters Selection Board.

Security deposit—Rs. 30. (This is refunded after 2 years' satisfactory service from the date of admission.)

Messing—Rs. 10 to be paid in advance by each candidate.

A. Stationmaster's group—

Commencement of session—September.

Duration of course—11 months (10 months in school and one month for practical training at a large station).

Allowances, while at school—Rs. 18 per mensem and Rs. 22 from the fourth month on merit.

Pay on appointment—Rs. 33 to Rs. 39 according to merit, plus Rs. 3 if candidates pass in goods duties or higher standard telegraphy and Rs. 6 if in both subjects.

B. Commercial group—

Commencement of session—September and February.

Duration of course—6 months (5 months in school and one month for practical training at a large station).

Allowances, while at school—Rs. 18 per mensem.

Pay on appointment—Rs. 33 if candidates pass in coaching only or goods only and Rs. 36 if they pass in both subjects.

Recruitment and training of Permanent Way apprentices.

Duration of course—4 years (10 months at school and the rest under a Permanent Way Inspector).

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The
National Advisory Council
for Juvenile Employment
(ENGLAND AND WALES)

FIFTH REPORT

Provision of Courses of Instruction
for Unemployed Boys and Girls

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National Advisory Council for Juvenile Employment (England and Wales)

FIFTH REPORT

PROVISION OF COURSES OF INSTRUCTION FOR UNEMPLOYED BOYS AND GIRLS.

To the Rt. Hon. Sir HENRY BETTERTON, Bart., C.B.E., M.P.,
Minister of Labour.

SIR,

1. *Terms of Reference.*—On the 11th May, 1932, you asked us to review the operation of the Scheme of Approved Courses of Instruction for unemployed boys and girls, as set out in our First and Third Reports, and to let you know whether we recommended the continuance of that Scheme in its present form, or whether we wished to suggest any amendments or additions. You suggested that, in conducting our Inquiry, we should no doubt wish to obtain the views of Education Authorities who have been primarily responsible for the administration of the Scheme in their respective areas.

Owing to unforeseen delays in connection with the Report of the Royal Commission on Unemployment Insurance, you subsequently asked us to postpone our Final Report on this subject until we could be informed of the decisions of the Government on the major issues regarding boys and girls raised by the Royal Commission's Report. We accordingly submitted an Interim Report in November, 1932, on certain minor, but rather urgent, points, and deferred our consideration of our Final Report until publication of the Unemployment Bill in November, 1933. A copy of the letter, addressed on your behalf to our Chairman on 9th November, 1933, and detailing the matters on which you particularly requested our advice in the review of the present Scheme, is reproduced as Appendix I of this Report.

2. *Consultation with Local Education Authorities.*—During the early stages of our consideration of this question, we decided that it would be extremely useful to obtain the views of the Local Education Authorities who, during the previous four years, had had experience in conducting Courses of Instruction for unemployed boys and girls. We, therefore, drew up a series of questions which we addressed to these Authorities. One set of questions was addressed to the Authorities who had been conducting separate Junior Instruction Centres and Classes, and another set to those Authorities who had had experience only of the admission of unemployed boys and girls to existing educational institutions, on the lines recommended in our Third Report.

Education Authorities replied fully to our questions, and their answers have been of great assistance to us in reviewing the operation of the Scheme. We should like to take this opportunity of expressing our thanks to them for their help in this matter.

3. *General Conclusion.*—The general conclusion to be drawn from the replies we have received from Education Authorities, and from such other information as we have been able to gather ourselves, is that the Scheme set out in our First and Third Reports has, on the whole, proved satisfactory, and, in most respects, easy of application. It is natural, with the large number of different Authorities, that varying views should be expressed, but the general consensus of opinion among Authorities was undoubtedly in favour of a continuance of the present Scheme without any material alteration. The most important direction in which changes have been recommended is towards greater elasticity in the administration and financial control of the Scheme. In the light of the experience which has been gained since the date of our First Report, we feel that more discretion might be allowed in certain respects to Local Education Authorities and to the Local Officers of the Ministry than was contemplated in the Regulations attached to our First Report; and we indicate below certain directions in which we think such elasticity might be introduced. We feel that, in particular, regard should be had in the administration of the Scheme to the difficult circumstances obtaining in county areas.

We understand that you are consulting the Associations of Education Authorities separately on the questions of method and basis of grant and of the supply of staff and suitable accommodation; we are not, therefore, making any recommendations on those subjects in this Report. Otherwise, we have reviewed the provisions contained in our First and Third Reports and beg to submit the following recommendations for your consideration:—

4. *General Purpose of the Scheme.*—We appreciate that, if the proposals of the Government, as contained in the Unemployment Bill, are put into effect, there will probably be a large extension in the number of Courses of Instruction, and in the number of unemployed boys and girls attending. The element of compulsion will introduce a slightly different attitude towards the Scheme, but we feel that the general purpose of the Instruction Courses should continue to be that recommended in our First Report: namely, to prevent demoralisation likely to result from unemployment, and to facilitate the absorption or reabsorption of boys and girls into employment as soon as an opportunity may occur.

