

COMMISSION OF INQUIRY

352.08:396.5(41.5)

*Commission of Inquiry into  
The Civil Service,  
1932-1934.*

**MEMORANDUM OF EVIDENCE**

SUBMITTED BY

The Committee Representing All  
Grades of Women Civil Servants.

WEXFORD :

"THE PEOPLE" NEWSPAPERS, LTD.,

Printers.

1934.

352.  
630  
820  
941  
COM.

Pamphlet

FAWCETT LIBRARY  
27, WILFRED STREET,  
WESTMINSTER, S.W.1

CONTENTS

*Commission of Inquiry into  
The Civil Service,  
1932-1934.*

---

---

**MEMORANDUM OF EVIDENCE**

SUBMITTED BY

The Committee Representing All  
Grades of Women Civil Servants.

---

---

WEXFORD :

“ THE PEOPLE ” NEWSPAPERS, LTD.,

Printers.

1934.

## CONTENTS

	Page
Introduction ... ..	3
Differentiated Scales ... ..	4
Equal Pay for Equal Work ... ..	5
Equal Opportunity ... ..	6
Retirement on Marriage ... ..	8
Sick Leave of Women ... ..	9
Superannuation ... ..	10
Reinstatement of Widows ... ..	10
Marriage Bar ... ..	11
Vocation Leave ... ..	11
Remuneration, etc. ... ..	11
Summary of Claims ... ..	11
Writing Assistants ... ..	14
Clerical Officers ... ..	19
Staff Officers ... ..	22
Junior Executive Officers ... ..	26
Higher Executive Grade ... ..	26
Junior Administrative Grade ... ..	27
Tax Clerks ... ..	28
Tax Officers ... ..	29
Sorting Assistants ... ..	29
Sorting Overseers ... ..	31
Post Office Assistants ... ..	31
Telephonists ... ..	32
Typing Grades ... ..	33
Professional and Technical Posts ... ..	42

## INTRODUCTION.

1. In giving evidence on the present position of women in the Civil Service we deem it advisable to begin by stating clearly that what we find unsatisfactory in our position is not altogether the result of conscious arrangement, but of tradition and custom. If we go further and endeavour to prove that there is discrimination against women we would add that we believe that much of it is unconscious, some of it arising, in fact, from men's feeling of chivalry towards our sex (as instanced in the refusal of the Judges to have women reporters in the Criminal Courts, notwithstanding the recommendation of a Committee consisting of women) and much from the fact that very many senior male officers have no experience of the work of women in the service and tend to recommend men for promotion.

2. We wish to acknowledge that various associations which have given evidence have large numbers of women members. It is our primary intention, therefore, to stress points peculiar to women's position.

3. It is not possible to give evidence of this kind without creating an impression that our interests are not those of our male colleagues, that we make demands at their expense and are, generally speaking, unsympathetic towards their difficulties. We wish to make it clear that not only have we no support among women for such a policy, but we already have evidence that an improvement of women's position is essential if that of men is to be maintained.

4. We submit that the division of the Civil Service into separate classes of men and women has not been good. It effects no line of demarcation which is accurate, not even a line of physical differences of any moment in the main work of the Service, nor a line between those with domestic responsibilities and those without, and has created in women an exaggerated class-consciousness. They wish to be treated as citizens, taxpayers, Civil Servants, etc., they object bitterly to shortcomings common to both sexes being quoted against them specifically, and claim no predominance of any good quality. Efficiency and inefficiency make their own divisions.

## GENERAL.

### DIFFERENTIATED SCALES.

5. A subject of particular interest to women is the system of Differentiated Scales under which unmarried men who have entered the Civil Service at various dates since 1925 receive the same pay as women. That the women's scale was decided by the Minister for Finance to be the measure of the value of the work in the grades in which the differentiated scales were introduced was a decision of vital importance affecting the interests of the whole Civil Service. To have taken it without discussion with the Service and without a searching review of the work of the Service seems to us a most arbitrary action.

6. Apart from the merits or demerits of the system we wish to point out some of its obvious injustices:—

(1) Women and those unmarried men who entered the Service since 1925 receive a lower scale of pay than married men irrespective of whether they have dependents or not, although married men receive a larger salary and children's allowances.

(2) Widows in the Civil Service even though they have dependent children are on the unmarried scale and receive no children's allowances. There is at present in the Department of Industry and Commerce a Clerical Officer, a widow with two children, on the lower scale.

7. While this system obtains we consider that all persons with one or more dependents should receive the married men's scale; those in the grades confined to women to receive a comparable scale, and that widows with dependent children should, in addition, receive children's allowances.

8. Principles of differentiation are applied more fairly in the matter of Income Tax than in Civil Service salaries; the Revenue Commissioners recognise marriage responsibilities, tax the unmarried (irrespective of sex) more heavily, but do not omit to allow them relief for dependents. Further, the differentiation is applied nationally, not sectionally.

9. Women have always been affected by differentiated scales, are deeply concerned with the principles underlying them and strongly object to the travesty of "equal pay for equal work" which has been introduced in recent years.

### EQUAL PAY FOR EQUAL WORK.

10. The representative of the Minister for Finance stated in his evidence that the differentiated pay system was an answer to the "burning question" of equal pay for men and women; and that under that scheme there is no differentiation between men and women, as such, who are on the same duty. (Evidence of 24/11/'32, par. 761). We note with satisfaction that the claim is admitted, but feel no satisfaction with the form the admission has taken.

11. We repudiate any assertion that the introduction of the differentiated scales in 1925 was a fair answer to the claim for equal pay for equal work. The same claim by the British Women Civil Servants has been admitted since 1920 and accepted by the House of Commons, the Treasury and the National Whitley Council. The British Government had the same opportunity as the Saorstát Government to answer the claim by the introduction of differentiated scales in the form introduced here, but did not take it. From the Saorstát Government it would seem that the answer to the claim for equal pay for equal work was to effect adjustments of pay in an ingeniously economical manner.

12. In An Saorstát equal pay for equal work among members of the Oireachtas has not meant the reduction of the allowances of unmarried men and women members. The *servants* of the Oireachtas are not so fortunate.

13. If the introduction of the differentiated scales is an answer to the claim for equal pay for equal work it is only a partial answer; should the arguments in favour of equal pay for equal work gain greater ground, how can the position of married men (and women Civil Servants realise the importance of that position) be safeguarded? If the women's scale is to be taken as the correct value of work, the married men must hereafter understand that they receive more than they earn, a most unwelcome and undignified position.

14. We submit that equal work should receive equal and due reward, that due reward being carefully ascertained. This is not the demand of our temporary organisation alone, it is the claim of all the Staff Associations. Without equal pay there is a danger of undercutting, and the danger has actually materialised in the reduction of unmarried men's scales and the unrestricted use of the Writing Assistant Grade. The employment of women in the Service has increased enormously since the Treaty, but we cannot object too strongly to an extension which has no other object than the exploitation of our sex as cheap labour. We seek equal pay for equal work for reasons far more important than any monetary improvement for ourselves. We bitterly resent the inferiority of status which lower pay for equal work creates, if not in theory, most certainly in practice. But further, we see with dismay the danger to our male colleagues and to the future employment of men in the Service. We are concerned because under present economic conditions a married man's pay must support a family unit, in our view, as in that of men, the first necessity of the State.

15. A private employer who pays women less than men increases his profits thereby; the Minister for Finance effects a Service economy at the expense of a section of Civil Servants. It is for the State, not the private employer, nor the Minister for Finance in his capacity as head of the Service, to say that all citizens without responsibilities should have their incomes reduced, to effect the reduction by taxation and to make national use of the proceeds. Indeed, this is already done by the Income Tax law with the result that women in the Service (and of recent years unmarried men) have suffered a double differentiation against them.

16. We ask that the principle of equal pay for equal work be fully admitted and applied on the basis that the married men's present scale is the longest accepted measure of the value of the work until such time as a new value is definitely established after a searching and impartial review of the work of the Service.

#### EQUAL OPPORTUNITY.

17. Of the General Service strength 63 % are men, 37 % are women; of the established posts higher than Clerical Officer-ships 96.5 % are held by men, 3.5 % by women. Although we are aware that there is a larger proportion of men with long service than of women, we think these figures suggest that women in the Saorstát Service do not get equal opportunity for promotion with men, and an analysis of the higher posts in the General Service held by women reveals some very disturbing facts in support of our view. There is only one woman in receipt of a salary scale with a maximum exceeding £500 and she was appointed to her present grade prior to the Treaty. No woman has received promotion to the Junior Administrative Grade. Each of the two women holding Higher Executive posts received her post in a branch where women are segregated. Only two of the ten women Junior Executive Officers received their posts by promotion in the Saorstát Service. Of the twenty-four Staff Officer posts held by women a large proportion were given in Branches where segregation occurs, and one is held by an officer who has no staff and for whose post an Executive Grade scale was announced but not given. Women have competed with men in examination where sex is not known and have won posts in the highest General Service and Departmental Grades, and it cannot be regarded as merely fortuitous that they are so rarely successful when they compete with men for promotion where sex is known. There can be little doubt that the position is the result of some traditional prejudice. Since women are always allotted the lower scale of pay in each Grade any additional differentiation against them, such as in this matter of promotion and in the other matters we mention, forces us to the conclusion that the price our sex must pay for freedom to choose the Service as a career has to be paid more than once.

18. We feel that the segregation of women where it obtains has had the result of giving them less opportunities for development; it provides no measure of their abilities as compared with those of men of the same grades, and it tends to mean the

assignment to women's sections of the simpler duties creating some apparent justification for regarding as a preserve for men the bulk of the controlling posts relating to the work as a whole. For example, in Sections of the Accountant's Branch of the Department of Posts and Telegraphs the simpler work is allotted to the women's sections, there is a separate avenue of promotion for women, but not up to the Administrative Class, and only one woman is engaged in an Executive post. In some Departments women have only recently been appointed and must as juniors do the junior work, and it would be very satisfactory to arrange transfers of senior women from such Offices as the Department of Posts and Telegraphs to these Offices.

19. There are at present no women except Typists employed in many Establishment Branches, e.g., in the Departments of Finance and of Industry and Commerce. We think it very desirable that women should be included specifically in the Establishment Branches of all Departments on senior duties, not in connection with women's establishments merely, but on general establishment matters. Similarly senior women officers would be of value in the Office of Public Works and in the Civil Service Commission.

