[illegible]

Kp

Scott. II-27—37,001—18-11-45

# Edn (1946) Department.

Rs SERIES.

G.O. No. 1321/Edn

Dated 5. 7. 1946

(Order on pp 77 – 78 cf)

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## [Despatch Abstract.]

College of Engineering, Guindy - Workers in Workshop - Grant of holidays - Orders passed.

## Back Papers.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. | |
|---|---|---|---|---|---|---|---|
| (MS) | 2252 | PW | 9-8-44 | (MS) | 813 | Edn | 13-4-39 |
| ,, | 2003 | ,, | 13-7-44 | ,, | 2689 | ,, | 10-11-37 |
| ,, | 228 | Edn | 13-2-41 | ,, | 2031 | PW | 14-9-34 |
| ,, | 538 | PW | 23-2-46 | | | | |
| ,, | 2431 | Dev | 23-6-45 | | | | |
| ,, | 430 | PW | 2-3-40 | | | | |
| ,, | 163 | Edn | 30-1-40 | | | | |

## Further Papers.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. | Date. |
|---|---|---|---|---|---|---|---|
| G.O. | 1888 | Edn | 28-8-47 | | | | |
| ,, | 299 | ,, | 16-2-48 | | | | |

---

E & P.H.

**THE FEDERATION OF GOVERNMENT WORKERS' TRADE UNIONS**

*President:*
P. R. K. SARMA, B.A., M.L.A., (LAB.)
"GARDEN CLUB"
PERAMBUR P. O.

*Vice-Presidents:*
T. S. RAMANUJAM, M.A., LL.B. (LOND.)
V. DORASAWMY NAIDU
V. DORASAWMY PILLAI

*Secretary:*
S. AIYASAWMY IYER

81, PORTUGUESE CHURCH ST.,
G. T., MADRAS

Director of Public Instruction
10 MAR 1944
Madras

Sel report P
9/3/44
2

Date, 5th March 1944.

Secretary, Edn. and P. H. Deptt.
9-MAR 1944
Government of Madras

To

The Hon. Adviser,
Education and Public Health Department,
Government of Madras,
Fort St. George,
Madras.

Deputy Secretary to Government
9 - MAR 1944
Education and Public Health Department

11055

DearSir,

I have the honour to forward herewith a resolution unanimously passed at an extra-ordinary General Body Meeting of the above xxx Federation held on 27th Monday, 1944 Feb) at Guindy and request the Government to kindly take the necessary action early to have the grievance of the concerned workers redressed and oblige.

A

> "This meeting requests the Government to consider sympathatically the denial of wages to the workers of the Govt. Engineering College Workshop and Power housefor the various periods of vacations in a year amounting to about 5 months, besides the unpaid Holidays and Sundays and urges upon them to kindly allow them their wages for such days and periods".

The workers involved are all permanent. Their work is not of a "contingent" character. The workshop is fitted and equipted with uptodate machinery and the men are mostly skilled workers. They practically initiate the Engineering Students in the mysteries of the machines by working and demonstrating them. Not only that; they also actually do skilled

P

jobs on the machines. I understand that War work is also carried out now in the workshop. The workshop has been long in existence and must be as old as the college itself. It has gradually developed in equipment as well as work performed. Almost all the workers are daily rated, like any artison elsewhere. Like any other Educational Institution the College also closes for all the Holidays and vacations, long and short. All the vacations put together might aggregate to not less than 5 months, not to speak of the Sundays and ordinary Holidays. While the entire establishment of the College who are monthly salaried do not lose anything and enjoy the vacations and holidays with their remuneration unaffected in the least, the skilled and technical workers of the workshop who are on a daily rated basis are not, however, paid for those days and periods and are starved out. For example during the socalled Summer Vacation, lasting for over 2 months, they have neither work ~~neither~~ nor wages and have to shift for themselves unlike others of the establishment of theCollege and the Institution attached to it. The hardships of the workers, under the circumstances may well be imagined. The wages of the workers are also not in any way better or higher than elsewhere for similar jobs as a compensation for the long and constant periods of enforced idleness and deniel of remuneration.

---

DIRECTOR OF PUBLIC INSTRUCTION
15 MAR 1944
MADRAS

Efforts have been made at various times to get the above grievance of the workers redressed by representations to the Government. It was first taken up, to my knowledge, by Mr. B Shiva Rao and others more than 15 years ago, but unfortunately those efforts were not continued and the workers were left in the lurch.. I took up the matter in 1936 and was able to convince the Government of the need for some arrangement to redress the reasonable grievance of the workers. In 1937 and 1938 the matter was under the serious consideration of theGovernment and I was assured that it was receiving their attention. Again the matter suffered neglect and was not pursued further. I was, however able to secure for the workers the benefit of the 5 ~~dxyx~~ paid holidays and gratuity scheme given to the workers of the P.W.D.Workshop. There has not been any response to my representations ~~with~~ to the principal of the College last year in connection with the Government's assurance in regard ~~to~~ payment for the long vacations without remuneration or compensation to the workers of the College Workshop. This is the present state of affairs in regard to the matter and the same deserves the sympathatic attention of the Government.

pp44-45
Go 163 Ed
30.1.40
(I)

The hardships of the workers have increased owing to the

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conditions created by the prolonged war. The dreaded and long Summer Vacations which will starve out the workers is again at hand. Hence the urgency of the Resolution and this representation. I feel that it will be possible to work the workshop usefully and profitably during the vacation in furtherence of the War efforts, while the Government might consider ways and means to relieve the workers' distress, permanently, by absorbing them in the College establishment and treating them like others in regard to payment for the vacations and Holidays or by arranging to work the Workshop on such days and periods, enabling the workers to earn their livelyhood. The Federation will be obliged if the above matter will receive the kind and immediate attention of the Government.

S/K.

Yours faithfully,

HONRY. PRESIDENT.

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Estt. H. - Deptt (c)

Issue today
Nm
14/3/44

C 11055 From the President, Federation of Govt Workers' Trade Unions, d 5.3.44

Endt No. 11055 C-1
14.3.44

College - Engineering - Workers in the Workshop and Powerhouse

Referred to the D.P.I. for early remarks.

13.3.44

14/3

To The D.P.I (with cl. to be retd)

Nm
13/3/44.

14/3/44

R after 3 weeks ~~[illegible]~~.

Remd 20/4/44

~~2~~ 20990

7

B.R.K.SARMA, B.A., M.L.A.,(Lab)
President, Federation of Govt.
Workers' Trade Unions.

'Garden Club',
Sembiam, Perambur, Madras,
3-5-1944.

SECRETARY, EDN. AND P. H. DEPT.
4-MAY 1944
GOVERNMENT OF MADRAS

pp B/1-7-44

5

Sec [illegible] 7-44

pp 1-4 ante

To

Sir. T. Austin, I.C.S.,
Adviser to H.E. the Governor of Madras,
Education and Public Health Dept.,
Fort St. George, Madras.