5. *Different Types of Course.*—We recommend that the same types of Course set out in our First and Third Reports should continue. These are briefly—

- (i) Junior Instruction Centres, which are self-contained Courses, established in areas where the numbers unemployed are considerable;

(ii) Junior Instruction Classes which are separate Classes for the unemployed, but conducted in conjunction with some existing educational institution;

(iii) Attendance at existing educational institutions.

6. *Establishment of Junior Instruction Centres.*—In our First Report we set out certain definite criteria which we recommended would have to be satisfied before a Junior Instruction Centre could be established. It was then necessary to take into account the numbers of claimants to benefit in any area as well as the total number unemployed, because little reliance could be placed on the probable attendance of any who were not claimants. Under the proposals of the Unemployment Bill, this distinction between claimants and non-claimants will no longer be necessary, and it is possible to simplify the criteria accordingly, though we still feel that it would be useless to establish a self-contained organisation, such as a Junior Instruction Centre, unless there is a reasonable anticipation of sufficient numbers attending to form at least two classes

We, therefore, recommend that a Local Education Authority should be entitled to establish a Junior Instruction Centre with a grant from the Ministry if there are (or are likely to be within a short time), within a radius of five miles of the proposed Centre, not less than fifty persons between the ages of fourteen and eighteen who have been out of work for a period of twelve consecutive working days, and may be required to attend. If the area of the Authority extends for less than five miles from the proposed Centre, only those boys and girls resident within the Authority's area should be taken into account, unless arrangements have been made for co-operation with neighbouring Authorities. Notwithstanding the satisfaction of these criteria, the Ministry should be entitled to refuse approval for the establishment of a Centre if, in its opinion, the probable trend of unemployment does not justify the expense involved.

In our First Report, we recommended separate criteria for the establishment of "mixed Centres." We think, however, that it is no longer necessary to have separate criteria for this purpose, but that it is sufficient to allow boys and girls to be counted together provided there is a reasonable number of each, and to leave to local adjustment any difficulties arising from a large excess of one sex over the other.

7. *Establishment of Junior Instruction Classes.*—There is good evidence to show that the innovation introduced in our First Report in the matter of Junior Instruction Classes has proved a welcome addition to the Scheme, and has enabled Courses to be established in a number of areas where otherwise no provision would have been made. It seems likely that the need for such Classes will increase if the Unemployment Bill becomes law and we, therefore, recommend that the Scheme should be continued.

and that, in areas where there are not sufficient unemployed boys and girls to justify the establishment of a separate Centre, the Ministry should be prepared to give a grant in aid to a Local Education Authority for establishing and conducting a special Class for unemployed boys and girls. Wherever possible, such a Class should be conducted in connection with an existing educational institution, though not necessarily in the same building. In exceptional circumstances, however, in areas where there is no educational institution other than an elementary school, we recommend that the Minister should consider whether a self-contained Class might not sometimes be usefully established within a reasonable limit of cost if it was clear that existing needs could not otherwise be met.

It should be permissible to establish a Junior Instruction Class, if, within a radius of five miles, there are (or are likely to be within a short time) at least twenty-five persons between the ages of fourteen and eighteen who have been out of work for a period of twelve consecutive working days and may be required to attend. As in the case of Centres, the Ministry should be entitled to refuse approval for the establishment of a Class if, in its opinion, the probable trend of unemployment does not justify the expense involved. Grants towards the cost of such Classes should be paid by the Ministry in respect only of additional cost falling on the Authority by reason of the establishment of the Class, since the overhead costs will usually have to be met by the Authority, whether or not the Class were established. By the term "additional cost" we mean expenditure which would not otherwise have been incurred by the Authority.

8. *Closing of Junior Instruction Centres.*—We recommend that no substantial change should be made in regard to the closing of Centres from the proposals contained in our First Report, and that a Centre should cease to be recognised and approved for grant if the average attendance for four consecutive weeks falls below forty. In such cases, a month's notice of termination should be given to the Authority by the Ministry, but the decision should be open to review if the figures rise to at least forty for two consecutive weeks, and there is reason to anticipate continued need for the Centre.

If the numbers in attendance at a Centre necessitate its termination, we think it should be possible for the Centre to be continued automatically under the rules for a Junior Instruction Class, provided that the Course is wherever possible accommodated in, or conducted in connection with, an existing educational institution, and that it qualifies, after the change, for grant in respect only of additional expenditure incurred by the Authority owing to its existence.

9. *Closing of Junior Instruction Classes.*—We recommend that a Junior Instruction Class should cease to be recognised and approved for the standard rate of grant if the average attendance

for four consecutive weeks falls below twenty. In such case, a month's notice of termination should be given to the Authority by the Ministry, but the decision should be open to review if the figures rise to at least twenty for two consecutive weeks, and there is reason to anticipate the continued need for the Class.