20. It would be suitable to state here that women would object to any suggestion that there is a necessity for higher posts for women savouring of the matron type even though such posts would make an extra opportunity for women.

21. (a) Equality of opportunity is given to candidates in various open competitive examinations, e.g., Clerical and Executive Officers, but within the Service much remains unsatisfactory. In some offices all the Junior Executive Officers are men and all the Staff Officers (a lower grade) are women. A case may be quoted where a woman entering the Service on a par with a number of men was afterwards assigned to a much lower grade than those men, and has since failed to secure further promotion. The majority of the women in higher posts have won them after examination or with the assistance of segregation, or in the case of technical posts, have been appointed by Selection Boards because they presented outstanding qualifications.

(b) Even in examinations a protest had to be made some years ago, and legal proceedings started, based on constitutional rights, against the confinement of Junior Administrative and Junior Executive Examinations to men candidates only. Following on this protest, the Civil Service Regulation (Amendment) Act, 1926, was passed allowing examinations to be limited to a particular sex. It is questionable whether this provision is consistent with Article 3 of the Constitution.

22. While the posts of Junior Administrative Officer and Assistant Inspector of Taxes were filled by open competitive examinations the proportion of successful women candidates was very high, as is shown by the following table:—

Date of Examination.	No. of Vacancies.	No. of Women Appointed.
November, 1926	7	1
„ 1927	2	1
„ 1928	2	2

Since 1928 the open competitive examination was replaced by a Selection Board and since then no woman has been appointed to either post.

23. We think that efficiency, ability and experience should be the main reasons for giving promotion and consider that action to achieve equality of opportunity for women is clearly necessary. We, therefore, ask that the Minister for Finance be requested to convey specifically to the Heads of all Departments that women must be regarded as equally available for employment on the same work as men within the several grades and in all Branches and equally eligible with men for promotion.

24. We ask that the lower grades confined to women should no longer be so confined. The majority of women Civil Servants are in these grades and it is far too widely assumed that women are more suited to routine work than men. Surely the fact is that, in the one field in which women's opportunity has been wide, they have more than amply proved themselves; there is no foundation for the implication that as women perform routine work well, they are particularly suited to it and cannot do better work equally well—such an assumption adds insult to injury. It should also be noted that the open avenue of promotion to the top of the Service spoken of by the representative of the Minister for Finance is very much longer for the brilliant women who may be in these confined grades.

25. In the following paragraphs we examine some generalisations made about women in the evidence given before the Commission.

#### RETIREMENT ON MARRIAGE.

26. We feel compelled to disagree with evidence given that retirement of a woman on marriage is a loss to the State and that it is a disadvantage in the employment of women. The retirement of an experienced officer on marriage is a loss but, to balance, an economy in superannuation is effected, less pay is given to the new entrant who fills the vacancy and, finally, the loss is made more frequent than it need be by the insistence that a woman must either remain unmarried or lose her job.

27. That the retirement of a woman on marriage is a disadvantage in the employment of women is a charge which depreciates the economic value of all women because of some women. As the latter are chiefly young women the charge unfairly hits the experienced middle-aged women who will spend their lives in the Service.

28. But we fail to see that it is fair to make the charge at all. It is accepted in the Civil Service that married men must

always get a family wage, even though unmarried men and women are paid less for the same duties. The importance of the family is such that no one would dare to suggest that there is a disadvantage in the employment of married men; yet there is no hesitation in levelling against women the charge that their retirement on marriage is a loss to the State. The importance of the family operates as an expense to the State in both groups: married men, and women who leave for marriage, the difference being only in the form in which the expense is caused.

29. We should like to make it clear that we are not making these arguments merely in an academic way, but because we believe that some women's chances of promotion have been adversely affected by the possibility that they may later retire on marriage. We ask that the question of retirement on marriage should not be treated as a disadvantage in either a particular or a general way. We treat further of the marriage bar in paragraph 35 of this memorandum.

#### SICK LEAVE OF WOMEN.

30. It has been stated in evidence that women have more sick leave than men. We have no statistics enabling us either to refute or confirm this charge. It would not be surprising, however, if it were true, for a number of very good reasons:—

(a) The average of women's pay is generally far below the average of men's. We claim that the pay of large numbers of women is below what is necessary to secure even frugal comfort, consistent with their class, and this is aggravated where there is one or more dependents. The differentiated scales have not been long in force and the percentage of unmarried men with relatively comfortable pay has been higher up to present than it will be. In such a position it seems understandable that the average of sick leave should be higher with women. We do not wish to suggest that married men with families in the lower grades are necessarily better off, but these men have the care and attention of their wives.

(b) For some years between 1912 and 1920 in the Employment Branch of the Ministry of Labour the salaries of women were practically the same as those of men and in some grades they were identical. We have good reason to believe that a review of the sick leave of women during that period of service in the Ministry of Labour in Ireland would be of interest in testing whether better salary conditions did not in fact coincide with better sick leave records of the women staff.

(c) A very important reason is the low average of annual leave with women. Writing Assistants have 12—18 days, Typists 12—15 days, a total of approximately 800 women. There are practically no men in the Writing Assistant and Typist Grades; and in the Junior Executive and Customs and Excise Officer Grades where men predominate the leave allowance is higher. It is highly probable that the average

sick leave of men would be increased if large numbers of them had a leave allowance of only 12 days.

(d) Sick leave more easily occurs where the work is routine than where the work is more interesting, and more women than men are employed on the former.

(e) Women are more frequently in large congested sections than are men. It is well known that overcrowding has a direct relation to the spread of an epidemic. For instance, in many offices the accommodation for the Typing Grades is most unsatisfactory. These grades are frequently allotted the worst rooms as regards light. These conditions, together with the noise of the machines and the need for intense concentration impose a continual strain on the staff, a condition which readily leads to sick leave.

31. In dealing with the statement that women have more sick leave than men, it is necessary to take exception to the generalisation that women are, therefore, less valuable officers. The penalties and discriminations that result from undue sick leave are imposed in provisions for half pay, retirement, exclusion from consideration for promotion—and properly so. Consequently it is not equitable, in addition, to direct a general adverse criticism against women when the line between men and women is not by any means identical with a line dividing good health records from bad. Such a charge hits the innocent among the women and omits to touch the guilty among the men.

#### *SUPERANNUATION ACTS, 1859 and 1909.*

32. All women Civil Servants come under the provisions of the Superannuation Act of 1859 and the majority of men under the Act of 1909. Under the latter Act the next-of-kin of men who die in the Service receive a gratuity, but women, under the 1859 Act, have no such provision. It may be added that the death gratuity payable to men under the 1900 Act is regarded as payment for accrued pension rights.

33. It is a matter of concern to women that, should they die in the Service, no gratuity is payable to their next-of-kin. Where a woman has a dependent or dependents her worry for their future is no less than that of a man similarly placed and may be greater than that of a man whose children are old enough not only to be self-supporting, but to be able to support his widow.

#### *REINSTATEMENT OF WIDOWS.*

34. As retirement on marriage is compulsory, widows should be reinstated if they so desire. We urge that a woman widowed within, say, ten years of her retirement should be taken back as an established officer of her old grade, and if over that period as an unestablished officer, both appointments to be at the point of the scale at which she retired. The right mentioned in evidence of a widow to compete for vacancies as a new entrant does not at all meet the case, since she would generally be

excluded by the age limits. Moreover, as an ex-Civil Servant her qualifications and experience are already on record and she should not be expected to submit to a second test. We can quote some cases where ex-Civil Servants who became widows might very suitably have been reinstated. The probability that there are not a great number of individuals in this category should make it all the easier to grant such a concession.

#### *MARRIAGE BAR.*

35. Under a Statutory rule of the Minister for Finance women Civil Servants are obliged to retire on marriage. The Order was absolute and no exception has ever been made. We ask that powers should be taken to retain women in the Service after marriage in cases where it would be obviously in the public interest to do so.

#### *VOCATION LEAVE.*

36. It was customary in the British Civil Service to give six months' leave without pay to those desiring to enter religious life. This has been withdrawn in the Saorstát Civil Service and it is most desirable that it should be restored in this Catholic country. We do not agree with the statement of the representative of the Minister for Finance that it would be difficult to differentiate between a woman proposing to enter a Convent and another proposing to make a trial of business life.

#### *REMUNERATION, COST OF LIVING BONUS, ETC.*

37. No statement regarding the cost of living bonus, the general standard of scales of pay and annual leave in grades in which men are also employed is made in our memorandum as these matters are common to both men and women. The omission does not, therefore, mean that there is any less discontent among women than among men regarding them.

#### *SUMMARY OF CLAIMS.*

38. Before speaking of the Grade divisions in detail we give here a summary of the more important claims made in both the foregoing and following pages. The facts and reasons on which we base these claims are given fully in the paragraphs noted against each.

<i>CLAIM.</i>	<i>Paragraph.</i>
(1). Equal pay for equal work.	9-16.
(2). (a). That the Minister for Finance be requested to convey specifically to the Heads of all Departments that women must be regarded as equally available for employment on the same work as men within the several grades and in all Branches and equally eligible with men for promotion.	17-24.
(b). That the segregation of women should be abolished,	18, 57.

<i>CLAIM.</i>	Paragraph.
(3). That all Boards interviewing Candidates for appointments and promotion should have a reasonable number of women members.	22, 92.
(4). That those grades at present confined to women should no longer be so confined.	24, 50.
(5). That, while the differentiated scales hold, all officers with one or more dependents should receive the married men's scale, those in the grades confined to women receiving a comparable scale, and widows with children receiving additional allowances.	5-9.
(6). That the Death Gratuity should be payable in respect of women who die in the Service.	32, 33.
(7). That widowed ex-Civil Servants should be re-instated and that, where it is in the public interest, power should be taken to retain women in the Service after marriage.	34, 35.
(8). That the Establishment Branch of every Department should contain women officers.	19.
(9). The restoration of Special Leave (unpaid) for those desirous of entering a religious Order.	36.
(10). Improved Annual Leave allowance for all those grades of women who at present have an allowance of less than 18 days per annum.	51, 108, 124, 125, 128, 129.
(11). The abolition of the Writing Assistant Grade and the assimilation of its existing personnel into the Clerical Officer Grade. This is one of our most urgent requests.	41-50, 52.
(12). Improved scales of pay for Typists, Shorthand Typists, Sorting Assistants and Telephonists.	101-104, 118- 121, 124-126, 130, 133, 134, 138, 139.
(13). (a). The retention for serving Typists of all vacancies arising in the Shorthand-Typist Grade.	124, 125, 127.
(b). The improvement of the Supervising Allowances and provision of overtime pay	141-144.
(c). The increase of Superintendent posts and the revival of Chief Superintendent Posts.	144, 145.