Sir,

With reference to my representations dated 5-3-44 to you on behalf of the workers of the workshop attached to the Govt. College of Engineering at Guindy, I beg to submit further the following for your kind consideration and sympathatic action.

2. After my representation to you I met the Principal of the College also and discussed with him the necessity for supporting the workers of the workshop during the long vacations by providing them with work or paying them reasonable wages or allowance for the period. While quite alive to the sufferings of the workers and also realising the need for relief which might not exceed Rs.2000/- per annum he was not sure whether it would be possible to get anything done for the present vacation.

3. Though it looked as if the workshop might work longer during the vacation this year and in fact the College is working with its examinations etc. it is found that the workshop has been closed as from the 29th April indefinitely. The workers do not know when they will be required to come back to work. It might take the whole vacation for what I know. You will easily appreciate the difficulties of the workers numbering about 60 who have to get on without work and earnings for about two months especially in these days. They cannot also take up employment elsewhere even if they could get any as nobody would engage them for a couple of months only or even less. It is therefore necessary that something should be done for them even for the present occasion pending a satisfactory settlement of the problem. I therefore appeal to the Govt. to take up the matter and help the workers in distress. The commitment will not exceed Rs.2000/- as the Principal himself felt. Even if the workshop is worked during the vacation the workers would prefer it ~~fox~~ to unemployment and starvation. As an alternative they could be deputed if possible to other Govt. factories for the period of the vacation. What is required is protection or relief. The matter is urgent ~~&~~ and the workers will be most grateful if action is taken immediately.

Yours faithfully,

B R K Sarma

PRESIDENT.

S/K.

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C.F. 98.

Edn & P.H. DEPARTMENT.

**REMINDER.** Education Branch.

To ~~The~~ Director of Public Instruction

26 APR 1944

I ~~have the honour to invite~~ am directed to invite attention to Govt. Endt.

No. 11055 C-1. dated 14. 3. 44 and

~~to request that the reply to it may be expedited~~

to request that this reminder may be returned at once with information as to—

(1) the stage at which the matter now is,

and (2) the date by which a reply may be expected, ~~and~~

(3) ~~the circumstances which have caused the delay.~~

Office Edn & P.H. Dept

Signature. J. B. M. Evans

Station Fort St. George

Designation. Asst. Secy. to Govt.

Dated 22/4/44

SUBJECT.

College - Eng. workers in the workshop & Powerhouse

Immediate

BD 27/4

[P T.O.

10
~~DAP~~

C.F. 93.

REPLY. 215[illegible]7

To The Secretary to Govt
Edn and P.H. Department

GOVT. SECRETARIAT ... EDUCATION AND PUBLIC HEALTH DEPT.
5 MAY 1944

Submitted

2) The remarks of the Principal, College of Engineering, Guindy are awaited. A reply will be submitted as soon as his remarks are received. The Principal has been reminded.

Mohammad
3.5.44
For Director of Public Instruction

Ch
3.5.44

hs
8/5

Ed P.H.(C)

Subd for perusal.
Cva
8.5.44

8/5/44

BM
9/5/44

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11
Ed P.H. Deptt

D.O. 11055C-3 dated 15.6.44

Dear Sir Meverel,

College - Engineering - Workers in the Workshop & Powerhouse.

I am to invite attention to Govt endt No. 11055 C-1 d 14.3.44 and the D.O. reminder to Dr. Dey, No. 11055 C-2 d 6.5.44 on the subject mentioned above and to enquire when your reply may be expected.

Yrs sincerely,

p 5 ante

p/n.f

To
Sir R.M. Statham
M.A. C.I.E.
D.P.I.

ISD
14
15.6.44

Cva
14.6.44

BM
15/6/44

15.6.44

Rc. No.270 A/44 C ~~13~~ Office of the
Director of Public Instruction,
Madras, dated 19th June 1944.

8

From
Sir R.M. Statham, M.A., C.I.E. I.E.S.,
Director of Public Instruction, Madras.

To
The Secretary to Government,
Education & Public Health Department.

ASST. SECRETARY TO GOVERNMENT
21 JUN 1944
EDUCATION AND PUBLIC HEALTH DEPT.

Sir,

College of Engineering, Guindy - Workers in the workshop and Power house - Wages.

p 5 ante

Ref: Govt. Endt. No.11055 C-1 Edn. dated 14.3.44.

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I have the honour to state that the Principal has submitted a proposal~~s~~ for redressing the grievances of workmen as regards wages for the vacation months, Viz., that 1/6 of their wages should be withheld every month for 10 months in the year and paid back in two instalments during the vacation with an addition by government. The Principal has been requested to consult the workmen after the re-opening of the college as to whether they would agree to this proposal. I shall submit my remarks as soon as his final reply is received.

32433

I have the honour to be,
Sir,
Your most obedient servant,

for Director of Public Instruction

GAW/20.6.44.

E.P.H.(C)
Subd for perusal.
May [illegible] 25.7.44.

aa
26.6.44

2 20.6.44

8ol
20/6

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## tement of irrecoverable fees—Long term—~~Short term 193~~ 1929-'30.

| of pupil. | Form or class. | Instalments of fees left uncovered. |  |  | Amount of fees irrecoverable at standard rate of fees. |  | Reasons—Explanatory remarks. |
|---|---|---|---|---|---|---|---|
|  |  | Number | Rate |  |  |  |  |
|  |  |  | Rs. | As. | Rs. | As. |  |
| Statement of irrecoverable fees from those paying fees at tes under Rule 92 M.E.R. during 1929-'30. |  |  |  |  |  |  |  |
| than Kutty | V 7 | 3 | 2 | 10 | 7 | 14 | Left paying 2 instts. |
| li Kutty | V 7 | 2 | 2 | 10 | 5 | 4 | Left paying 3 instts. |
| Koya P.M. | IV 7 | 3 | 2 | 10 | 7 | 14 | Left paying 2 instts |
|  |  | Total Rupees |  |  | 21 | - |  |

Certified that no Transfer Certificates were to any of the boys in this list during the year '30

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D.O. No. 11055C-4, d/26.7.44

15 E.&P.H.(C)

College - Engineering - Workers in the workshop and Power house.

Dear Sir Meverel,

I am to invite attention to Govt. Endt. No. 11055 C-1, d/14.3.44 on the subject mentioned above and to the reminders thereon and to ~~ask~~ ~~request~~ that ~~on the subject~~ your final reply may be sent at an ~~very~~ early date.

p5 ante

p9 ante, [illegible]

p11 ante

Yours sincerely,

26/7/44

26.7.44

To

Sir R.M. Statham
M.A., C.I.E., I.E.S.,
D.P.I.

26/7/44.