We understand that certain cases of difficulty have arisen in which it has been necessary for the Ministry, under the existing conditions, to terminate its grant in respect of a Junior Instruction Class, although the Authority have wished to continue the Class with the reduced numbers. The Authority have looked to the Board of Education for a fifty per cent. grant, but since Parliament has been asked to recognise the principle that the Ministry of Labour should be responsible for giving grants in respect of Courses of Instruction which are confined to unemployed boys and girls, it is clearly inappropriate that the Board of Education should be asked to give a grant in respect of such a Course. Normally, we doubt whether, if the numbers have fallen below twenty for four weeks or more, there is any justification for the Ministry continuing to give the high standard rate of grant in respect of such small numbers, but we recommend that, if an Authority wishes to continue the Class, in spite of the small numbers, the Ministry should be empowered, if it thinks fit, to make a fifty per cent. grant to the Authority in respect of a Class which would have otherwise closed under the criteria recommended above, provided that the Class is maintained by the Authority for unemployed persons only, and provided the Minister is satisfied, in the light of the general educational practice in the locality, that the numbers in attendance remain such as to justify the continuance of the Class. In such case, if the numbers in attendance rise to at least twenty for two consecutive weeks, and if there is reason to anticipate continued need for the Class, the Class should be recognised again for the standard rate of grant.

10. *Admission of Unemployed Boys and Girls to Existing Educational Institutions.*—Following our Third Report, there was introduced a system under which unemployed boys and girls in areas where there were not enough to justify a separate Centre or Class, could be required, as a condition for the receipt of benefit, to attend existing educational institutions which provided suitable instruction. These are, mainly, Evening Classes and are generally open only during the winter months.

While this system has naturally led to certain difficulties in organisation, opinion generally seems to be in its favour. We recommend that it should be continued, and that in areas where there are not sufficient unemployed persons between the ages of fourteen and eighteen to justify the establishment of a Junior Instruction Centre, and the Ministry is satisfied that it is not desirable to establish a Junior Instruction Class, arrangements should be made for the admission of unemployed boys and girls

to existing educational institutions, provided always, as stated in our Third Report, that the admission of these boys and girls does not prejudice in any way the facilities provided for ordinary pupils. No compulsion should be put on Local Education Authorities to make such arrangements, though it is our hope that many will do so. We recommend that fees should continue to be paid on the basis of places occupied and at rates not higher than those paid in respect of ordinary persons attending the same Classes. Fees should, however, in future be paid in respect of all unemployed boys and girls required to attend, irrespective of their position in regard to the receipt of benefit. In addition to paying fees for attendance, the Ministry should, in our view, be prepared to pay for such minor items as stationery and equipment as boys and girls attending voluntarily would be required to procure for themselves. We think it essential to maintain the principle that unemployed boys and girls should not be required to be put to any expense by reason of their attendance at Courses of Instruction and that they should not be in a worse position as regards materials than the boys and girls who attend the Courses voluntarily.

In our opinion, at least six hours' instruction should, if possible, be provided per week under such arrangements, and no arrangements should be sanctioned which provide for instruction for less than four hours per week.

11. *Arrangements for Boys and Girls with Special Qualifications.*—In 1931 we submitted a recommendation that as part of the Scheme for the provision of instruction for unemployed boys and girls, arrangements should be made whereby those who possess special educational or industrial qualifications should be enabled to attend existing educational institutions providing special instruction suited to their individual requirements, rather than the ordinary Junior Instruction Centre or Class. We understand that our recommendations on this point were accepted by the Ministry, and Local Education Authorities were invited to make such arrangements wherever they could do so. Any Courses attended by boys and girls under this scheme were to be known as "Special Instruction Courses." Unfortunately, not many Courses of this type have been arranged, but there is general opinion in favour of the principle of the scheme, and we recommend that it should be continued.

We, therefore, suggest that, in areas where Junior Instruction Centres and Classes have been established, the Local Education Authority should be invited to make arrangements for the admission of unemployed boys and girls possessing higher educational or industrial qualifications to existing educational Courses likely to provide instruction of a type more suited to their special aptitudes than the Centre or Class. The Education Authority should make arrangements for such boys and girls to be interviewed with a view to determining what Course they should be required to attend.

Fees should be paid by the Ministry in respect of the attendance of unemployed boys and girls at such Courses on the basis of places occupied and at rates not higher than those paid in respect of ordinary pupils attending the same Classes, and not greater than the cost approved by the Ministry in the case of boys and girls in attendance at a Junior Instruction Centre or Class in the area which they would otherwise have been required to attend.

We recognise that it is sometimes difficult to determine exactly whether a boy or girl is unemployed, and it is not our intention that the scheme of Special Instruction Courses should be used at the expense of the Ministry by those who are more desirous of continuing their education than of obtaining immediate employment. In order, therefore, that this privilege should be limited to boys and girls who are genuinely unemployed, we recommend that it should normally be confined to those who have at least ten contributions to their credit in respect of insurable employment, and have already entered, or intend to enter, an occupation to which such instruction is appropriate.

As stated in paragraph 19 below, we are of opinion that the instruction provided at Junior Instruction Centres and Classes should not take the form of training for specific occupations. We think, however, that some latitude should be allowed in this matter in the case of boys and girls who, by reason of their special educational or industrial qualifications, are sent to Special Instruction Courses; while it is desirable that their training should not be on too narrowly vocational lines, we do not think that they should be debarred from attending such special Courses merely by reason of the fact that the Course definitely provides training for specific occupations. Moreover, those attending such Courses should at all times be regarded as available for employment.