<i>CLAIM.</i>	Paragraph.
(14). (a). For Staff Officers, a definite scale of pay with a minimum higher than that declared in Finance Circular 44/24.	67-74, 77-80.
(b). A proportionate increase of Women Staff Officer posts in those Departments in which the existing women Staff Officers supervise an average of staff higher than that of the men Staff Officers.	78, 81.
(15). (a) A return to the former method of recruitment to the Junior Administrative Grade.	22, 92.
(b). An increase of women Higher Executive Officer posts since the existing women Higher Executive Officers control a much larger number of Staff than is normally controlled by men Higher Executive Officers.	88-91.
(c). An improvement in the increment and maximum of the women's Higher Executive Officer Scale in proper relation to those of the men's scale.	85-87, 96.
(16). The review of women's posts in the Technical and Professional groups with a view to the removal of inequalities.	152-162.
(17). The re-organisation of the Accountant's Branch, Department of Posts and Telegraphs, to improve the present position of women there.	57-65, 81, 89, 90, 101-112.
(18). Increases in the scales for women Post Office Assistants to lessen the particularly wide sex-differentiation in the existing scales of pay.	113-117.
(19). For women Tax Clerks the improvement of the unduly reduced maximum. For women Tax Officers the improvement of the unduly reduced increment and the improvement of the scale of women Tax Officers in relation to that of men Tax Clerks.	97-100.
(20). For Departmental classes the grant of General Service hours and conditions.	105, 111, 120.

39. We would point out that in no instance have we put forward claims for better treatment than is accorded to our male colleagues in the Service. We claim the equal treatment which has already been declared our right by Article 3 of the Constitution.



## GRADE DIVISIONS.

40. In the following pages we speak of the position of women in the Civil Service under the various Grade divisions. In doing so we may say that there are certain passing anomalies which we do not stress. These arise where Civil Servants on pre-Saorstát scales work side by side with those on Saorstát scales. There are also anomalies as between men and women on purely Saorstát scales in that men of a lower grade are paid higher than women of a higher grade because of the system of differentiation. Neither do we stress these anomalies, except in unusual cases, since, without equal pay for the sexes of the same grade, they will arise. Our concern is with anomalies still harder for us to bear, i.e., difference between the pay and treatment of men and women which have been aggravated for women in the Saorstát Service.

(Note: All scales quoted are basic scales except where otherwise stated).

### WRITING ASSISTANTS.

41. Before 1920 only a very small number of Writing Assistants were employed in the Service. As the Service increased the extension of the Grade was permitted in 1920 by the Reorganisation Joint Committee of the Civil Service National Whitley Council, but the Joint Committee recommended a number of restrictions as shown in the following extract from its Report:—

“It is not our intention to treat the Writing Assistants as a class common to the whole Service, nor do we propose the immediate extension of the employment of Writing Assistants, except for large blocks of quasi-mechanical work which can be separated from Clerical duties proper. Our anticipation is that the total number of Writing Assistants employed in the Service as a whole will not be more than one-fourth of the total number of the Staff employed in the Clerical Class hereafter proposed (i.e., one-fifth of the total number of the two classes combined) and we propose that if at any time a material increase in this proportion appears likely, the whole question of the employment of Writing Assistants should be reviewed as a matter of principle. . . .

The class should not be recruited from all over the country.” It is clear that the Joint Committee recognised even in 1920 that an unrestricted extension would lead to the easy exploitation of the Grade.

42. The restrictions were observed in the pre-Saorstát Service; they have not been observed since. The ratio of one to four with the Clerical class has been ignored, already it is little short of one to three and is being rapidly decreased with each new examination, and at the present rate of progress the Writing Assistant Grade will in time overrun the Service. Writing Assistants are recruited from all over the country; of 275 officers

from whom information on this point was obtained, 64% were not locally recruited, but receive a scale of pay designed for a locally recruited class. The Grade is treated as common to the General Service. Writing Assistants are employed full time on many Clerical class duties and have been so employed for many years. Frequently they take over permanently the work of transferred or retired Clerical Officers. The Minister's representative, giving evidence, agreed that there has been in recent years a steady change towards increase of Writing Assistants and anticipated further increase as vacancies occur in the Clerical Officer class; he made it clear also that the number of Clerical Officers does not now bear any recognised relation to the number of Writing Assistants.

43. These departures in the Saorstát from what was originally intended for the grade both in work and personnel are so serious and the absence of any official recognition of responsibility as regards a restriction described in the 1920 Report as a “matter of principle” is so marked that we cannot avoid the conviction that the grade has been and will be exploited as cheap labour.

44. The Reorganisation Report of 1920 permitted the extension of the grade only for “large blocks of quasi-mechanical work which can be separated from Clerical duties proper.” The description already given in evidence by the Minister's representative of the duties assignable to Writing Assistants in the Saorstát Service is very similar. But there is, far too frequently, a difference between the duties so described as assignable and the duties assigned. We do not think the general clerical duties of the Saorstát Service are at all readily divisible into ordinary clerical and large blocks of quasi-mechanical duties. We think the divisions existing at present between Clerical and Writing Assistant duties are largely inaccurate, inconsistent and arbitrary, unavoidably so in many cases. The administration of any Saorstát legislation is in a smaller compass than in the pre-Saorstát Service and there cannot be the same specialisation in each branch of work. The simple work cannot be divided into such large blocks and, in practice, therefore, the work of most of the grades is more varied and more responsible. For example, an officer who in London was trained in one Section only of Savings Bank work may in Dublin be required to know the work not only of all Sections of the Savings Bank but of Savings Certificates, Money and Postal Orders and other Sections as well.

45. The division of duties into Clerical and Writing Assistant duties acts as a barrier against the most efficient performance of the work, since in theory senior experienced Writing Assistants should remain on the simple duties, while Junior Clerical Officers should do the more important work; naturally the interests of the work often predominate and the experienced officer (the Writing Assistant) is used on the Clerical Officer work. The necessity for efficiency thus gives rise to an unjustifiable use of the Writing Assistant Grade, a position which must exist so long as Writing Assistants are employed otherwise than on large blocks of simple work easily separable from Clerical Officer work.

46. The scale of pay of Writing Assistants is 17/- to 34/- per week, basic pay. A questionnaire addressed to the Writing Assistants in the Departments of Industry and Commerce, Education, Posts and Telegraphs and the Land Commission, was filled in and returned by 275 Officers. The survey is, of course, incomplete for the Service as a whole, but it is only reasonable to assume that the conditions prevailing in a group of this number drawn from different Offices, are representative of general conditions for the grade throughout the Service. The following are some results of the enquiry relating to the 275 Officers:—

(a) 58 % are living in lodgings, the remaining 42 % living at home or with relatives.

(b) The average cost of board and lodging to those living in lodgings is 28/- per week. The average contribution in respect of board and lodging made by those living at home or with relatives is the same.

(c) 84 % are dependent entirely on their salaries.

(d) 68 % have less than five years' service. This means that 68 % have salaries varying from 26/5 to 40/4 per week inclusive of cost of living bonus. Out of this they pay an average of 25/6 per week for board and lodging (a lower figure than the general average of the grade).

47. In the light of these figures the Writing Assistant scale of pay, 17/- to 34/- weekly, basic, or 26/5 to 52/9 inclusive of bonus is in literal truth barely a living wage. No adequate margin remains for travelling expenses, clothes, medical, dental and other expenses, and no account of these expenses (other than clothing) is taken into calculation of the cost of living bonus. Many domestic servants are relatively better paid and these have the benefits of the National Health Insurance Acts. It is a source of great discontent that Writing Assistants reach a maximum basic salary of £88 per annum at about 25 years of age. There is a tendency to think of Writing Assistants as juveniles suitably paid on a low scale, and of the middle aged women at present in the grade as being there because of abnormal conditions in recent years, but we think it very necessary to point out that the grade, with the present lack of opportunity for promotion, will contain the majority of its women for the whole of their official life.

48. The grade was designed to be a locally recruited class. It is of interest to note that the Department of Finance has arranged that the Establishment Officer of the Department concerned issues to each newly appointed Writing Assistant a form for signature by her parents certifying that she lives with persons of whom they approve; the implication is that responsibility for employing young girls outside their locality is admitted, and signature of the form seems to be intended to place responsibility again on the parents.

49. In view of the unrestricted use of the grade, the duties allotted and the pay given, we ask that the grade be abolished and its existing personnel be assimilated to the Clerical class. The routine work of the service might be assigned to junior Clerical Officers of both sexes and usefully so, since routine work in the initial years of service lays a foundation of accuracy, attention to detail, application and method, the best foundation on which to build an efficient Clerical Class. It should be possible to arrange that the very few Branches which have a large block of routine work should be staffed by new entrants to the Clerical Class, with a limitation on their retention there. These Branches would act as pools from which Officers of some Service experience would be drawn, obviating a difficulty at present widely existing, namely, the delay between the sanctioned request for new staff needed for new or increasing work and its provision direct from examination candidates.

50. It should be added that of 275 Writing Assistants, from whom information on the point was obtained, 72 % have had a Secondary School education, and a few have acquired some Technical and University education, yet the grade is supposed to be a field of employment for Primary School girls. If the duties of the Writing Assistant grade were in reality of the routine and simple nature intended for the grade this position would be a tragic waste of good education; where the duties are not of a simple nature the well-educated girl is well employed, but is paid on a scale below what such work should command. And if it is intended to supply such a field for Primary School girls it should be equally necessary to supply a comparable field for Primary School boys. There is no just reason why the grade should be confined to women. Moreover, an incidental result of the present policy is to prejudice the chance of these girls entering the Clerical and Executive Grades in open competition with male candidates; the Writing Assistant Examinations select the most brilliant girls who, if they afterwards wish to enter the grades mentioned, will be labouring under the disadvantage of being engaged in office work and competing against boys straight from school who benefited by extra tuition.