W[illegible] F.C.

to send

16

Court fees—Levy of—Attestation by Government servants of private documents intended for use in foreign countries—Reduction of fee on application for—Sanctioned.

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READ—the following papers:—

G.O. No. 186, Law (Registration), dated 13th September 1930.
G.O. No. 3987, Home, dated 21st July 1939.
From the Inspector-General of Registration, dated the 11th November 1939, No. 524-Genl.

**Order—No. 1112, Home, dated 5th March 1940.**

In order to secure uniformity in the fees payable under G.O. No. 186, Law (Registration), dated the 13th September 1930, and under G.O. No. 3987, Home, dated the 21st July 1939, the Government are pleased to direct, in modification of paragraph 1 of G.O. No. 3987, Home, dated the 21st July 1939, that the value of the court fee stamp to be affixed to written applications presented to Government servants for the attestation of the signature on any document intended for use in foreign countries, including Indian States, shall be reduced from Rs. 2 to Re. 1 per application.

2. The Government desire to make it clear that the orders in G.O. No. 3987, Home, dated the 21st July 1939, are intended to apply to the presentation of documents to Government servants who are not Notaries Public.

(By order of His Excellency the Governor)

A. R. MacEwen,
*Secretary to Government.*

To the Inspector-General of Registration.
" the Board of Revenue.
" the Commissioner of Police.
" the Honourable the Chief Justice of the High Court (with C.L.).
" the Chief Presidency Magistrate, Madras.
" all District Magistrates.
" all District and Sessions Judges.
" the Chief Judges, Court of Small Causes.
" the Accountant-General (through the Finance Department).
" the Finance Department.
" the Revenue Department.
" the Public Department.

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C.F. 30.

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EDUCATION **DEPARTMENT.**

SECRETARY TO GOVERNMENT 11 AUG 1944 EDUCATION AND PUBLIC HEALTH DEPT.

*Received* 11 AUG 1944 19 . . *Registered* 19 .

*Subject.*

College of Engineering, Guindy--Wages to workers in the Workshop during the summer vacation.

REFERENCE:-1.Government Education and Public Health Department Endorsement No.11055-C-1, dated 14..3..1944 and p5 ante

2.This office letter R.C.No.270-A/44 dated 19..6..1944. p13 ante

40764

ENCLOSURES.
No.
Spare copies

R.C. No. 270-A/44.

*Station* Madras, *Dated the* 10th August 1944.

From (Name) SIR R.M. STATHAM, M.A., C.I.E., I.E.S.,

(Designation) DIRECTOR OF PUBLIC INSTRUCTION.

To The Secretary to the Government of Madras,

Education and Public Health Department.
Fort St. George, Madras.

Sir,

p13 ante

In continuation of my letter referred to above I have the honour to state as follows--

< A on p1 ante

O 2. The resolution of the Federation of Government Workers' Trade Union has put the workers of the College Workshop and the Power House in the same category. This is not correct. The Power House works for 12 months and so its employees work and earn wages throughout the year.

E 3. The Workshop is an instructional department like every other department in the college. It is not a commercial department. Its main function is to train F students in workshop practice. Its secondary function is to make simple apparatus and replacements for other departments of the college. The work for the other G departments is done when the workshop is not used for instruction.

A on p1 ante

The representation that the workers are without employment for about 5 months in the year in addition to holidays and Sundays for which also they do not get wages

P.T.O.

18

is an exaggeration. Even in a commercial workshop the number of working days excluding Sundays and holidays is about 300. The number of working days in the college is about 240 which is only 60 days less than in a commercial workshop. This difference of 60 days is mainly due to the college vacation. At present the number of daily paid workers in the workshop is 39. The Principal reports that the wages paid to them are higher in every case than those in the P.W.D. Workshops. The expenditure on the wages is approximately Rs. 1,000/- per month. It is reported by the principal that dearness allowance is paid to every worker except during the vacation. The dearness allowance per month amounts to Rs. 400/-.

4. a) In order to overcome the disadvantage to the workmen due to the college vacation for two months it was proposed to make them monthly payments. This proposal was examined by Government. In their Order No.Ms.163 Edn., dated 30.1.1940 the Government expressed their inability to introduce the system of monthly salaries. pp44-45 of (I)

b) The Principal now proposed that 1/6 of the wages of every workman may be withheld and reimbursed to him in two instalments during the vacation months and in addition dearness allowance for the two months may be paid. The dearness allowance will cost Rs. 800/- for two months. But the workmen are not agreeable to this proposal.

5. If the Government are inclined to extend more concessions to the workmen, particularly during the period of the war, I recommend that wages for the two vacation months also may be paid to the workmen and they may be asked to work during the vacation. I feel that the college can find work for them. The additional expenditure will be Rs. 2,000/- on wages plus Rs.800/- for Dearness allowance.

I have the honour to be,
Sir,
Your most obedient servant,

P. Br

For Director of Public Instruction.

KS.x8

8P
10/8

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E&P.H. Depth (C)

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11
26/8

~~Memo No. 11055 C-I~~
25.8.44

College of Engineering – Workers in the Workshop – Wages – Refce: Letter from the D.P.I., R.c. No.270 A/44 d 10.8.44

pp17-18 of

Dp 25/8.

The D.P.I. is requested to report ~~whether~~ — (1) whether it is possible for a workman in the Workshop attached to the College of Engineering to obtain wages for 240 days in the year under the existing arrangement; and (2) whether, in case the workmen are provided with work during the vacation ~~months~~, it will be practicable to reduce the number of men employed throughout the year, ~~cannot be reduced~~ and if so to what extent.

~~The D.P.I. Director is also requested to state~~

25.8.44

To the D.P.I.

26/8

20

~~make clear in what sense~~

What ~~the duties of these workmen are.~~

Cwa
24.8.44

28.8.44

To the D.P.I.

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21

Education Department.

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A8/C

From

Sir R.M. Statham, M.A., C.I.E., I.E.S.,
Director of Public Instruction, Madras

To

The Secretary to the Government of Madras,
Education and Public Health Department,
Fort St.George, Madras.

Asst. Secretary to Government
CAA 17/x
15 OCT 1944
Education and Public Health Dept.

R.C.No.270-A/44 dated 13th October 1944.

Sir,

College of Engineering--Workers in the workshop--Wages.

---

With reference to Government Memorandum No.11055 C-5 Education and Public Health dated 25.8.1944, I have the honour to submit herewith a copy of letter R.C.No.87-A/44 dated 27.9.44 received from the principal, College of Engineering, Guindy, which furnishes the particulars required by Government.

p 19 ante

p 22 infra

I have the honour to be,
Sir,
Your most obedient servant,

For Director of Public Instruction.

P.T.O.

ks. 14x.

14/x

22

: 2 :

Copy of letter Rc.No.87-A/44 dated 27th September 1944 from the Principal, College of Engineering, Guindy to the Director of Public Instruction, Madras.