12. *Alternative Arrangements.*—We have always recognised that, apart from the boys and girls who may be enabled to attend Special Instruction Courses in accordance with the recommendations contained in the preceding paragraph, there will be those who may desire to attend instruction of some special type which may be more appropriate for them than the Junior Instruction Centre or Class. We have in mind particularly girls who may wish to prepare themselves for domestic employment by attending a training course provided by the Central Committee on Women's Training and Employment, but many other cases may occur such as those in which parents wish their boys or girls to attend private training courses at their own expense. We, therefore, recommend that there should be no departure from the present system under which boys and girls can obtain exemption from the requirement to attend the Junior Instruction Centre or Class or other authorised course if they can show that they wish to continue or take up studies of a more advanced character or more suited to their individual requirements than those provided at the Centre or Class.

In these cases, where attendance at the alternative course rather than at the authorised course provided by the Education Authority depends entirely on the volition of the individual boy or girl, no fees should be payable by the Ministry, but the boys or girls should be allowed to attend so long as they produce evidence that they are attending regularly.

13. *Length of Courses.*—We recommend, as in our First Report, that in Junior Instruction Centres instruction should be given for not less than five half days a week, and that the total number of hours of instruction should be not less than fifteen, and not more than thirty each week. So far as possible, a Centre should be kept open continuously and suitable arrangements should be made by the Authority for the staff to have appropriate holidays.

We recommend that similar conditions should apply to Junior Instruction Classes conducted in the day time, though in the case of such Classes we recognise that it may be necessary that the holiday periods should conform to the holidays of the educational institution to which the Class is attached.

14. *Instruction in the Evening.*—We are strongly of opinion that wherever possible Courses of Instruction for unemployed boys and girls should be conducted in the day time. Instruction in the evening may be necessary in certain circumstances, but it is only a poor substitute for day time instruction. Only in the most exceptional circumstances, and only if the Authority can show conclusively that it is quite impossible for them to conduct a Centre in the day time, should we be prepared to recognise an evening Centre.

We recognise that greater difficulties may arise in connection with Junior Instruction Classes, since, if the institute to which they are attached is open only in the evening, it may be difficult to organise a Class in the day time. Here again, however, we would urge that, so far as may be possible, Junior Instruction Classes should be open in the day rather than in the evening.

If any Junior Instruction Centres or Classes are open in the evening they should, in our view, provide instruction for not less than six hours per week, and preferably for a longer period. If possible, moreover, some provision should be made for organised recreation in the day time in addition to instruction in the evening.

15. *Period of Unemployment prior to Enforcement of Attendance.*—We understand that under the Unemployment Insurance Act, 1930, and the Regulations made thereunder, the Minister has been under a statutory obligation to require the attendance of unemployed boys and girls claiming benefit after one day's unemployment. Power is, however, to be given by the Unemployment Bill now before Parliament for the Minister to exercise discretion in this matter, and we welcome this change, since it is generally felt that the present statutory obligation operates after too short

a period of unemployment; it leads to a large amount of intermittent attendance at Courses with resulting disorganisation, and it may be argued that during the first few days of any period of unemployment boys and girls should be entirely free during the whole of the day to look for a new job.

We feel that it is desirable that a considerable measure of elasticity should be allowed and discretion vested in those officers in each locality who are acting on behalf of the Minister in this matter. As a general guide, we would suggest that a requirement to attend a Course should not be issued ordinarily until a boy or girl has been unemployed for a week. In the case of those who have just left school, we think that a longer period is justified, especially as part of this period would, in any case, frequently be regarded as holidays. As a general guide, we therefore suggest that in the case of "school-leavers" no requirement to attend a Course should be issued until a month has passed since leaving school. In exceptional cases this period might be extended to as long as two months, but if a boy or girl has not got a job by the end of two months, we think that attendance should normally be required thereafter.

The position of short-time workers presents considerable difficulty; much depends upon the method of the short-time and its probable duration. Conditions vary considerably from one area to another, and we do not think it is practicable to lay down any general regulations, or even any general guide, for the country as a whole. We feel that, subject to general directions, a considerable amount of discretion in this matter should be allowed to the local representatives of the Minister.

16. *Travelling Expenses.*—In our First Report, we made certain recommendations regarding the payment of travelling expenses to boys and girls attending Courses of Instruction. We recommended that no allowance should be paid to those who live less than two miles by road from the Course, that the cost of the single journey should be paid to those residing between two and four miles, and the cost of the outward and return journey to those residing more than four miles. We said that in certain special areas consideration might have to be given to any suggestions put forward by the Education Authority, that, owing to special local conditions, payment should be made for return fares to those residing between two and four miles. We said, also, that the expenditure in respect of any one boy or girl should not exceed 2s 6d. per week, or 6d. per day, and that every endeavour should be made to obtain all possible concessions in the matter of fares from transport companies.