51. In the matter of annual leave the Grade has been very harshly treated. Reduction was made in 1924 from 18 days in the first five years and 21 days thereafter to 12 in the first five years and 18 days thereafter, much too heavy a reduction compared with the reduction made in the H.E.O. Grade from 36 to 30 days. The pre-1924 leave allowance was designed for a locally recruited class and should not have been lessened for a widely recruited group. The period of 12 days can rarely be conserved for one continuous period and if broken into for any special reason, such as the illness of a relative, it is rendered practically valueless as a holiday from work. Service regulations intend that Annual Leave shall cover all eventualities except that of the death of an immediate relative; they are very rigid regulations and special leave is extremely hard to obtain. Numbers of Officers have only ten days' holiday as two must be spent in travelling. The age of Writing Assistants with less than five years' service should be remembered, they are normally younger than the entrants to

the Clerical and Executive Grades, they have just finished school, a very large number are from country homes and all of them on very low pay. In the interests of efficiency the pre-1924 annual leave allowance was the least that should have been allowed to Officers of this Grade.

52. In the matter of promotion the grade has also been harshly treated. In the pre-Saorstát Service promotion was practically automatic, provided efficiency was proved, for Writing Assistants over 21 years of age, with not less than two years' service. In other words, normally efficient Writing Assistants did not have to fear the prospect of spending all their official life on a maximum basic salary of £88 per year. The Saorstát present procedure is promotion by examination for which only officers with seven years' service are eligible, and for which only a very small number of vacancies are given. The immense reduction under the Saorstát of the numbers of Writing Assistants who can succeed in leaving their grade places the question of pay and leave out of proper relation; the pay and leave of pre-Saorstát days applied to a constantly changing personnel, they now apply to a grade to which large numbers of efficient officers must expect to be confined for life. That many of them are called upon to perform Clerical Class work and that many of them support or assist dependents should not be forgotten. We repeat our request that the grade should be abolished since its present use is fundamentally altered for the worse from what was outlined so carefully in 1920.

53. We wish to mention some further points in connection with certain groups of Writing Assistants:—

(a) In the Office of the Revenue Commissioners a group of Writing Assistants, recruited from the ordinary examinations, work 44 hours per week as compared with 41 hours in other Departments, without extra remuneration. This is an unfair condition which should be remedied.

(b) Temporary Clerks of both sexes sat for a limited examination in 1929. The successful women were appointed to the Writing Assistant Class and the successful men were called Writing Clerks. The difference of designation applied by sex, and was given quite irrespective of the places taken in the examination. Although the system of differential scales obtained at this time, the unmarried men received the same scale as the married men from this examination. It seems a legitimate deduction that if the women's scale is considered by the Minister for Finance to be insufficient for an unmarried man of this grade, he should, in justice, consider it insufficient for a woman, and not only for the women from this examination, but for all Writing Assistants.

The men from this examination, but not the women, were later given an opportunity for promotion to Employment Clerkships, a grade not confined to men.

(c) The Saorstát present method of promotion by examination means that the middle-aged Writing Assistants, however efficient their work or however much Clerical Class

work they have performed, have much less chance of promotion than their juniors. At the examination in 1932 for Clerical Officer posts (confined to Writing Assistants with seven years' service) Irish was a compulsory subject, although at the limited examination in the same year for Junior Executive Posts, for which Writing Assistants were not eligible, Irish was not a compulsory subject.

(d) Pre-Saorstát Writing Assistants were not eligible for the limited examination (confined to temporary Clerks) for Clerical Class posts in 1925. This was a reduction, affecting the Writing Assistant Grade alone, of the legitimate opportunity for promotion and has had the result that the pre-Saorstát Writing Assistants are now in a lower grade than some Clerical Officers who failed to pass the Writing Assistants' examination at which these pre-Saorstát Officers were successful.

#### CLERICAL OFFICERS.

Pre-Saorstát Scale:	Saorstát Scale:
Men:	Men:
£60-£80 @ 18 years—£5-	£60-£70 (18 years)—£5-£80-
£100-10-£120-£150-10£250.	£7 10s.-£110-10-£140-£7 10s.- £200.
Women:	Women:
£60-£80 @ 18 years—£5-	£60-£70 (18 years)—£5-£150.
£120-£7 10s.-£180.	
Officers in Dublin received these scales less 5 %.	From 1925, unmarried men entered on the women's scale.

54. This grade is the largest of the General Service Classes and one of the most important from the point of view of the efficiency of the work of the Service. Its conditions should, therefore, be such as to ensure a reasonably contented Grade. This is far from being the case. As the grievances are, however, common to both men and women of the grade we shall merely outline them.

55. While we note that the difference between the men's and women's maximum is less in the Saorstát scale than existed in the pre-Saorstát scale, we consider the reduction for both sexes too heavy. There is a decided discontent with the maximum. The work is frequently more responsible than it was before 1922, one reason being the increase of the Writing Assistant Grade and another the circumstance that smaller Dublin Departments, containing the whole scope of the larger corresponding London Department, cannot be divided into specialised sections in the same way. Many women clerical officers are consequently engaged on work above their grade.

56. A barrier against promotion existed for years and on removal a method of promotion by examination was adopted. Prospects of promotion by any method are extremely poor. Only two women Clerical Officers have been promoted to Executive rank since the inception of the Saorstát Civil Service. The 20 vacancies in the Customs and Excise recently circularised to Clerical Officers were confined to men officers only, thus increasing the disproportion between the opportunities given to men and women.

57. We would state in addition that where women Clerical Officers are segregated there is a tendency to allot to them the more routine and less interesting clerical work; the women Clerical Officers concerned have as a result less opportunity for development. This is exemplified in the Accountant's Branch of the Department of Posts and Telegraphs. The following is a list of the staff of all grades of this Branch:—

WOMEN.	MEN.
	1 Accountant
	1 Deputy Accountant
	3 Assistant Accountants
1 Higher Executive Officer	10 Higher Executive Officers
	16 Junior Executive Officers
	2 Senior Staff Officers
6 Minor Staff Officers	10 Minor Staff Officers
55 Clerical Officers	89 Clerical Officers
116 Writing Assistants	6 Writing Clerks.
5 Sorting Overseers	
47 Sorting Assistants	
1 Superintendent of Typists	
11 Typists.	
<hr/>	<hr/>
242 Total.	138 Total.

58. It will be seen from the foregoing figures that in this office where there is strict segregation, which should have resulted in the allocation of the greater number of the higher posts to women, 1 Higher Executive Officer and 6 Minor Staff Officers perform all the duties connected with the work and control of a staff of 242. Even the allocation of Staff Posts is in the proportion of 1 Woman Staff Officer to a staff of 28 Clerical Officers and Writing Assistants, and 1 Male Staff Officer to a Staff of 8 Clerical Officers and Writing Clerks.

59. The substantial increase of responsible work incidental to the taking over of extra duties at the change of Government, the establishment of Saorstát Savings Certificates, the setting up of the Saorstát Savings Bank and the amalgamation of the Telephone Section resulted in an automatic increase of the Female Staff from 83 to 242, approximately, while the Female Staff Posts increased only from 3 to 6. As against this two Senior Male and ten Minor Male Staff Posts were created since

1927 and filled by Male Clerical Officers, the majority of whom had only a few years' service as such, having been promoted from a manipulative grade.

60. On the other hand, there were at the time Women Clerical Officers with length of service varying from ten to twenty-five years constantly employed on responsible duties involving supervision of staff, allocation of work, checking of work records, senior correspondence and overflow of Staff Officers' work, who were not considered for promotion presumably because of their sex.

61. The Gladstone Committee in 1919 said:

“ We have been greatly impressed by the high testimony borne to the ability and value of permanent Women Clerks trained in the Post Office, Ministry of Labour, Board of Education, and other Departments.”

There are to-day in the Service some of these women so highly spoken of—still Clerical Officers, the class to which they were assimilated in 1920.

62. A number of women Clerical Officers in the Accountant's Branch must assist in the supervision of the exceptionally large sections, in one instance a staff of 50, composed of Clerical, Writing Assistant, Typist and Sorting Assistant grades. To carry out the duties, experience of widely different classes of work is required, e.g., Savings Bank, Postal and Money Orders, Savings Certificates, etc. We consider it necessary to ask that the senior women Clerical Officers whose services have been so used for years should now be graded as Staff Officers.

63. Although the success of the initial setting up of the Saorstát Savings Bank was made possible only by the highly valuable service rendered by Women Clerical Officers transferred from the London Office, some of whom had long service, only one female Minor Staff Post was created, whilst 3 Executive posts were allotted to the male staff of the Bank. The female staff of Savings Bank numbers 50 and the male 9.

64. The position of women Clerical Officers in this Branch is a most unenviable one. Numerous efforts towards transfer to other Departments have been made by the Junior Clerical Officers in this Branch, but without success, as Clerical Officers in other Departments wisely refused to exchange.

65. It is regrettable that one of the most vital Departments of the State has undoubtedly overlooked the valuable services of women officers in constructive and reconstructive work during the past ten years, their worth being by comparison with that of the Male Staff treated as of slight account.

66. Not only in the Post Office, but throughout the Service, women Clerical Officers feel that while equality of attainment, efficiency, and industry is required of both sexes, this equality is not accomplished by its corollary, equality of treatment.

## STAFF OFFICERS.

67. We consider that Staff Officers are one of the most harshly treated groups in the Service, together with the Writing Assistant and Typing Grades. Both men and women Staff Officers have reason to be discontented and, as this grade contains the largest number of women who have attained by promotion higher than clerical posts, a general survey of the grade in our Memorandum is necessary.

68. The scales are:—

- (1) Declared in Finance Circular 44/24 as the "general rule:"  
Men £250-£10-£300. Women £180-£10-£230.
- (2) Introduced later, without announcement:  
Men £200-£10-£300. Women £130-£7 10s.-£230.