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Refce.:-Your proceedings Rc.No.270-A/44 dated 5.9.44.

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I am furnishing herewith the number of workshop working days for the calendar years 1936 to 1941.

| YEAR | | No. of days. | | YEAR | | No. of days. |
|---|---|---|---|---|---|---|
| 1936 | .. | 235 | ) | 1939 | .. | 224 |
| 1937 | .. | 226 | ) | 1940 | .. | 228 |
| 1938 | .. | 232 | ) | 1941 | .. | 219½ |

693 672

From the above figures it will be observed that the number of working days vary from year to year with reference to college vacations and holidays. It is not possible to make the number of working days exactly equal to 240.

The working days during 1942 and 1943 were 230½ and 234 respectively and as the accelerated course was in operation during those years, they cannot be regarded as normal years and are not therefore considered.

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672
6) 1365
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The College workshop is primarily intended for instruction of students and the existing workshop staff is required when the college is in session. It is not therefore possible to reduce the staff by working during the summer vacation.

/True copy/.

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Proceed

23

Education Department.

13

From

Sir R.M. Statham, M.A., C.I.E., I.E.S.,
Director of Public Instruction, Madras

To

The Secretary to the Government of Madras,
Education and Public Health Department,
Fort St.George, Madras.

ASST. SECRETARY TO GOVERNMENT
2 - NOV 1944
EDUCATION AND PUBLIC HEALTH DEPT.

52347

R.C.No.270-A/44 dated 1st Novr.1944.

College of Engineering, Guindy-Workers in the work shop--wages--Casual leave etc.

Reference:-This office letter Rc.270-A/44 dated 10.8.44 and 13.10.1944 and

p17 note

2. Government Memorandum No.11055 C-5 dated 14.3.1944 and 25.8.1944.

p24

***

In submitting herewith the petition dated 31.7.1944 signed by the workers in the workshop of the college of Engineering, Guindy, and addressed to the Adviser to Government, Education and Public Health Department, I have the honour to state as follows:-

The questions raised in paras 1 and 2 of the petition is under the consideration of Government. Reference is invited to the above correspondence. The statement that the workmen of the college workshop were out of employment for three months is not correct. The workshop was closed only for two months.

The provisions of G.O.No.Ms.2003 P.W.D. dated 13.7.44 may be made applicable to the College workmen subject to the following remarks:

1. Wages for holidays:- It is suggested that holidays that fall during the college vacations when the workshops may not be open, should be excluded.

2. Casual Leave with wages:- For the purpose of calculating eligibility, absence with permission for six months inclusive of vacation may be counted as service.

It is recommended that the concessions may come into force from 1.1.1945.

I have the honour to be,
Sir,
Your most obedient servant,

1.11.44

For Director of Public Instruction.

ks.1-11

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1/11

2

E&P.H. Depts

The file relating to the payment of wages to the workmen employed in the Engineering College workshop for the vacation months was sent to P.W.D and Finance with u.o. No. 11055 C-6 d 27.x.44. This may be passed on to P.W.D to be noted on with the main file.

6.xi.44

8.11.44

P.W.D. u.o.

7/11/44

60406-E1

14 NOV 194

P.W.D

U.o. 11055 C-7
9.xi.44
B 9
10 NOV 1944
3093 ~~1749~~
11.11

The file referred to by E&PH, above, has been passed on to Finance with this department's u.o. no. 28740/W-1 d 3.11.44. This may also be passed on to them in continuation.

Z

13.11.44 13.11.44

Fin

W.S.

P.W.D. u.o.
3093 D/W-1
13.11.44

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14

31 Jul 44

To

The Adviser to Govt.,
Education & Public Health Dept.
Fort St. George,
Madras.

Thro'

The Principal,
Engineering College,
GUINDY.

And
Senior Workshop Instructor
College of Engineering

Sir,

The summer vacation has come and gone. We have returned to work after three months of enforced unemployment, loss of earnings and starvation on account of the vacation without any compensation. We have not yet received any orders from the Govt. regarding our representation praying for wages for the vacations and long holidays, as in the case of other employees of the College. We dread at approaching other holidays.

only two months

The Principal has suggested that we should allow 1/6 of our earnings tobe deducted while working and we should get paid from that amount duringthe vacations. While thankful to him for appreciating the necessity for relief during the period we have explained that our wages are already low and we cannot afford such deductions. It is no good making such deductions from our earnings to paying for vacations. We appeal to you to kindly consider our plight and arrange to pay us forthe holidays and vacations and oblige.

Our gratuity, leave holiday rules were made on the basis of those introduced in the ~~EE~~ P.W.D. Workshops, Madras. Since then these rules have been liberalised and improved especially as the result of recent negotiation contained in G.O.No.2003, dated 13th July 1944. We request you to kindly amend our Service Rules bringing them with those of the said work shop and oblige.

(Q)

Thanking you,

We beg to remain,
Sir,
Your most obedient servants,

P. Thangavelu
A. Zourd
T. Palani
K. Mappan.
E. Chandrasekaran
V. Arumugam.
A.R. Kuppuswami
M. Kannan
Sugambuliga Anandai
Murugesan

Submitted to the Principal for consideration
1.8.44

8/

26

**Finance E1.**

The file referred to by P.W.D at Z on page 2 above ~~has been~~ was returned to Edn.P.H Dept. with this Dept. no. 5871/2 E1-1 dated 9.11.44.
This may also be returned to them in continuation.

15/11/44.

15.11.44.

15.11.44.

E & P.H.

Fin. U.O. No. 60406-E1-1
15.11.44

As 3
Edn P.H.

ASST. SECRETARY TO GOVERNMENT
16 NOV 1944
EDUCATION AND PUBLIC HEALTH DEPT.

54545

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15 27

17

**Edn P.H. Dept.**

**Memo No. 11057C-7**
24.11.44

College of Engineering – Workmen employed in the Workshop – Wages – Ref: Corresp^ce ending with Director's letter R.c No. 270 A/44 d 13.10.44.

In para 5 of his letter R.c. No. 270 A/44 d 10.8.44 the D.P.I. has stated that work can be found for the workmen in the Engineering College Workshop during the vacation ~~months~~ period. ~~He is requested~~ to indicate the nature of the work that will be given to the workman during the vacation and the extent of the financial advantage accruing therefrom.
In this connection it has been suggested that the men could be made to work in the P.W. Workshops for the vacation period. The ~~D.P.I.~~ Govt. is requested to consider this

p 21 cf

p 18 cf

It is not so much a question of work finding ~~being found~~ for them as their being put on work for which the Govt. now pay otherwise. The Director is requested to have this aspect of the matter further examined by the Principal and

28

2

also suggestion in consultation with the Supdt of the P.W. Workshops and offer his remarks.