On the whole, we understand that these provisions have met adequately the needs of the case, but we think that, in future, somewhat greater elasticity should be permitted to meet the needs

of individual areas or of individual boys or girls. A larger proportion of boys and girls under the age of sixteen will in future be attending the Courses, and in certain districts we think it may be undesirable to require them to walk four miles under all conditions every day. In certain circumstances, moreover, we think it would be desirable to extend slightly the maximum rate per day since it may be more economical to bring boys and girls to a central Course of some magnitude than to establish a number of small and scattered Courses. In any case, we do not consider that a boy or girl should be required to attend a Course unless fares are paid for all necessary travelling in excess of four miles per day.

A special difficulty arises in the case of Courses which are open both morning and afternoon. In such cases, the boy or girl frequently has to return home to a mid-day meal, and it is conceivable that, under present Regulations, a boy or girl who lives say one and three-quarter miles from the Course may thus be required to walk about seven miles a day without the payment of any fare. In such cases, we are definitely of opinion that the Regulations should be modified so as to enable fares to be paid at discretion for any mileage over four per day.

17. *Provision of Meals.*—We understand that one or two Education Authorities have suggested that there should be included in the Scheme arrangements for the provision of free meals to boys and girls at mid-day in areas where the Course is open all day and boys and girls have a considerable distance to travel home to their mid-day meal. In such circumstances we recommend that arrangements should be made at the Course for food to be cooked, and meals taken, and for that purpose we recommend that the Ministry should be prepared to recognise reasonable expenditure on the provision of the necessary equipment.

We feel, however, that it is unwise to go further than this. To provide free meals would be a large and expensive departure from the existing Scheme, and it would be extremely difficult to draw distinctions between those boys and girls who should be given free meals and those who should not. In most areas we anticipate that, if a Course is open both morning and afternoon, those boys and girls who live a considerable distance away should be able to bring their own food and prepare it on the spot. In many areas it should be possible for the Education Authority to make arrangements with some voluntary body to assist; we strongly commend such an arrangement, and hope that Education Authorities, whose Courses provide instruction both morning and afternoon, will do their best to secure the co-operation of some voluntary body in this important field of voluntary service.

18. *Staff Ratio.*—In our First Report we recommended that the normal proportion of staff should be one teacher to twenty-five pupils at Courses where attendance is for more than fifteen hours

per week, but that, if the Minister is satisfied that more than one-third of the instruction is in practical work, he should be prepared to authorise the employment of one teacher for twenty pupils. At Courses where attendance is for only fifteen hours a week and different sets of pupils attend in the morning and the afternoon, one teacher should be employed for double these numbers of pupils. We added that if the numbers of boys and girls in attendance fell below the specified figures, the Authority should reduce staff accordingly, and payment of salary in excess of the staff ratio should not be recognised as approved expenditure.

This is, undoubtedly, one of the most difficult points in the administration of the Scheme, and we have given the matter further careful consideration. Owing to the nature of unemployment, the numbers of boys and girls in attendance at Courses are necessarily liable to constant and sometimes violent fluctuation, and the difficulty of satisfactory staffing is inherent in the Scheme. In the interests of sound and economical administration, there must clearly be some method of adjusting expenditure on staff in relation to the rise and fall of the numbers in attendance, but we are of opinion that rather more latitude should be allowed in the matter than has been the practice in the past.

We understand that, following the Interim Report we rendered in November, 1932, the Ministry modified the Scheme in respect of small Centres, and agreed that a disallowance under the staff ratio condition should not normally be imposed if, in the case of a fifteen hours Centre which meets both morning and afternoon the numbers in attendance fall below eighty, or, in the case of a Centre providing more than fifteen hours' instruction a week, below forty, provided always that only two teachers, or their equivalent in teaching hours, are employed at the Centre. In the case of a Junior Instruction Class, no staff ratio disallowance should be imposed if the numbers fall below twenty, provided that only one teacher, or his equivalent in teaching hours, is employed. In both cases, the concession should only be applicable if, in the opinion of the Minister, it was impossible for the Authority to reduce their staff proportionately. This concession was introduced for an experimental period of a year, but we are satisfied that it is based on sound principles, and we recommend its continuance as part of the permanent Scheme.

We also feel that, in the case of larger Centres, somewhat greater elasticity should be permitted by making some allowance for the time which Superintendents of Centres must inevitably give to matters of organisation, control, discipline and returns.

We hope that the Ministry will see their way to introduce some greater measure of elasticity in the directions indicated, and we should like to have an opportunity of reviewing this question again after the new Scheme has been in operation for a year.

19. *Curriculum.*—We agree with the recommendation we made in our First Report that the instruction provided at Junior Instruction Centres and Classes should not take the form of training for specific occupations, but that, for the majority of pupils, it should be mainly practical in character. Subject to these general considerations, discretion should be allowed to Education Authorities to develop their own ideas according to conditions in each area and to the type of boys and girls in attendance.

We attached to our First Report an Appendix in which we set out certain general principles which we thought would be a useful guide to Education Authorities in this important matter. Education Authorities generally have approved the principles set out in that Appendix, and we do not desire to recommend any change therein. We attach to this Report, as Appendix II, a copy of the Memorandum since we understand that our First Report is now out of print.

