

In the United States of America the proportion in 1901 was 247 women for every 100 men.

In New Zealand, in 1892, the proportion of female teachers to male teachers was 94 of the former to 100 of the latter; so that the proportion of female teachers to male teachers has increased from 94 per cent. to 132 per cent. of the male teachers. In the same time the proportion of female teachers to male teachers in England has increased from 223 per cent. to 293 per cent.

The proportion of male pupil-teachers to female pupil-teachers is given by the ratio 1 to 4·22; in 1892 the ratio was 1 to 3·05.

It is thus seen that the substitution of women for men as teachers in primary schools is a process that has been going on for some time in various countries, although it has not yet reached in New Zealand the stage that it has reached in England and America, or even in South Australia.

The operation of the Public-school Teachers' Salaries Act appears to have strengthened the staffing of the schools in one important respect—namely, by reducing the proportion of pupil-teachers to adult teachers from one pupil-teacher to 2·79 adults in 1901 to 1 to 3·98 in 1902; the improvement will be still more marked when the full effect of the Act is felt. Even as it is, the proportion of apprentices to adults is lower than in any of the Australian States except Tasmania, and slightly lower even than in England, although in the latter case it must be remembered that monitors have been included under the heading of pupil-teachers.

The forecast in the final paragraph of this extract is amply borne out by the figures for 1903, the total number of the pupil-teachers engaged in the colony at the end of the year being 1 to 4·29 adults.

The total number of adult teachers was 2,996 and of pupil-teachers 699, being 39 more and 48 less respectively than in the previous year. Of the adult teachers 1,270 were males and 1,726 females, or a little under 136 females for each 100 males.

The proportion of male pupil-teachers to female which fell in 1902 to the ratio of 1 to 4·22 rose in 1903 to a ratio of 1 to 3·76.

The average number of pupils to each adult teacher, reckoning two pupil-teachers as one adult as in the above table (F2), was 33·8 or 0·3 less than in 1902.

The total of all salaries and allowances at the rates paid at the end of the year was £417,474 16s. 8d. This includes the salaries and lodging-allowances of pupil-teachers, as well as all salaries, house-rent, and other allowances paid to adult teachers: the average salary per teacher, including pupil-teachers, was therefore £112 19s. 1d.

Table F3 shows the number of certificated and uncertificated teachers employed on the primary staffs of the public schools at the end of 1903. Out of the total number (2,996) of adult teachers employed 2,450 were holders of certificates, 10 others had passed the certificate examination, 161 had gained a partial pass, whilst 375 had either failed to pass or had never sat for examination by the Department.

TABLE F3.—TEACHERS, CERTIFICATED AND UNCERTIFICATED, 31ST DECEMBER, 1903.  
(Numbers in brackets represent licensed teachers included in other numbers.)

| Education Districts.   | Certificated Teachers. | Marks not yet assigned. | Required Service not yet completed. | Partial Pass. | Never passed an Examination of Department. | Teachers whose Work at University Examination counts towards D. | Total.    | Pupil-teachers having Certificates not included in Column headed "Certificated Teachers." |
|------------------------|------------------------|-------------------------|-------------------------------------|---------------|--------------------------------------------|-----------------------------------------------------------------|-----------|-------------------------------------------------------------------------------------------|
| Auckland .. ..         | 549                    | 1                       | 2                                   | 41            | 46[2]                                      | 1                                                               | 640[2]    | 1                                                                                         |
| Taranaki .. ..         | 87                     | ..                      | ..                                  | 14[1]         | 12[1]                                      | 1                                                               | 114[2]    | ..                                                                                        |
| Wanganui .. ..         | 211                    | ..                      | 1                                   | 19[5]         | 40[3]                                      | 1                                                               | 272[8]    | 2                                                                                         |
| Wellington .. ..       | 246                    | ..                      | 3                                   | 18            | 32[2]                                      | 2                                                               | 301[2]    | 2                                                                                         |
| Hawke's Bay .. ..      | 139                    | ..                      | ..                                  | 10            | 15[1]                                      | ..                                                              | 164[1]    | 17                                                                                        |
| Marlborough .. ..      | 33                     | ..                      | ..                                  | 1             | 37[1]                                      | 1                                                               | 72[1]     | ..                                                                                        |
| Nelson .. ..           | 112                    | ..                      | ..                                  | 8             | 40[3]                                      | 3                                                               | 163[6]    | 4                                                                                         |
| Grey .. ..             | 25                     | ..                      | ..                                  | 3             | 17                                         | 2                                                               | 47        | 2                                                                                         |
| Westland .. ..         | 21                     | ..                      | ..                                  | 3[2]          | 21                                         | ..                                                              | 45[2]     | ..                                                                                        |
| North Canterbury .. .. | 369                    | ..                      | ..                                  | 7             | 21                                         | 4                                                               | 401       | 3                                                                                         |
| South Canterbury .. .. | 106                    | ..                      | ..                                  | 7[1]          | 7                                          | 1                                                               | 121[1]    | 1                                                                                         |
| Otago .. ..            | 375                    | 1                       | 1                                   | 19[10]        | 34[1]                                      | 4                                                               | 434[11]   | ..                                                                                        |
| Southland .. ..        | 177                    | 1                       | ..                                  | 11            | 33[1]                                      | ..                                                              | 222[1]    | ..                                                                                        |
| Total for 1903         | 2,450                  | 3                       | 7                                   | 161[22]       | 355[15]                                    | 20                                                              | 2,996[34] | 32                                                                                        |
| Total for 1902         | 2,474                  | 8                       | 9                                   | 176[32]       | 290[13]                                    | ..                                                              | 2,957[45] | 42                                                                                        |
| Total for 1901         | 2,384                  | 4                       | 7                                   | 86[5]         | 187[5]                                     | ..                                                              | 2,668[10] | 107                                                                                       |
| Total for 1900         | 2,369                  | 2                       | 13                                  | 68[6]         | 179[8]                                     | ..                                                              | 2,631     | 137                                                                                       |
| Total for 1897         | 2,244                  | 2                       | 20                                  | 92[5]         | 191[9]                                     | ..                                                              | 2,549     | 111                                                                                       |
| Total for 1894         | 1,984                  | 5                       | 24                                  | 85            | 162                                        | ..                                                              | 2,260     | ..                                                                                        |
| Total for 1891         | 1,753                  | 7                       | 17                                  | 107           | 190                                        | ..                                                              | 2,074     | ..                                                                                        |
| Total for 1888         | 1,496                  | 11                      | 34                                  | 137           | 246                                        | ..                                                              | 1,924     | ..                                                                                        |