To the D.P.I ✓

15.XI.44

18/11/44

23.11.44

KMA 25/11

---

Extracts of notes from file re letter of the Secy, Federation of Govt. workers Trade Unions Dt 18.12.44. (C No 2437)

29

A representation has been recd from the Federation regarding wages to workers in the Eng College workshop during summer vacation and the matter is under correspondence with the D.P.I

AG.M
9.1.45.

No action on that matter in this file: But please put up a copy of this in the main file re. Eng College.

E.A.U.
10.1.45

Fl. sent to Sri (Salary)
GF

~~For reference~~ any

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**Public Works Department.**

**Endorsement No.9754A/44-1 dated 22nd December 1944.**

Communicated to the Finance (Salaries-Revision) Education and Public Health ~~Department~~ and Development Departments.

K.Ramunni Menon,
Secretary to Government.

To the Finance (Salaries, Revision) Department.
To the Education & Public Health Department.
To the Development Department.

Forwarded/By Order.

M.S.23/12.

Superintendent.

32

18

Copy of letter from Hony. Secretary, Federation of Govt. Workers' Trade Unions, dated, 15th December 1944., to The Chief Secretary to the Govt. of Madras.

---

I am directed by the Federation of Govt. Workers' Trade Unions to send the following proposals for favourable consideration.

The Federation is about a year old and represents the following Unions in the presidency.

1. Govt. Press Workers' Union, 2. Govt. Industrial Engineering Workers' Union, 3. Govt Stationary Stores Workers' Union, 4. Govt. Engineering College & Power House Workers' Union, 5. P.W.D. Workers' Union 6. Govt. Medical Stores Workers' Union and 7. Cordite Factory Workers' Union, Aravangadu.

It represents roughly 3500 workers. Excepting the Govt. Medical Stores and the Cordite Factory the other estaclishments in which the Unions operate are all under the jurisdiction of the Provincial Government.

The Federation submits that the remuneration and service conditions of workers employed in Govt. factories and similar undertakings have never at any time received the serious attention of the Govt, and they have consequently remained backward and deplorable. Similarly there are a large number of workers serving under the Govt. coming under the classification of contingent employees, temporary employees, casual emplyees, etc. Though the nature of their work is permanent and continuous, they are classified ~~sfxrsgmkxxxper-mmnent~~ as stated above and denied the better remuneration and service conditions of regular permanent employees. When it was demanded on the floor of the Provincial Legislative Assembly that a thorough investigation should be conducted into the status and remuneration of such employees, the honourable premier was pleased to say that whatever employment is permanent and continuous should not be regarded as contingent. He was also pleased to assure that though it was not possible to conduct a thorough investigation for finding out actual figures of such staff in each department he would be only too willing to look into any specific instances brought to his notice with a view to removing the anamaly of regarding continuous permanent workers as contingent and casuals and denying them the better remuneration and service conditions on that account. The Federation pleads that all workers and staff regarded now as temporary and contingent should be transformed into regular and permanent Govt. employees with all the privileges and service conditions attached. Similarly the Federation submits that Industrial Workers, Factory employees and others should not be continued on daily rate and as a seperate class, but absorbed into permanent regular Govt. service with all the advantages and ~~prei~~ privileges attached.

The Federation also urges the removal of the distinction between inferior and superior Govt. servants in the matter of leave, pension, gratuity and other privileges. Inferior subordinate Govt. employees are now entitled to only Rs.6/- per mensem as pension irrespective of the salary drawn at the time of retirement whereas socalled superior staff get the benefit of half the salary drawn at the time of retriement.

The basic minimum salary for an adult worker in the factories, offices or other establishments of the Govt. should not be less than Rs.30/- per mensem as this is indispensable for human standard of living for even the ~~po~~ poorest family in the city of Madras. For technical workers

34 (19)

15 MAR 1945

**10468**

R.C.No.270 A/44. Office of the Director of Public Instruction, Madras, dated 14-3-45.

From

Dr. B. B. Dey, D.Sc.(Lond.), F.R.I.C.
Offg. Director of Public Instruction, Madras.

To

The Secretary to Government,
Education & Public Health Department, Madras.

Sir,

Sub: Workers in the workshop - Engineering College - wages.

Ref: Govt. Memo.No.11055-C.7, dated 24-11-44.

pp 27-28 ante

I have the honour to state that I have asked the Principal to examine whether these workmen could be absorbed as regular members of the staff. I will submit a final report as soon as the Principal's proposals are received.

p 23 ante

2. I request the favour of orders on this office letter Roc.No.270 A/44, dated 1-11-44 regarding further concessions to the workmen in the matter of holidays and casual leave with wages.

I have the honour to be,
Sir,
Your most obedient servant.

14.3.45

for Director of Public Instruction.

TRB.14/3 Sd/ 14/3

35/

5.

|  |  |  |  |
|---|---|---|---|
| (4) | Voucher No.43/September '30 Rs.118-8-0 | Leave allowance of II Clerk Mr.K.Lakshmayya | Rs.35- |
| (5) | ,, 49/October 1930 Rs.118-8-0 | Do. | Rs.35-0-0 |
| (6) | ,, 56/November ,, 103-13-0 | Do. | 20-5-0 |
| (7) | ,, 65/December ,, 14-11-0 | Do. | 14-11-0 |
| (8) | ,, 66/ ,, 106--8-0 | Do. | 21-0-0 |
|  |  |  | 216-5-0 |

14. Amounts outstanding:- A sum of Rs.50,411-9-6 was pending settlement in the objection books of the audit offi - Vide Annexure A.

15. Receipts and charges:- The total receipts and charges for the year were Rs.1,55,148-8-0 and Rs.1,75,008-10- respectively.

A.V. Rajagopala Achariar,

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36

D. R. K. Sarma.
M. L. A (Cent)

"Garden-club"
Perambur P.O.
Madras 5th April 1945

14049

SECRETARY, EDN. AND P. H. DEPT.
9 APR 194
GOVERNMENT OF MADRAS

2

To
The Adviser
Education & Public Health.
Fort St. George. Madras.

Sir,

Subject:- Vacations for the Eng. College work shop workers.

In view of the approaching of the long summer vacation of about $2\frac{1}{2}$ months when the workers of the workshop of the college of Engineering will have no work and no wages. I addressed a representation to you on their behalf as the President of their union, ~~urging~~ early last month, urging early remedial measures. No orders have been passed by the Govt. yet on the matter but the college and with it the workshop also will be closed with it, as usual. The 43 workers will have no wages for the ensuing $2\frac{1}{2}$ months till the college reopens on the 25th of June. The Principal who was seen by a representative of the workers, has informed that as no advice has been received from the Govt. he is unable to say anything definitely while the workers had his sympathy.