69. It is reasonable to compare the Staff Officer Grade with the pre-Saorstát Grade called Higher Clerical. The chief function of the Higher Clerical Grade in the words of the Reorganisation Report, 1920, was to "supervise sections of clerical class work." In Finance Circular 44/24 Staff Officer Posts are described as "posts of a supervisory character on blocks of work on which Clerical Officers and Writing Assistants are employed." Prior to 1924 the rank above the Clerical grade was the Higher Clerical, from 1924 the Staff Officers have occupied this position. For these reasons the Staff Officer grade may be taken as the equivalent of the Higher Clerical grade and a comparison justifiably made. A change of name cannot alter a fact. In an Office in which both work and staff were transferred from London in 1923, the Staff Officers to-day not only have the same duties as the Higher Clerical Officers of the corresponding London Office, but supervise a larger staff and perform more responsible work.

70. The scales of the Higher Clerical grade were:—

Men £300-15-£400. Women £230-10-£300.

The reductions, which were generally made from pre-Saorstát to Saorstát scales, have, in the case of the lower Saorstát scales of the Staff Officer grade, been huge; indeed, they are reductions beyond what any other grade has suffered since the original minimum is now the maximum.

71. The sex differentiation of pay in the scales mentioned is as follows:—

		Minimum.	Maximum.
(a) Pre-Saorstát Scales.	Men	£300	£400
	Women	230	300
<i>Sex differentiation</i>		70	100
(b) D/F. Circ. 44/24 Scales.	Men	250	300
	Women	180	230
<i>Sex differentiation</i>		70	70
(c) Lower I.F.S. Scales.	Men	200	300
	Women	130	230
<i>Sex differentiation</i>		70	70

72. The differentiation between the male and female maximum in the pre-Saorstát scales (a) was £100. In the maxima of the scales at (b) and (c) this differentiation was reduced to £70 on the lower figures of £230 and £300, but this principle of a lesser differentiation on lower figures has been ignored in the minimum of both the Saorstát scales. That a difference of £70 between pre-Saorstát scales of £230 and £300 should be retained on the Saorstát scales £50 lower; (b), is out of proportion; the same difference of £70 retained in Saorstát scales £100 lower; (c), is most unreasonable.

73. Apart from comparison with Higher Clerical Scales and apart from temporary anomalies which will occur where officers still hold pre-Saorstát scales, an unjust anomaly exists in the Saorstát scales for women of this grade. A woman Staff Officer on her minimum, £130, can be in the position of supervising a woman Clerical Officer on her maximum of £150; further, the woman Clerical Officer would have her pay increased on overtime duty, while her woman Staff Officer receives no pay for overtime duty. No male Staff Officer would ever be in such a position, a paradoxical one for a promoted officer. This position arises because the lessening of the difference carried out in the Clerical Officers' maximum was not carried out in the woman Staff Officer's minimum, as noted in the preceding paragraph.

74. On the introduction of the Saorstát scale for Staff Officers, Finance Circular No. 44/24 stated: "While the scales of salary may vary they will as a *general rule* be as follows: Male, £250-10-£300. Female, £180-10-£230." Later, without announcement or discussion at the Representative Council, the scales £200-10-£300 for men and £130-7.10-£230 for women were introduced. From the date of introduction the latter scales have been the "general rule," and it can scarcely be argued in times of increasing legislation that the general standard of posts has gone down.

75. The Higher Clerical Officer was treated as on a level with Junior Executive Officers as regards consideration for promotion to the *Higher* Executive Grade. Not only is this not the case for Staff Officers at present, but at the limited examination for *Junior* Executive posts they had to compete with members of the staff under their control with, in view of age, the probability of a humiliating result.

76. In actual practice, Staff Officers' work is not limited to Staff control. In some cases they do all the Junior Executive work which does not lie in well-defined lines and in others the work is entirely Executive.

77. Description of one self-contained Office may be given illustrating points made. The total staff is 95 and there is segregation. All the Junior Executive posts, 3, are filled by men; all the Staff Posts by women. Two of the Staff Officer posts are exactly the same in work and staffing: one Staff Officer has the scale £180-10-£230, but the other, appointed later, has the scale £130-7.10-£230, although the work had increased in complexity between the dates on which the two scales were fixed. Another of the Staff Posts in this Office was originally filled on the scale £180-10-£230. It later became vacant and was filled at £150-£200; on again becoming vacant it was filled on the scale £130-7.10-£230—the present scale. During all this time the work had increased in volume and complexity. All efforts to improve the position of these Staff Posts with the reduced minimum of £130 have failed up to the present. The remaining woman's Staff Post in this Office (i.e., charge of Registry) was filled in 1924 on the scale £180-10-£230; in the same Department a woman Staff Officer was appointed in 1925 to take charge of a larger Registry on the scale £130-7.10-£230, although one Registry does not differ from another except in volume. It should be remembered that the scale £130-£7.10-£230 has never been announced as a later "general rule;" that it is being made so is evident.

78. In the same Department as a whole there are 22 Staff Officer posts, 11 filled by men, 11 filled by women. Of the 11 Posts held by men 7 are at the higher scale, £250-£10-£300, including at least three given since the introduction of the lower scale; of the 11 Posts held by women only four are at the women's higher scale, £180-£10-£230, and no woman has obtained the women's higher scale since the introduction of the lower. In addition, the average staff controlled by these women Staff Officers is 12, while the average controlled by the male Staff Officers is 5, both averages mentioned include Writing Assistants. This position is a discrimination against women which is additional to the customary sex differentiation in pay.

79. In the same Department, the scale for a vacancy announced in 1925 was:—

Men	£250-£15-£310-£10-£350.
Women	£180-£7.10-£210-£10-£250.

These scales are the latter part of the Junior Executive scale. A woman has held this post since 1925, with the exception of a few weeks in 1929, but she has never received the scale announced, her scale £130-£7.10-£230 having been decided by factors other than the work she does. She is graded as Staff Officer but has no Staff. All efforts to get the scale announced by circular for the work have failed up to the present.

80. The Department from which these examples have been taken has not been specially chosen nor have all the possible illustrations in that Department been given.

81. The Accountant's Branch, Department of Posts and Telegraphs, held the most senior women Clerical Officers in the Service in 1922 and it might have been expected that the position of women would have improved there more than elsewhere. The opposite has been the case. There is segregation of women in this Branch. The Staff of women increased from 83 in 1922 to 242 the present figure, but the number of controlling Officers was increased from 4 to 7 only. The only Staff Post given since 1925 was given at the women's lower scale. The women Staff Officers, 6, supervise an average staff of 28 Clerical Officers and Writing Assistants; indeed, the average is higher since the supervision of Sorting Assistants is added. As the number of Staff Officer Posts is inadequate Staff Officer work is given to senior women Clerical Officers, e.g., four rooms are nominally under the supervision of one Staff Officer, consequently three rooms must, in practice, be supervised by Clerical Officers. Some work previously done satisfactorily by the women staff was transferred to the male staff and new supervisory posts for men created. This Branch has one woman higher Officer to every 34 women staff, while the male side of the Branch has one male higher Officer to every 3 of male staff. We ask for the re-organisation of this Branch with a view to the creation of an adequate number of Staff and Executive Posts confined, in the circumstances, to women.

82. It has been stated in evidence that the Executive Council "did not recognise that there was any need" in our Service for Higher Clerical Posts, the equivalent of Staff Officer posts; notwithstanding this, the number of Staff Officers has increased from 45 (male 30, female 15) in 1927, to 162 (male 138, female 24) in 1932.

83. The Staff Officer Grade is a key grade in that it is responsible for training the majority of new entrants to the Service. We ask for the fixation of:

- (1) a definite scale, with a minimum higher than that fixed by Finance Circular 44/24, and the adjustment to the new standard of all existing posts with lower scales;
- (2) a definite maximum of Staff to be supervised.

*JUNIOR EXECUTIVE OFFICERS.*

Pre-Saorstát Scale.	Men:	£100-10-£130-15-£400.
	Women:	£100-10-£300.
Saorstát Scale.	Men:	£90-£7.10-£105-10-£175-15- £310-10-£350
	Women:	£90-£7.10-£210-10-£250.
		(Since 1925 this has been the scale for unmarried men also).

84. There are only ten women in this important Grade. Only two of them received their posts by promotion in the Saorstát Service, practically all of the remainder having succeeded in open competitive examination. The work on which the women are employed is of the same type as that allotted to men Junior Executive Officers. It will be seen from the scales quoted above that, when the Saorstát scales were introduced in 1924, the reductions made were the same for both men and women, i.e., the minimum was reduced by £10 and the maximum by £50 for both sexes. This means that the lower maximum, that of women (and of unmarried men since 1925), has suffered the greater percentage reduction. The women's scales of both the Staff and Higher Executive Officer grades also suffered disproportionate reductions.

*HIGHER EXECUTIVE AND JUNIOR ADMINISTRATIVE OFFICERS.*

*HIGHER EXECUTIVE GRADE:*

85. It has been stated in evidence by the representative of the Minister for Finance that a maximum equal to the London maximum of the British scale was allowed to the Higher Executive grade as the grade would normally be called upon and expected to face responsibilities which in the British Service an Officer of the Grade is not asked to undertake.

86. The scales of pay are:—

	<i>Men.</i>	<i>Women.</i>
London scales,	£400-15-£500	£300-15-£400.
Saorstát scales,	£350-15-£500	£250-10-£380.

It will be seen from these figures that a maximum equal to the London maximum was allowed in the Saorstát, but to men only, the women's maximum being fixed at £20 less than the London figure for women. Further, male officers retain an increment equal to the London increment for men, but women's increment is reduced by £5 below the London increment for women. These reductions show, in our opinion, a discrimination against women which is additional to the already existing differentiation in pay.

87. We claim that the women's increment and maximum should be treated in the same manner as those of the men of the grade.

88. In support of this claim some comparisons may be made. The work of one woman Higher Executive officer is in an office, transferred from London in 1923, where, as anticipated for the Grade by the Department of Finance, the work in Dublin is more responsible than in the corresponding London Office. The staff under her control totals 71.

89. The post held by the other woman Higher Executive officer is in an Accounting Branch and can reasonably be compared with that of a male officer of the same grade in another Accounting Branch whose post is believed to be a fair average of men's posts. The staff controlled by the man totals 23, made up of 3 Junior Executive Officers, 1 Staff Officer, and 19 Clerical Officers, all men; under the woman's control is a total of 242, all women, including 6 Staff Officers, 53 Clerical Officers, and 112 Writing Assistants. In another Branch of the same Department there is a total of 150 staff, but there are 5 male Higher Executive Officers. The documents examined annually under this woman Higher Executive Officer's control represent £13,000,000 approximately.