We are increasingly convinced that a Junior Instruction Centre or Class should not be conducted on the lines of an ordinary school, but should partake to a large extent of the club spirit, and the boys and girls in attendance should realise that the instruction they receive is something which will be likely to help them in securing employment and in making them better citizens. Training should be given to the body as well as to the mind, and physical training and games should, therefore, form part of the curriculum at every Course, though the Course should not be allowed to develop into a place of mere amusement.

The British Broadcasting Corporation is already devoting considerable attention to the possibilities of broadcast talks in the field of education; we think that considerable use might be made of such talks in connection with the curriculum of Junior Instruction Centres and Classes, and we hope that the possibilities will be further explored by the Corporation, the Ministry and Education Authorities.

20. *Medical Service.*—We have considered the possibility of providing some medical service for boys and girls who are attending Courses of Instruction but are not insured under the National Health Insurance Scheme, and we understand that it would be possible for the Education Authority's School Medical Service to be used in this connection. We do not recommend anything in the nature of regular or compulsory inspection, but we hope that Education Authorities will be able to arrange for one of their School Doctors to examine and treat boys and girls attending their Courses of Instruction and recommended for medical advice by the Superintendents. No compulsion should be put on the boy or girl, and the service should only be provided for those who are not insured under the National Health Insurance Scheme. In most areas we anticipate that the numbers recommended for such advice would be small and that no additional cost would be involved.

We do not consider that a system of fees should be instituted, but, if an Authority can show that additional expense is involved, such expense should be allowed to rank for the standard rate of grant from the Ministry.

21. *Staff.*—We would like to repeat again what we said in our First Report, namely, that the success of Courses of Instruction depends in our view largely on the personality of the teachers employed, and especially on that of the Superintendent. We would again urge that the greatest care should be taken by Education Authorities in the selection of the staff, and that the teachers should be appointed, not so much on their academic qualifications, as on their ability to handle boys and girls over the age of fourteen, and to develop a sense of esprit de corps among those attending the Courses.

22. *Co-operation with Voluntary Organisations.*—In our Third Report we expressed the view that Local Education Authorities should be responsible for the administration of Courses of Instruction for unemployed boys and girls, and we note that this principle is embodied in the Unemployment Bill now before Parliament. While we are still convinced that it is right that Local Education Authorities should be responsible to the Government for the conduct of Courses, we hope that voluntary bodies will co-operate so far as may be possible with Education Authorities. We should, for instance, welcome a scheme under which an Authority, if it thought fit, made arrangements with a voluntary body for the use of premises which might serve as a Junior Instruction Centre in the day time and a club in the evening. The administration and financial control of the Course, must, however, in our view, rest with the Authority.

23. *General Policy.*—You will understand, Sir, that in agreeing to this unanimous Report, the Members of the Council have given their assent without prejudice to their views on other questions of general policy, such as the raising of the school leaving age, in relation to juvenile employment.

I have the honour to be, Sir,

Your obedient Servant,

(on behalf of the Council),

(Signed) GOSCHEN,

Chairman.

20th January, 1934.

APPENDIX I.

9th November, 1933.

MY LORD,

I am directed by the Minister of Labour to refer to the letters which were addressed to you on his behalf on the 6th October, 1932, and 29th June, 1933, regarding the request to the National Advisory Council for Juvenile Employment (England and Wales) for its views on the revision of the scheme for Approved Courses of Instruction for unemployed boys and girls.

As you will be aware the Government have now announced their decision on the major issues arising out of the Report of the Royal Commission on Unemployment Insurance, and their main proposals for dealing with the problem of juvenile unemployment are contained in the Unemployment Bill which has been presented to Parliament.

As you will be aware, the existing scheme of instruction for unemployed juveniles is based on the First and Third Reports of the National Advisory Councils, and the Minister trusts that he may have the advice and assistance of those Councils in preparing for the enlarged scheme which will be made possible under the Government's proposals. There will clearly be a large increase in the numbers of unemployed boys and girls who will, under the proposed scheme, be brought within the ambit of compulsory instruction, and there are many details which will need to be reviewed. The Minister understands that the Councils have already obtained the views of Local Education Authorities on many aspects of the present scheme and have already expressed their willingness to report on the new scheme as soon as the Government's decisions on the recommendations of the Royal Commission in regard to juvenile unemployment are made known. He hopes, therefore, that he may be able to receive reports from the Councils in ample time to enable him to consider them before the new scheme is brought into operation.

I am to state that on certain issues which directly concern the administration of Local Authorities, such as the method of grant to Education Authorities for conducting Courses of Instruction, and also on certain issues directly affecting educational administration (including the provision of the necessary staff and premises, arrangements for securing attendance of unemployed boys and girls at Courses of Instruction and arrangements to obtain from schools the necessary information to administer the scheme of crediting contributions), the Minister is proposing to consult representatives of the Associations of Education Authorities concerned.

There are, however, many important questions which have in the past been considered and reported upon by the Council on which the Minister would be glad to have the Council's recommendations, and in particular I am to suggest that it would be useful to have the Council's views on the following points:—

- (i) Criteria for establishing and closing Junior Instruction Centres and Classes.
- (ii) Question of requiring unemployed boys and girls to make use of existing educational facilities.
- (iii) Alternative arrangements for boys and girls with special qualifications.
- (iv) Period of unemployment prior to enforcement of attendance.
- (v) Length of Courses.
- (vi) Junior Instruction Centres and Classes in the evening.
- (vii) Travelling arrangements.
- (viii) Staff ratio.
- (ix) Curriculum.