As pointed out, again and again from the Principal down to the peons, every body in the college is monthly salaried and get their pay for the holidays and vacations. The 43 workers, most of whom are skilled workers who are ~~[illegible]~~ daily rated have alone to go without payment and the question of remedying the position

**The Government Medical Stores Workers' Union, Madras.**

(REGISTERED & RECOGNISED BY THE GOVERNMENT OF INDIA.)

VICE-PRESIDENTS:
Dr. (Mrs.) Krishna Bai Nimbkar, B.A., M.B.B.S.
V. Doraiswamy Pillai
SECRETARY:
M. Kathirvelu
ASST. SECRETARY:
M. Subramaniam
TREASURER:
H. Simon
ASST. TREASURER:
R. A. Lingesan

HONY: PRESIDENT:
P. R. K. SARMA, B.A., M.L.A., (Lab.)

23, VARASIDHIVINAYAKAR KOIL ST.,
PERIAMET,
Madras, ............ 19

by converting them also into salaried category, has been long under the consideration of the Govt.

As all employment under the crown is Essential. Service the men can not leave service and take up employment where ever available, unless relieved after due notice, by the college authorities & also the National Service Labour Tribunal. No employer will take these workers with out such discharge certificate. Nor would they take them for the short vacation period alone. Under the circumstances the position of these men is most deplorable. The work shop is not a commercial undertaking or business enterprise but a part of an Educational Institution. So the considerations arising else where will not arise in this case. It will be impossible for them to get on in these hard days as was not the case before the war. Their lot deserves your

most sympathetic consideration. They can not manage with out relief during this vacation. They have been advised to wait for the action of the Govt. I therefore request you to be good enough to expedite the orders of the Govt. on the matter relieving the anxiety and avoidable distress of men concerned. A special convention of the workers concerned has been arranged to be held on the ensuing Sunday or early next week. And early orders will be appreciated.

Thanking you.

Yours faithfully

P. R. K. Sarma
President. M.L.A. (Lab).
Govt. Eng. College workers union

SECRETARY, EDN. AND P. H. DEPT.
APR 19
GOVERNMENT OF MADRAS

~~39~~

**The Government Medical Stores Workers' Union, Madras.**

(REGISTERED & RECOGNISED BY THE GOVERNMENT OF INDIA.)

VICE-PRESIDENTS:
Dr. (Mrs.) Krishna Bai Nimbkar, B.A., M.B.B.S.
V. Doraiswamy Pillai
SECRETARY:
M. Kathirvelu
ASST. SECRETARY:
M. Subramaniam
TREASURER:
H. Simon
ASST. TREASURER:
R. A. Lingesan

HONY : PRESIDENT:
P. R. K. SARMA, B.A., M.L.A., (Lab.)

23, VARASIDHIVINAYAKAR KOIL ST.,
PERIAMET,

Madras, ................ 19 .

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~~40~~ Edn. and P.H. Department.

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~~Very urgent~~

28/10/4

MEMORANDUM No. 11055C/44-9 dated 9.4.45.

College of Engineering, Guindy - Workshop workers.

--

Letter dated the 5th March 1945 received from Sri P.R.K. Sarma, M.L.A. is forwarded in original to the D.P.I. and he is requested to ~~repe~~ expedite the report called for in Government Memo. No.11055-C-7, dated the 24th November 1944. The Director is also requested to take into account there the new concessions proposed in ~~the~~ his letter Rc. 270-A/44 Sarma ~~mentione~~d 1st Nov.'44 ~~above~~ and to consider and report whether they require ~~any~~ modification in the light of any provision that may be made for giving work to the workmen during the College vacation.

5.4.45 6/4

c. 7-36

10/4

c. 7-27

p 23 ante

To the D.P.I.

DO in Section thro' Spl. Messgr. with Encl. in Orgl.

10.4.45

C 42 23

R.C.270.A/44.

Office of the
Director of Public Instruction,
Madras, Dated 14th Mpril, 1945.

From
Dr.B.B.Dey, D.Sc.(Lond.), F.R.I.C.,
Officiating Director of Public Instruction, Madras.

To
The Secretary to Government,
Education and Public Health Department.

ASST. SECRETARY TO GOVT.
16 APR 1945
EDUCATION AND PUBLIC HEALTH DEPT.

p 40 ante 15303

Sir,

Ref: Government memorandum 11055-c-44-9, dated 9-4-45 regarding workshop workers in the College of Engineering, Guindy.

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I have reminded the Principal in the matter and asked for an urgent report. I will submit my reply as soon as his remarks are received.

14.4.45

R.R.14/4.

for Director of Public Instruction.

Sd
14/4

43

This must be settled quickly

44

M 18/4/45

2A

16th April 1945.

Engineering College Workers' shop and Power house
workers Union.

Fa. E.

From

T.S. Ramanujam, M.A., Ll.B., (London),
Vice-President,
No.3. Thanikachalam Chetty Road,
Thyagarayanagar,
Madras.

15999

ASST. SECRETARY TO GOVERNMENT
18 APR 1945
PUBLIC HEALTH DEPT.

To

The Principal,
The Govt. Engineering college,
Guindy.

Sir,

The carpenters in your workshop (Messrs. Murugesan, Govindachari, Jagannadhan, Krishnan, Dharmalingam, Natesa Naicker Chandran, Arumugam, Kannan, Ponnambalam, Kuppachari, Coolies Elumalai and Appu) showed me your letter dated 14th April 45) asking them to submit a written explanation for their absence from work on 9--4--45 and to be present for work on 18--4--45. They have asked me to place before you the following facts, in answer to that letter.

i. In spite of the fact that the workers have been requesting you and the Government that the long summar vacation without pay is grivous hardship, no decisive answer has been given. It has been the case for the past ten years and more. Unless all the workers are given work during the entire summer vacation, the workers do not feel that thier existence can be preserved by a few of them being given some odd work by youduring this summar vacation.

2. The workers whom you have called for work wish to know the exact conditions of theirm vacation work. Will this vacation srvice count towards the normal service, for purposes of gratuity,? Will they have the usual benefit of casual leave and dearness allowance ? Will they be granted work throughout the summer vacation ? If you give them work just for a few days now

then, what can they do during the intervals of 'no work' ? If they seek employment elsewhere, they can be sure of a continuous period of three months, employment and wage conditions outside your workshop are fat better than inside. They would have put in appearance on it any formal order was given to them and the conditions of vacation service detailed.

Hence I am asked by the workers to request you to see your way to give work to all the workers of the workshop and clarify the conditions of service during the vacation. If necessary, some members of the Executive Committee of the Union are willing to interview you in person at any time convenient to you. It is only after a clear understanding on the points raised above, the workers will be benefitted by working under you during the vacation.

A copy of this letter is sent to the Director of Public Instruction Office as well as to the Education Dept. of the Govt. Secretariat. Kindly see how best can really serve the cause of these poor workers. It is needless to add that giving an odd job or two to a few of these workers may not really help the poor workers, although it may serve as an argument for postponing the permanent redress of grievances which have continued to live for an unsconcionably long period of time. Any communication sent by you to me will be forthwith communicated to all the wokers.