90. We consider the provision of only one Higher Executive post for the work and staff under this woman's control to be out of all proportion to the provision made in the majority of Branches staffed by men or mixed staff, and ask for a re-organisation of the work with a view to the creation of further Higher Executive posts and at least one Assistant Principal Post. It may be added that the representative of the Department of Finance stated in evidence that a Higher Executive officer may have in his charge "as many as 20 people."

91. Although there were nearly 1,000 established women Civil Servants on 1st April, 1922, and the number of women in the Service has since then risen by 140 %, only two women have obtained Higher Executive posts. One of these posts was carried over from pre-Saorstát days, and the other was created in 1926.

*JUNIOR ADMINISTRATIVE GRADE.*

92. We note with grave concern the recent alteration by which appointment to the Junior Administrative Grade is made by Selection Board with only a small element of written examination. Prior to the change three women were successful in examination, but since then no woman has been appointed. We think it cannot be denied that, as yet, a majority of men on a Selection Board will tend to choose a male candidate unless the merits of a woman candidate are too exceptional to be ignored. We ask for a return to the former method of recruitment to this Grade.

93. There are 3 Women Junior Administrative Officers.

The present scales of pays are:—

Married men:	£180-20-£500.
Unmarried men and women:	£180-15-£400.

94. The maxima quoted are the same as the maxima given in London to men and women.

95. These scales have not been long in force and we cannot refrain from drawing attention to the treatment intended for women in the first Saorstát Scale announced, particularly as the increases of pay embodied in the current scales were not given as the result of a changed outlook towards women but, as has been stated in evidence, in order to attract better entrants. In the first Saorstát scale the men's minimum was reduced by £40 from the pre-Saorstát minimum, while the women's was reduced by £70, which cancelled an existing sex equality in starting pay. The reduction of women's increment was nearly three times as heavy as that of men's and while a maximum of £500, the same as that given to men in London, was allowed to men, the corresponding maximum given to women in London, £400, was reduced to £380. The women actually in the grade at present have been allowed the current scale, but the matter is of moment, taken together with the current scales for women Higher Executive Officers already described, as specific evidence of a policy of discrimination against women beyond what was customary in the pre-Saorstát service.

96. It has been stated in evidence that the Junior Administrative Officer and Higher Executive Officer grades are equal. The men of both grades have the same maximum. Accordingly the maximum for women in the Higher Executive Officer grade should surely now be increased to equal that of the Junior Administrative Officer women's scale.

#### TAX CLERKS.

97. Prior to 1st December, 1925, the salary scale of these officers employed in the offices of the Inspector of Taxes was:—

Men.	Women.
£75-£5-£95-£7 10s.-£110-£10- £140-£7 10s.-£175.	£70-£5-£150.

From that date the scale has been:—

Married Men.	Unmarried Men and Women.
£125 (at 25)-£7. 10s.-£175.	£75-£5-£125.

98. The reduction in the maximum of the women's (and unmarried men's) scale in this case cannot be justified. That of married men remained unchanged and surely the cost of upkeep of the unmarried did not suddenly drop as compared with

that of married persons. As no reductions were possible in the scale for married men then none should have been possible in the lower scale. The position is the cause of great dissatisfaction and calls for remedial action.

#### TAX OFFICERS.

99. Prior to 1st December, 1925, the salary scale of these officers employed in the offices of the Inspectors of Taxes was:—

Men.	Women.
£190-£7 10s.-£220	£135-£7. 10s.-£160.

From that date the scale has been:—

Married Men.	Unmarried Men and Women.
£190-£7 10s.-£220	£135-£5-£160.

100. In this scale the reduction of the increment in the women's or unmarried men's scale is unjust considering that there is no corresponding reduction in the married men's scale. As a sex differentiation existed prior to 1925, surely no reduction was warranted. Then again the maximum salary of a married male Tax Clerk is £15 per annum greater than that of any woman (or unmarried man) Tax Officer, an unusual relation between a higher and lower grade which should not occur.

#### SORTING ASSISTANTS (DEPARTMENT OF POSTS AND TELEGRAPHS).

101. Sorting Assistants (women), at present about 50 in number, are employed only in the Accountant's Branch of the Department of Posts and Telegraphs. Prior to 1914 the work was done by men called Sorter Tracers, but this grade has now almost disappeared.

102. The weekly scale of pay of Sorter Tracers was:—

18/- (under 18 years), 22/- (at 18) rising by 2/- per week to 30/-, by 2/6 to 35/-, by 3/6 to 42/-, and by 2/- to a maximum of 55/-.

103. Prior to 1921 the Sorting Assistants' scale of pay per week was 14/- by 1/- to 16/- and 2/- to a maximum of 30/-. In April, 1921, the maximum was increased to 33/-, and this is the present basic scale. It is wholly inadequate, and is an outstanding example of the use of women as cheap labour, as the work of the present Sorting Assistants is exactly the same as that of the former Sorter Tracers. In addition to our objection to the exploitation of women as cheap labour, we must emphasise the greater grievance that the scale of pay is not a living wage. While appreciating that there should be economy in State Services, we hold that the employment of Sorting Assistants at a semi-starvation wage is false economy. We know that at least



75 % of Sorting Assistants and indeed of all the lower grades, strive to live, or shall we say half live, on their salaries. Most of them have a Secondary School education and all have come from homes where the standard of living was much higher than that of the labourer on whose budget the Civil Servants' cost of living figure is based. We have ascertained that the usual amount paid for board and lodging ranges from 25/- to 27/6 per week and should like to point out that there is not sufficient margin left for clothes and incidental expenses even out of the maximum salary. To live in frugal comfort on such a wage is not possible in Dublin where even a tenement room rents at 10/- per week.

104. A group of Sorting Assistants (15 in number) had previous temporary service as Sorting Assistants. On the date of establishment the average age of the group was 26 years, and the average of temporary service 7 years, yet all were placed on the 20/- basic point of their scale, which is the normal entry point for Sorting Assistants aged 18; they will have reached an average age of 33 years before having arrived at their maximum salary (33/-). These women feel that, in view of the low salary scale, an improvement in the starting point more in keeping with their age and service should be granted.

105. All Sorting Assistants work 44 hours per week, as compared with 41 in the general service grades, are allowed only 40 minutes luncheon interval and if ill they may not be absent for more than one day without a medical certificate, whereas persons in the general service grades when ill may absent themselves for two consecutive days without a medical certificate.

106. There is no avenue of promotion from this grade except to posts as Overseers of Sorting Assistants of which there are only 5. Sorter Tracers, whom this grade has replaced, were better off in this respect. A Tracer with five years' service who qualified to pass the first standard of sorting could be nominated for promotion to Sorting Clerk and Telegraphist grade (now Post Office Assistant grade) and another avenue of promotion to the grade of Assistant Instructor of Tracing also existed.

107. Three former Sorter Tracers have been promoted to the Clerical Officer grade since 1923, but no woman has been so promoted.

108. The annual leave for new entrants is 12 days, rising to 18 days after 5 years' service. The former annual leave was 14 days rising to 21 days after 5 years' service. We feel that it cannot be too often repeated that the cutting down of the leave period in the lower grades is indeed a great hardship with a detrimental effect on health and efficiency. Perhaps it is economy to take 6 days from a grade which formerly enjoyed 36 days' annual leave, but we fail to see how the lower leave allowance can be reduced without impairing the general efficiency of the officers concerned unless it is to be inferred that they are super-human or that the "weaker sex" of which the lower grades are composed are in fact of amazonian physique.

109. That the following improvements would ensure greater contentment and increased efficiency cannot be too strongly urged:—

1. A better scale of pay.
2. General Service conditions.
3. Restoration of the former leave allowance.
4. More opportunity for promotion.
5. The abolition of segregation and the resultant demand that the grade be re-opened to men.

#### OVERSEERS OF SORTING ASSISTANTS.

110. Overseers of Sorting Assistants work 44 hours per week (the same working hours as Sorting Assistants), are on a salary scale £100-£5-£120 per annum and are allowed 21 days' annual leave. There is no avenue of promotion.

111. They are required to supervise a staff, not only of Sorting Assistants, but also of Writing Assistants. Writing Assistants are a general service clerical grade quite distinct from the manipulative grade of Sorting Assistants and are eligible for promotion to a higher grade than that of Sorting Overseer. They work 41 hours per week as compared with the 44 hours done by the Sorting Overseer.

112. Sorting Overseers claim:—

- (1) General Service conditions.
- (2) An opportunity for promotion.
- (3) That they should not be required to supervise Writing Assistants.

#### POST OFFICE ASSISTANTS GRADES A. AND B.

113. These grades previously known as Sorting Clerks and Telegraphists were reorganised in 1924 and changed to Post Office Assistants. Counter and clerical duties are performed by Grade A. officers, and Grade B. perform the other duties not graded A. formerly assigned to Sorting Clerks and Telegraphists.

114. The basic scales of pay per week of both grades according to classification of offices are as follows:—

(1) SORTING CLERKS AND TELEGRAPHISTS.

	Class I.	Class II.	Class III.
Men	18/- to 61/-	17/- to 55/-	16/- to 49/-
Women	18/- , 40/-	17/- , 37/-	16/- , 34/-

## (2) POST OFFICE ASSISTANTS.

Grade A.	Men	18/- to 70/-	17/- to 63/-	16/- to 56/-
	Women	18/- ,, 47/-	17/- ,, 43/6	16/- ,, 40/-
Grade B.	Men	18/- ,, 61/-	17/- ,, 55/-	16/- ,, 49/-
	Women	18/- ,, 40/-	17/- ,, 37/-	16/- ,, 34/-

115. We cannot understand how the reasons which justified increases of 9/-, 8/- and 7/- per week in the maximum of Grade A men Assistants' scale could not justify at least similar increases in the women's scale, more especially as the women's scale was so much lower. It may be that the increases were proportionate, but *reductions* made in the women's scale of other grades, i.e., Staff Officers and Higher Executive Officers, were not proportionate, and women suffer from the inconsistency in both cases.

116. We must also point out that women in Grade A can never attain as high a salary point as men in Grade B, a relation between a higher and lower grade which is unusual and should not occur.