I am, My Lord,

Your Lordship's Obedient Servant,

(Sgd.) T. W. PHILLIPS.

The Right Hon. the Viscount Goschen,
P.C., G.C.S.I., G.C.I.E., C.B.E.,
25, Rutland Gate, S.W.7.

APPENDIX II.

SUGGESTIONS AS TO A SUITABLE CURRICULUM FOR JUNIOR INSTRUCTION CENTRES.

1. *General Principles.*—(a) The training provided at Centres shall not be regarded as training for specific occupations.

(b) The training in the main and for the majority of juveniles shall be practical in character, aiming at the development of manual dexterity.

(c) The object of the Centre shall be—

(i) to give juveniles during periods of unemployment an interest in life so as to avert deterioration which inevitably sets in when young people are without occupation and cannot, on their own initiative, provide for themselves interests of a formative character, and

(ii) to raise the standard of "employability" by participation in the various activities provided at the Centre.

2. *Classification of Students.*—As provision is made at Centres for the training of juveniles in the full age range, 14 to 18 years, differentiated treatment according to age is indicated on educational grounds. It would be convenient therefore to divide this age range into two sections,

(a) for juveniles under 16 years of age;

(b) for juveniles over 16 years of age.

So far as boys are concerned, the first section would consist almost entirely of those whose full-time education ended under the age of 15, and experience shows that the majority of these are manual (including casual) workers. In the second section would be found a small proportion—but nevertheless in considerable numbers in areas of concentrated population—of boys who have continued their education up to at least the age of 16; among these non-manual workers would probably be in the majority, with some of the better class of manual workers.

In the case of girls, the distinction between manual and non-manual workers is less marked, but the differentiation between the two age-groups is equally important.

Considerations of this kind show that Centres have to cater for a variety of types, and their success will depend largely upon the degree of differentiation that can be introduced into the Curriculum. Differentiation of Curriculum depends also upon another factor, viz., that of the number in attendance at the Centre. Where the numbers are large little or no difficulty should be experienced in introducing into the Curriculum varied forms of instruction suitable to the needs of the selected groups into which the juveniles are classified. In small Centres, however, that is, Centres with about 50 in attendance—there is not the same scope for classification, and instruction has to be organised on the basis of the individual, or small groups of, say, three or four individuals, with one of them recognised as the leader or "leading hand" under the general supervision of the instructor.

3. *Practical Curriculum for Boys' Centres.*—While Centres must not be regarded as places of training for specific occupations, in choosing subjects for instruction it is desirable to include subjects which have some connection with the trades and industries of the area, e.g., in districts where there are engineering workshops subjects relating to engineering—both practical and theoretical—may appropriately find a place in the Curriculum. In coal and iron districts, on the other hand, while it would be far too ambitious and entirely beyond the scope of the Centre to attempt to teach mine surveying, mine practice and steel manufacture, "talks" and short

lectures, with slides, on these and kindred subjects could with profit be introduced into that part of the time table which is not given to practical work. Local "bias," wherever possible and practicable, should be introduced into the Curriculum, not for the specific purpose of giving the boys a trade training, but because it supplies simple means for arousing in them an intelligent interest in trade operations with which they may be familiar.

Among handicrafts there is a range of subjects sufficiently wide to satisfy all tastes and inclinations, and as their appeal to boys is almost universal, on account of that alone they should be introduced into the Curriculum. It is not necessary in this Memorandum to give an exhaustive list of subjects, but it may not be out of place to mention, merely in the suggestive sense, a few groups of such subjects as may be appropriately included in the Curriculum.

(a) *Woodwork.*

Furniture repairing and making of small articles for the home, e.g., stools, cabinets for wireless sets, etc., pot stands, small cupboards, bookshelves, etc.

Decorative woodwork; fretwork, carving; turning; picture framing; staining; varnishing and painting.

(b) *Metal work.*

Light work combined with wood.

Wire and soft iron work.

Tinsmithing; forging.

Copperwork.

(c) *Weaving.*

Raffia work.

Cane chair repairing, basket work.

Mat and rugmaking.

Upholstery.

(d) *Miscellaneous.*

Boot repairing.

Decorative leatherwork.

Bookbinding.

Gardening.

For commercial students book-keeping, shorthand and typewriting would replace some of the above.

4. *Practical Curriculum for Girls' Centres.*—The training at Centres for girls should mainly be associated with those interests relating to home-keeping. Hygiene should be regarded as a basic subject and adequate facilities should be provided for teaching domestic science subjects. Where possible the work of the Centre should be linked up with that of Child Welfare Centres. In teaching cooking special regard should be paid to the practical side of the instruction and to the question of food values.

(a) *Practical Subjects.*

Home handicraft. Dressmaking and the making of garments for children. Cookery, laundry and housewifery.

(b) *Specialized Subjects.*

Physiology and hygiene.

First aid and ambulance.

Home nursing.

For commercial students book-keeping, shorthand and typewriting would replace some of the above.