The Union has already made represeantations to the Government for improving the lot of the above mentioned workers and are awaiting the reply of the Government. The Govt. of Madras has taken the view that 'all services under the crown are essential services'. If so, it is the duty of your college to give 26 days work in a month, if the college is closed due to the unavaoidable incident of the pupils going away, then it must be

at least regarded as a case of 'involuntary employment' for which the Govt. of India has ordered a relief of 75 % of the usual wages during such periods of enforced leisure. Most of the workmen in your workshop are experienced skilled workmen; they have the right to undergo a Trade Test under the National Labour Service Tribunal and see whether the wages they are getting under you are truly reflective of their tested skill. The Govt. has a two fold responsibility, fot it is atonce an employer and a protector of the employee through the labour Commissioner). I appeal to you, in the name of these poor workers, that you should play the role of a protector not a mere task master, and see whether you can give them relief quickly and adequately.

With every good wishes,
Yours truly,
T. S. Ramanujam
(Vice-President)

To
The Adviser in charge of Education,
Madras.

Sir, Kindly look into this matter. The principal chooses to give no reply. We do not know where we stand, as time passes on. We have appealed to the Director of Public Instruction also. We are ready to abide by your instructions.

Yours truly,
T. S. Ramanujam

47

E & P.H. Deptt

Fair copy

D.O. No: 11055-C/44-10 d 25.4.45

sp 21/4

Dear Dr. Dey,

College of Engineering, Guindy - Workshop workers - Corrspce ending with your letter R.c. No. 270 A/44 d 14.4.45.

p42 ante

Sir Thomas Austin desires that the matter must be settled very quickly. I am therefore to ask for your reply at a very early date.

Yours sincerely,

perpd

To
Dr. B.B. Dey.
D.Sc. F.R.I.C
D.P.I.

21.4.45

21/4/45

23.4.45

45

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48

D.O.No.270-A/44.

Director of Public Instruction,
Madras, 28th April, 1945.

20766

SECRETARIAT, E. & P. H. DEPT.
MAY 1945
GOVERNMENT OF MADRAS

p47 ante

MAY 1945

Dear Mr. Kudva,

REF:- Your D.O.No.11055-C.44-10, dated 27-4-1945 re: workers in the workshops of the Engineering College, GUINDY.

----

I have asked the Principal to expedite his final report. I will submit a reply as soon as the Principal's report is received.

Yours sincerely,

B B Dey

V.N. Kudva, Esq., I.C.S.
Secretary to Government,
Edn. & Pub. Health Department,
Secretariat Camp Office,
Govt. House, Ootacamund.

Dated, 23rd July 1945.

From:
The Secretary,
The Govt. Engineering College Labour Union,
No. 3, Thanikachallam Chetty Road, Theagaroyanagar, MADRAS

To
The Adviser in charge of Education,
Fort St., George, Madras.

SECRETARY, EDN. AND P.H. DEPT.
30 JUL 1945
GOVERNMENT OF MADRAS

34360

Sir,

We understand that a plan for converting the daily paid-workers of the Guindy Engineering College into monthly paid workers is before you. Kindly bring it into force early with retrospective effect from 1st April 1945. The Workers of our Union have been agitating from 1936 onwards. Don't you think that it is high time that the Government pays some heed to our requests ?

We demand also wages for three holidays (given for Victory Celebration. It is unfair to ask the poor workers to join in the celebration of Hitlers's defeat, without giving them wages for those holidays. Some of the workers of the above said College - Gardeners, Sweepers, Scavengers etc., - have not been given the increase of Rs.6/- in the dearness allowance sanctioned for all servants under the Crown who constitute" the Essential Services" we request you to give the necessary instructions to the authorities concerned so that no worker under the Crown may be deprived of his legitimate dues.

We trust you will come to our help with all speed.

Yours truly,
P. Thangavelu Mudaliyar
SECRETARY

Copy to:
1. The Director of Public Instruction,
2. The Principal.

R.C.NO.270/A-44.

OFFICE OF THE DIRECTOR OF PUBLIC
INSTRUCTION, MADRAS, DATED 26-5-45.

26

From
Dr. B.B.Dey, D.Sc.(Lond.), F.R.I.C.
Offg. Director of Public Instruction, Madras.

To
The Secretary to Government,
Education and Public Health Department,
Fort St. George, Madras.

24470

Sir,

Sub:- College of Engineering, Guindy - Scales of pay for workers in the Workshop and Power House.

---

(1) Government Memo. No.11055-C-7 Edn., dated 24-11-44 and pp 27-28

Ref(2) Government Memo. No.11055 - C/44-9, Edn., dated 9-4-45. p 40

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31 MAY 1945

p 34 a-b

In continuation of this office letter R.O.C.270-A/44, dated 14-3-45, I have the honour to state as follows:--

2. The Principal, College of Engineering, Guindy, has reported that there is no need to employ the workmen during the college vacation. The Superintendent, Public Works Department Workshops, has also stated that there is no practical scope for employing workers of the Engineering College during the summer vacation.

as the college workshop has no work during the vacation

3. But this fact should not stand in the way of payment of wages to workers during the vacation months. All other workers in the College are granted vacation pay while the workers in the Workshop alone are denied this concession. The workmen in the Workshop should not be considered as coolies and labourers; on the other hand they are skilled workmen, with experience in particular trades. They are on a par with Laboratory Attenders and Assistant Manual Training Instructors. This was recognised by Government in 1939 when they raised the question that monthly salaries shouldbe paid to these workers and that they should be treated as forming part of the regular establishment of the College - Vide Government Memo. No.649-C/39-4, Edn., dated 5-4-39. Proposals for monthly pay were submitted to Government in my letter R.O.C.No.412-A/38, dated 31-10-39. But the question was dropped by Government in their order No.163. Edn., dated 30-1-40. I feel that the question of monthly payments should be reopened. The question of wages for the workmen in the college is not a labour or factory problem. On the other hand it is a case to be dealt with on educational grounds. When all teachers and instructors are paid during the vacation, these skilled workmen who are engaged in instruction are denied pay during the vacation. Accordingly, I requested the Principal to prepare a scheme of classifying the workmen under proper categories and propose suitable scale of pay for each category of workmen so that all the workmen may be treated as regular members of the College establishment with all privileges admissible to such staff.

pp 6-7 (I) I/10-13

(I)

4. The Principal has submitted his proposals. I am submitting herewith a copy of the letters R.C.No.87-A/44, dated 3rd and 4th May, 1945 containing the proposals in the matter. The proposals of the Principal are reasonable. Among the workers in the college there are already a few who are paid on a monthly basis viz., Foremen and Maistries now classified as Head artisans Grade I and II. These workmen are also brought on a regular scale of pay.

pp 52 - 56

B

There are workers in the Power House who are paid at daily rates but are employed for all the twelve months of the year. The case of these workers is now included by the Principal in the benefits of the scheme of monthly pay. It is desirable to include the case of all workmen whether in the workshop or in the Power House.