117. We ask for the removal of the inconsistencies mentioned in the treatment of women in these grades.

## TELEPHONISTS.

118. In addition to the above Grades there are a large number of Telephonists whose basic scale of pay per week is:—

Class I.	Class II.	Class III.
16/- to 33/-	15/- to 31/-	14/- to 29/-

119. What we have said in Paragraph 103 regarding the inadequate pay of Sorting Assistants applies equally to these similar scales.

120. Telephonists (and Telegraphists—Grade B. Post Office Assistants have nerve racking duties yet they work eight hours per day, have no half holiday each week, are not allowed the privilege holidays at Christmas or Easter granted to general service grades, and are allowed only 40 minutes luncheon interval. As the work on which these officers are engaged is such that it cannot be held over, they are put on compulsory overtime, often at a moment's notice, which may continue for lengthy periods, especially in summer, and the position in this respect is getting steadily worse.

121. The following improvements are urged:—

1. A better scale of pay.
2. General Service conditions.

## TYPING GRADES.

122. The Typing Class in the Civil Service comprises four grades:—

- (1) Typists
- (2) Shorthand Typists
- (3) Officers with Acting Supervising Allowances
- (4) Superintendents.

123. For the convenience of the Commission each Grade is dealt with separately, and in each case a contrast of past and present conditions of service, statement of case, and claims are set forth.

## 1. TYPISTS.

124. There are approximately 290 Typists.

*Contrast of Past with Present Conditions.*

Pre-Saorstát.	Saorstát.
Salary. 20/- by 2/- to 34/- per week plus bonus.	Salary. 20/- at entry, rising to 21/- at 19 years of age; 22/- at 20; 23/- at 21 (or over in the case of entrants over 21), 24/- 2/30/-.

*Promotion.* In the pre-Saorstát Service vacancies in the Shorthand Typist Grade were reserved *entirely* for competition amongst Established Typists. There were no open competitive examinations for posts as Shorthand-Typist.

*Promotion.* In the Saorstát Civil Service the majority of vacancies for Shorthand-Typists are filled by recruitment through *open* competitive examinations.

<i>Annual Leave.</i> 18 working days for the first 5 years, and thereafter 21 days.	<i>Annual Leave.</i> 12 days for first five years and thereafter 15 days.
---	---

125. The foregoing table setting out the changed conditions shows harsh reductions in pay, leave and opportunities for promotion.

126. After 10 years' service a Typist attains her maximum (with bonus at the present cost of living figure this is £2 6s. 6d.) Even assuming no reduction in the cost of living figure this cannot be held to be anything like a wage ensuring frugal comfort to a middle-aged woman. We understand that the average

amount paid for board and lodging by Typists and Shorthand-Typists is approximately 30/- per week and the average contribution in respect of board and lodging made by those living at home or with relatives is 28/-.

127. In addition to the reduction in pay this grade has had to suffer an undue worsening of the opportunities for promotion inasmuch as 100 (approximately) Shorthand-Typists have been appointed in the Saorstát by open competition. Had the original method of recruitment been continued that number of vacancies would have been available for serving Typists, and therefore that number of Typists have been denied promotion in the Saorstát. We consider that the interests of efficiency were not well served by the change, since serving Typists can reasonably be expected to make the best Shorthand-Typists for the Service. Typists have no opportunity for promotion to the Clerical Grade, although the standard of examination in literary subjects for Typists is identical with that for Shorthand-Typists and Writing Assistants who have this opportunity.

128. As regards annual leave it is most unfair that while the Higher Executive grade leave allowance was reduced from 36 to 30 days, that of Typists should have been reduced from 18 to 12 days for the first five years and from 21 to 15 days thereafter. It is a reduction of six days in each case but, on the principle of marginal utility, six days from 18 makes a much more vital difference than six days from 36.

129. At present Typists on promotion through examination to the Shorthand-Typist grade must complete 5 years' service in the higher grade before they receive the full leave allowance of the higher grade. Previous service in the lower grade should be counted for leave purposes in the same way as temporary service counted.

130. We wish to mention some further points in connection with certain groups of Typists:—

(a) In the Revenue Department a group of Typists, recruited from the ordinary examinations, work 44 hours per week as compared with 41 hours in other Departments, without extra remuneration. This is an unfair condition which should be remedied.

(b) In the Publications Branch of the Department of Education Typists are called on to perform a class of work not normally required from their grade. They have to type Authors' and Translators' MSS. which are sometimes very difficult to decipher. In most cases a particular form of spelling is used and, in compliance with the editors' instructions, the Typists have sometimes to change or make uniform the spelling of certain words throughout the text. This is entirely new work which has never been done by Typists as routine work, and in deciphering and intelligently

typing these texts Typists do something of the same sort as a Shorthand-Typist does in deciphering her shorthand notes.

(c) In another Branch of the same Department, a Typist deals with French and German correspondence and accounts from foreign booksellers, but gets no allowance.

131. In some offices Typists are required to work Elliott-Fisher, etc., machines. This work is detrimental to the speed and touch of a Typist and should be performed by a specially trained staff.

132. The claims of this grade, therefore, are

- (1) That the scale of pay be increased.
- (2) That all vacancies in the Shorthand-Typist grade be reserved for limited competition amongst Typists.
- (3) That the original annual leave allowance be restored and that on promotion previous service should count towards eligibility for the full leave allowance of the higher grade.
- (4) That where Typists are called upon to perform duties not normally required from their grade they should be suitably remunerated.

## II. SHORTHAND-TYPISTS.

133. There are, approximately, 280 Shorthand-Typists.  
*Contrast of Past with Present Conditions.*

Pre-Saorstát.	Saorstát.
Salary. 26/- by 2/- to 32/- by 2/6 to 42/- per week plus bonus.	Salary. 24/- by 2/- to 38/- per week plus bonus.

*Promotion:*

To Superintendents  
(14 posts).

Promotion to Clerical  
Grade on recommendation  
of Head of Department.

*Annual Leave.* 21 days for first five  
years and thereafter  
24 days.

*Promotion:*

To Superintendents  
(14 posts).

Promotion to Clerical Grade  
by competitive examination  
only.

*Annual Leave.* 15 days for first five  
years and thereafter  
18 days.

134. It will be seen that the rates of pay and leave allowance of this grade have been reduced very considerably.

135. The main avenue of promotion open to a Shorthand-Typist is that of the post of Superintendent of Typists. These posts are so few (14 in all) that the outlook is very limited.

136. Prior to the establishment of the Saorstát Shorthand-Typists became eligible, after 5 years' established service, for promotion to the Clerical Grade; this was included in the Conditions of Service for the first Saorstát Shorthand-Typists' examination, but was removed from subsequent syllabuses. Since the establishment of the Saorstát a few such promotions took place, but, since 1926, apart from promotion through the 1932 limited examination mentioned in the next paragraph, no promotion to the Clerical Grade has taken place.

137. The 1932 Limited Clerical Examination, at which Shorthand-Typists with 7 years' service were allowed to compete, was the only general opportunity for promotion to the Clerical Grade which Shorthand-Typists have ever had. This opportunity was restricted in that Irish was a compulsory subject, whereas at the limited Junior Executive Examination held later Irish was an *optional* subject.

138. Shorthand-Typists who are successful in the open Clerical Officers' Examination have to start on the minimum basic salary and leave allowance of their new grade, thereby losing both money and leave on promotion.

139. In the Department of External Affairs Shorthand-Typists who have a competent knowledge of French are expected to type in that language without any allowance.

140. The claims of this grade, therefore, are:—

- (1) That the scale of pay should be increased.
- (2) That the original annual leave should be restored; and that on promotion previous service should count towards eligibility for the full leave allowance of the higher grade.
- (3) That officers who are entrusted with highly confidential work, or work of a superior nature, should receive allowances.
- (4) That the number of posts of Superintendent should be increased.

### III. OFFICERS WITH ACTING SUPERVISING ALLOWANCE.

141. The following Table shows the present inconsistent position as regards Supervising Allowances:—

Department.	Number of Staff		Total.	Rate of Allowance.
	Shorthand Typists.	Typists.		
DEPARTMENT OF EDUCATION:				
Secondary Branch	5	3	8	3s. per week plus bonus
Technical Instruction Branch	1	3	4	do.
Publications	1	8	9	No allowance.
EXTERNAL AFFAIRS	6	1	7	5s. per week plus bonus
FISHERIES (Establishment).	4	2	6	3s. " " " "
GARDA SIOCHANA OFFICE	2	9	11	3s. " " " "
INDUSTRY AND COMMERCE:				
2 Branches	Nos.	vary		{ 3s. " " " "
1 Branch				{ 3s. " " " "
Patents Office	1	5	6	5s. " " inclusive.
				5s. " " " "
POSTS AND TELEGRAPHS:				
Accountant's Branch.	1	9	10	5s. " " " "
Stores Branch	1	7	8	5s. " " " "
Engineering Branch	3	3	6	3s. " " " "
				(5s. personal to present occupant)
Broadcasting	2	2	4	No allowance.
HIGH COURT OF JUSTICE.	-	8	8	No allowance.
CIVIL SERVICE COMMISSION	3	4	7	3s. per week plus bonus

142. Originally an Acting Allowance of 5s. was paid to Senior Shorthand Typists doing supervisory duties until such time as reorganisation could take place, when these posts were to have been filled by Superintendents. Subsequently, on the establishment of the Saorstát, acting supervising posts were created in some offices, as shown above, in lieu of Superintendent posts. In many instances the allowance of 5s. per week has been cut to 3s. and only one of the posts so created was filled by Selection Board procedure.

143. In these acting posts the officials are expected to do some shorthand and typing as well as supervising. This is impossible where the importance of the work or the numbers of staff justify a full-time Superintendent, and what happens in actual fact is, therefore, that some Shorthand-Typists for a niggardly allowance of 3s. a week are doing work exactly similar to that done by Superintendents. A Shorthand Typist on the maximum Saorstát scale is paid a basic salary of 38s. per week which, with an allowance of 3s. per week, is £106 12s. per

annum, while a Superintendent on the maximum Saorstát scale is paid a basic salary of £150 per annum. These figures speak for themselves. These officers are not generally allowed pay for overtime duty.

144. In view of the facts given in the preceding paragraphs we claim that, where the numbers of staff justify, these acting posts should be replaced by Superintending posts, and in all other cases we claim an increase of the Acting Allowance to 5s. per week, plus bonus. We also claim that payment for overtime should be made to officers with Acting Allowances.