5. *General Curriculum for all Centres.*—In addition to the practical instructions suggested in paragraphs 3 and 4, there should normally be a certain amount of general educational teaching, including the following subjects:—

- English (including composition and handwriting).
- History and Civics.
- Houshold arithmetic.
- Workshop arithmetic (primarily for boys).
- Drawing and painting.
- General knowledge.

Access to books should be made possible and guidance in reading should be given. Sometimes it may be possible to organise a small library in connection with the Centre, but where this is not possible arrangements should be made for ready access to Public or Club libraries.

Instruction in general knowledge should not be limited to verbal methods; periodic visits should be paid to places of interest in the locality. Visits should also be paid, by arrangements with employers in the districts, to works and offices so as to give the boys and girls some first-hand knowledge of the conditions under which they will work when they secure employment.

Other subjects of instruction may be found to be not less useful than those specified; the subjects suggested in this memorandum should be regarded as illustrative rather than exhaustive.

6. *Choice of subjects.*—What should be the proper balance between practical work and other Centre activities? While it has been laid down as a general principle that the character of the Curriculum should be mainly practical, wide discretion should be given to organizers of Centres to determine the nature of their own Curriculum according to the type of juvenile in attendance at the Centre. As the type may vary from time to time even at the same Centre, freedom in the choice and arrangement of Curriculum is essential to the success of the Centre. There are types of juveniles whose interest can only be stimulated and sustained through the medium of "doing things" and experience shows that it is a mistake to call upon such boys and girls to do any "learning" work in the school sense of the term, and especially is this true in the case of older boys and girls. For this type the more practical work is provided the better they will like it, and only by such provision can the work of the Centre prove attractive to them. In all such instruction, however, one of the main objects should always be to develop powers of observation and deduction.

Non-manual workers may also find themselves in the Centre, but it must not be assumed because they are not manual workers that they may have no interest in Handicrafts. If they have, they readily find a place in the scheme of the Centre; if not, provision must be made for them. In times of trade and industrial depression junior clerks, in considerable numbers, are thrown out of employment, and there should be no difficulty in providing these with facilities for the study of Commercial Subjects during their periods of unemployment.

It would appear desirable that younger boys and girls—those in the age range of 14 to 16 years—should pursue the study of some school subjects, e.g., practical mathematics and drawing, elementary science and English subjects, while they are still amenable to control by the more traditional school methods, though they would also, of course, partake in large measure in the practical activities of the Centres.

The place non-practical subjects, that is, subjects which for sake of convenience may be termed "Literary Studies" should occupy in the Curriculum is another matter which largely depends upon the type of boy and girl in attendance. Studies of this kind make little or no appeal to some types and no good purpose is served by imposing upon them tasks

which they find distasteful. It is possible, however, even in cases of this kind, to introduce with advantage into the Curriculum occasional Talks on topics of common interest and questions of the day, and short lectures, given with the aid of a lantern, on Travel, Natural History, Industrial Processes, etc. Even boys who are not studiously inclined can be made to take an interest in informal studies of this kind, if they are handled properly and if the subjects are treated attractively. Of subjects in this class there is a wide choice—English Literature, Industrial History, Civics and Citizenship, Economics, Dramatics, Singing, Natural Sciences and Mathematics, and Commercial Subjects, to mention only a few.

7. *Physical Training, Organised Games and Recreation.*—The importance of physical training and organised games, as an instrument for the creation of alertness, initiative and energy, should not be overlooked. It is possible through this medium to remove many undesirable habits, and to create that fresh outlook which is required in all walks of life and work. A word of warning is, however, necessary in this connection. There are boys who would be content to play football all day and every day, especially if everything is found for them. The Centre aims at something higher than this. While the conception underlying the Centre embraces, in a sense, the idea of a club, the boys and girls who are there enrolled must be made to realise that it is not established entirely for their recreation and amusement. The object of the Centre is not only to arrest deterioration, but also to move in a positive direction towards the cultivation of habits of industry and useful occupation. According to present practice, attendance at the Centre is in many districts limited to 15 hours a week only; the provision made for recreation should not unduly encroach on this time. Where and when possible an attempt should be made to play organised games outside this time. Whenever games form part of the organisation of the Centre, one of their objects should be the inculcation of the "team spirit." A room fitted with gymnastic apparatus forms a useful adjunct to a Centre. Some talks on elementary anatomy, personal hygiene, diet, etc., might usefully be included in the time devoted to Physical Training.

8. *Summary.*—(1) In formulating a pattern scheme for Centres, lines too rigid should not be laid down for the control of the Curriculum. Wide discretion must be left to Organisers and Teachers to develop their own schemes according to conditions in each area and to the type of boys in attendance; subject, of course, to any limits as to cost per head that may be laid down later.

(2) Where possible, juveniles under 16 should be grouped together apart from those over 16, and their curriculum should include a larger proportion of normal school subjects than that of older juveniles.

(3) The Curriculum should be weighted in favour of practical subjects, except in exceptional cases where other subjects are more suitable from the point of view of the vocation and type of juveniles.

(4) While games and recreation should have a proper place in the activities of the Centre the time devoted to them should be strictly limited.