IV. SUPERINTENDENTS OF TYPISTS. (14 posts in all).

Contrast of Past with Present Conditions.

Pre-Saorstát.	Saorstát.
<i>Chief Superintendent:</i>	<i>Chief Superintendent:</i>
1 Chief Superintendent for a staff of 25 and over.	
Salary: Commencing at £200 per annum plus bonus.	None.
Annual Leave: 30 days.	
<i>Superintendent:</i>	<i>Superintendent:</i>
1 Superintendent for a staff of 10.	1 Superintendent for a staff of any number over 10.
Salary: £142 10s.-£7 2s. 6d.-£171 plus bonus.	Salary: £120-£5-£150 plus bonus.
Annual Leave: 24 days.	Annual Leave: 21 days.

145. The following table shows the great disparity which exists at present in the numbers of staff supervised, and shows the justification in some Departments for the introduction of the post of Chief Superintendent in accordance with pre-Saorstát practice and also for a substantial increase in the number of Superintendent posts.

Department.	No. of Superintendents.	Staff supervised		Total.
		Short-hand Typists	Typists	
Oireachtas	Post filled by a Clerical Officer.	3	7	10
Finance	1 Superintendent	14	12	26
Revenue Commission	2 Superintendents	{ 9 16	16 6	25 22
Public Works	1 Superintendent	11	5	16
Stationery Office	do.	2	8	10
Justice	do.	7	5	12
External Affairs	Supervising Allee.	6	1	7
Local Government & Public Health	1 Superintendent	21	12	33
National Health Insurance Comm.	do.	4	5	9
Education:				
Secondary	Supervising Allee.	5	3	8
Primary	1 Superintendent	7	8	15
Technical	Supervising Allee.	1	3	4
Agriculture	{ 1 Superintendent 1 Supervising Allee.	{ 12	14	26
Lands & Fisheries	Supervising Allee.	4	2	6
Land Commission.	1 Superintendent	16	10	26
Posts & Telegraphs	{ 1 Superintendent 3 Supervising Allices.	{ 14	30	44
Defence	1 Superintendent	15	24	39
Industry and Commerce	1 Superintendent 4 Supervising Allices.	27	26	53

146. In the pre-Saorstát service a staff of 25 or over justified a Chief Superintendent post in addition to a Superintendent, and Superintendents were appointed in the ratio of 1 to 10. In the Saorstát Service, while the pre-Treaty ratio has been completely ignored, no attempt has been made to establish a new ratio or a system of supervision with any semblance of uniformity.

147. Promotions to these posts are made in a haphazard fashion. For an example, the last three vacancies which arose in this grade were filled as follows:—

- 1st by Selection Board procedure.
- 2nd by promotion of a Shorthand-Typist in the office where the position arose, and
- 3rd by Selection Board procedure.

It should be noted here that, as typing work is similar in all Departments, promotion by Selection Board open to the whole Service is particularly suitable for this grade.

148. Superintendents are debarred from payment for overtime, although Clerical Officers on similar scales are eligible for this payment.

149. In the Oireachtas Office a Clerical Officer fills the post of Superintendent of Typists. Apart from the fact that the Clerical grade is not a suitable one from which to fill this post, it is unjust, particularly in view of the limited avenue of promotion, to deprive a Shorthand-typist of this post.

150. The claims of this grade, therefore, are:—

- (1) That the post of Chief Superintendent should be introduced where the numbers of staff justify.
- (2) That a reasonable ratio should be set up for the creation of Superintendent posts, and that the method of promotion to these posts should be by Selection Board procedure only.

#### *PARTICULARS OF PAY, ETC., OF TYPISTS IN OUTSIDE EMPLOYMENT.*

151. It has been stated in evidence that Typists and Shorthand-Typists are as well paid in the Service as in comparable outside firms. We give below particulars of conditions of Typists as regards salary, etc., in some employments outside the Civil Service.

#### *Civil Service:*

1. Typists' pay, inclusive of bonus, from 31/- to 46/6 per week.
2. Shorthand-Typists' pay, inclusive of bonus, from 37/3 to 58/1 per week.

#### *Banks:*

There are four Banks in the Saorstát paying a salary scale of £100-10-£150-£5-£190 to Lady Clerks employed as Typists and Shorthand-Typists.

In two Banks in Dublin typing and Shorthand work is performed by the ordinary bank officials paid according to rank and service.

In one Bank in the Saorstát confidential Shorthand Typists receive salaries as high as £225 and £235 per annum. The hours of attendance are exactly similar to those of the Civil Service.

In all the Banks salaries are paid free of income tax. These posts are permanent and pensionable, and carry a marriage gratuity.

#### *Insurance Offices:*

In four Insurance Offices the salaries, etc., are as follows:—

1. From 25/- to maximum 70/- per week. All Shorthand-Typists.
2. From 30/- to maximum 60/- per week. Nearly all Typists.
3. From £103 to £170. All Shorthand Typists. Every third Saturday off duty all year round.
4. From 35/- to 70/- per week. Shorthand-Typists.

#### *Commercial Firms:*

1. Dublin Firm. Typists from 25/- to 60/- per week. Shorthand Typist from 25/- to 65/- per week.
2. Large Provincial Firm. From 25/- to 65/- for Typists and Shorthand-Typists.
3. Dublin Firm. 55/- and 60/- per week.
4. Dublin Firm. From 40/- to 60/- per week.

#### *Chartered Accountants:*

1. From varying small salaries to £168 per annum (paid monthly with cash bonus at end of financial year).
2. From £104 to £156 per annum.

*Dublin Corporation.**Salary:*

£55 per annum (plus bonus as in Civil Service) rising by annual increments of £5 to £90, thence by £7 10s. to £150. Shorthand Typists are rated as Class C. officials and are eligible for promotion to Class B. on passing an efficiency test on vacancies arising in the latter grade. From Class B. these officials are eligible for promotion to the higher grades.

*Leave:*

18 to 21 days. All posts pensionable.

**PROFESSIONAL AND TECHNICAL POSTS.**

152. There are about 40 women in established technical and professional posts in the Civil Service, nearly all of whom have either University Degrees or specialised qualifications. Amongst these are Inspectors of Primary Schools, Domestic Science Inspectors, Kindergarten and Domestic Economy Organisers, Factory Inspectors, Marketing Inspectors, Assistant-Librarians, one Medical Inspector (Local Government Department), one Assistant-Inspector of Fisheries, one Librarian, one Local Government Department Auditor, one Inspector of Industrial and Endowed Schools, one Organiser of Savings Certificates, one Statistical Officer, one Assistant-Editor, two Assistants in the National Museum, one Analytical Chemist in the State Laboratory. There are no women Secondary School Inspectors, Land Commission Inspectors, Surveyors, nor Valuers in the Valuation Office. There is, however, one woman Surveyor (unestablished) in the Land Commission, and about 100 women have unestablished technical and professional posts throughout the Service including one Technical Assistant in the Department of Fisheries, one Assistant-Analyst in the Department of Agriculture, and one Local Government Inspector.

153. Most of these posts were advertised and were, with few exceptions, open to both men and women. The women appointed were, therefore, successful in open competition with male candidates.

154. Remuneration for professional Service outside the Civil Service is generally the same for men and women. For example, the salaries for men and women occupying University posts are the same, they are paid for the work done irrespective of the sex of the worker. To lay down lower scales for women in professional and technical posts is to introduce a change in professional practice. Such a procedure was not contemplated in July, 1923, when men and women Primary School Inspectors were appointed at the same salary scales.

155. Later, differentiation of salary scales for professional and technical posts was introduced. For example, in 1925 the salary scales advertised for Industrial Inspectors were:—

Men       £150-£10-£400.  
Women   £120-£7 10s.-£230-£10-£300.

Women and men Inspectors were vested with the same powers under the Factory and Workshop Acts and Trade Boards Acts and perform the same duties. These include inspection of machinery and plant in factories of all classes in An Saorstát; enforcement of technical Regulations such as those relating to Electricity, Chemical Works and Woodworking Machinery; legal proceedings on behalf of the Department; attendance at inquests resulting from fatal accidents in factories.

156. Since 1925 most of the professional and technical posts advertised have had two salary scales: (a) for unmarried men and women, and (b) for married men.

157. In the Department of Local Government and Public Health the only woman Auditor's salary scale was fixed at £200-£10-£400 in April, 1927, while that of all the men Auditors (married and unmarried) is £250-£15-£550. Although paid so much less than her colleagues this woman Auditor has been in charge of a double district for several years.

The following posts in the same Department were recently advertised:—

*Medical Inspector:*

Men       £550-£20-£750.  
Women   £450-£15-£600.

*Chief Medical Adviser:*

Men       £850-£25-£1,000.  
Women   £650-£20-£750.

158. In November, 1932, the post of Parliamentary Draughtsman in the Land Commission was advertised with different scales for men and women although a short time previously a woman was appointed on the same scale of salary as the men to an unestablished post as Examiner of Titles in the Land Commission, no sex limitation or differentiated scale having been imposed by the advertisement.

159. There seems, therefore, to be no settled policy with regard to the salary scales for such posts.

160. We should like to advert to the position of women Domestic Economy Inspectors (Technical Branch, Department of Education), who are permanently subordinate to men Inspectors. Although the subject is popularly supposed to be suitable to women the women Inspectors are excluded from all

discussions on important new developments. Schemes to which they were opposed have been put into operation. All final decisions rest with men Inspectors, none of whom have qualifications in Domestic Science. In some cases women Inspectors have been forced to recommend the dismissal of teachers whose appointment they would never have recommended had they been consulted.

161. The salaries of Kindergarten Organisers are remarkably low (£140-£180 with a maximum of £200 for the Head-Organiser) in comparison with those of the teachers on whose work they advise (£132-£254 inclusive).

162. Here as in other Branches of the Civil Service women are occupying posts in which there is but little, if any, opportunity for promotion.

#### CONCLUSION.

163. In conclusion, we beg to direct particular attention to the Summary of our Claims given in paragraph 38 and to emphasise that we ask no *special* treatment. We ask that the equality of treatment which has been granted to us in theory by the Constitution should be yielded in practice.

On behalf of the Committee representing all grades of Women Civil Servants.

(Signed)

CAITLÍN NUISÉAL, B.A.,

Honorary Secretary.

December, 1933.