P.T.O.

The Principal has included in his proposals the case of a store keeper who is now paid daily wages at Rs.2/-. A scale of pay of Rs.50 - 5/2 - 75 has been proposed for this post. A Store Keeper is a ministerial servant. His case need not be considered with the case of the workmen. The Principal will be asked to submit separately proposals for the employment of an additional store keeper. There are already store keepers in the College.

The cost of the proposal.

The Principal has worked out the cost of his proposals for the full year commencing from 1-4-45. The cost in 1945-46 of the pay proposed for all workmen including the store keeper is Rs.15,344. This amount includes (1) the pay of the workmen who are already paid on a monthly basis and (2) the pay of the posts that are vacant for the present. Excluding the above two items, the cost of monthly rates of pay for those who are now on daily wages will be Rs.11,820-0-0 as against the present actual expenditure of Rs.10,563/- on daily wages. The immediate extra expenditure will be Rs.1,257/- for a year. Dearness allowance is not included in either case. The Principal has pointed out that the average expenditure at present on wages to all workmen is Rs.14,057/- per annum. The average cost of the scheme now proposed by the Principal is Rs.17,772 per annum. The ultimate extra cost of the present proposal will be Rs.3615 per annum.

M

5. I recommend that the Government may be pleased to accept the proposals made by the Principal except in regard to the 'Storekeeper'. I shall ask the Principal to treat the case of the store keeper separately. The acceptance of the proposals will alleviate the long standing grievance of the workmen in the College. If the proposals are accepted by Government they may come into effect from 1-4-1945.

I have the honour to be,
Sir,
Your most obedient servant,
Mohammad
30.5.45
for Director of Public Instruction.

Eddy.28-5.

sd
30/5.

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C.No.87 A/44.

College of Engineering College,
Dated; 3rd May 1945.

21

To

The Director of Public Instruction, Madras.

Sir,

Sub: Engineering College - Workers in the workshop - wages for the vacation.

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Ref: Your proceedings R.C.No.270 A/44 dated 14-3-1945.

------

Proposals for converting the daily paid workmen of the College workshop into monthly paid workmen were submitted in this office letter No.122-39 dated 8th September 1939. The (Principal) principle underlying the proposals was that the annual emoluments at the monthly rate of pay would be about the same as the amount which the workers were then getting through daily wages. In G.O.No. Ms.163, E. & P.H. dated 30th January 1940 communicated with your Proc.Dis.No.602-40 dated 5th February 1940, the Government stated that they were unable to introduce the system of monthly salaries for the workmen employed in the Workshop attached to the College of Engineering, Guindy.

In my letter C.87(a)/44 dated 12th May 1944, it was suggested that 1/6th of the wages of the workmen may be withheld during the working session and the amount so obtained may be disbursed to the workers during the vacation with the dearness allowance. In your Proc. No.270-A/44 dated 18-5-44, I was asked to ascertain from the workmen whether they are agreeable to 1/6th of their wages being withheld every month. The workers, however, declined to accept this.

I am herewith submitting proposals for converting the daily paid employees of the College workshop into monthly paid employees. Besides the workshops, the Power House of the college has also daily paid employees and they have also to be included in this proposal of converting daily paid employees into monthly paid employees.

A

If the monthly salaries are fixed on the principle that the total emoluments of the employees in a year should be the same as those on the daily wages, then the scales of pay would become very unattractive and there is a serious drop in the monthly emoluments of the employees which would be a hardship on them. If, on the other hand, their monthly pay is fixed in such a manner that the workers will get the same emoluments in a month as they are getting at present through daily wages, then, some of the workmen will get higher pay than the foreman Maistries under whom they are working.

B

The proposals submitted below for converting daily paid employees of the workshop and Power House into monthly paid employees have been made keeping in view the fact that the monthly ~~six~~ salary is not much lower than what the workman gets through daily wages in a month and the men under whom he has to work are not placed in an unfavourable position. However, the total emolument that a workman would get by monthly pay system is higher than what he now gets. In addition to this, another advantage that the workmen would get through this proposal is that during the vacation they will be entitled to dearness allowance to which they are not entitled at present.

X

According to the present proposals, the monthly paid Foremen and Maistries and daily paid employees of the Workshop and Power House have been divided into 7 categories. The monthly paid Foremen and Maistries are divided into 2 classes called Head Artisans, Grades I and II. The daily paid employees are divided into 5 categories, called Artisans, Grades I, II and III and Coolies, Grades I and II.

In addition to this, there is a Store Keeper, who does not come under the category of Artisans and forms a class by himself

55

At present there is a provision for a Store keeper with a maximum of Rs.2/- per day. The Store Keeper is to deposit a security of Rs.500/- which is double the amount that any of the Store Keepers in the College has to deposit and it is this high security which prevents getting a Store Keeper on the existing daily wages. The scale of pay for the Store Keepers in the college is Rs.30--55, and the security demanded is Rs.250. In view of the longer hours of work in the Workshop and the security of Rs.500, it would not be possible to get a Store Keeper on the existing scale of pay of Rs.30--55. A scale of pay of Rs.50--5/2--75, at present offered to Grade II Store Keepers in the P.W.D. Workshops, has been proposed for the Store Keeper of the College Workshop.

B

The scales of pay for various categories of Artisans etc., are given below:---

| | | |
|---|---|---|
| 1. Head Artisans. | Grade I. | Rs.40-4/2-60. |
| 2. do. | Grade II. | Rs.35-4/2-55. |
| 3. Artisans. | Grade I. | Rs.30-2/2-40. |
| 4. do. | do. II. | Rs.24-2/2-34. |
| 5. do. | do. III. | Rs.18-2/2-28. |
| 6. Coolies. | do. I. | Rs.14-1/2-19. |
| 7. Coolies. | do. II. | Rs.12-1/2-17. |

The Head Artisans have been placed in two categories as some Head Artisans, like the Foreman Fitter and Machine Maistry are of a higher class and trade than Moulder Maistry, Blacksmith Maistry and Carpenter Maistry.

The Artisans have been divided into three categories as they have different standards of skill and some trades such as Fitting and Machine Shop are of a higher grade than others like Foundry and Smithy.

The Coolies have been divided into two grades. Coolies of Grade I, are semi skilled men such as those who attend to maintenance and repairs of belts, care and maintenance of models and issuing of stores. Coolies of Grade II are intended for manual work.

p56 infra

The attached statement gives a list of the existing posts and employees in the Workshopand the Power House, age of employees their length of service, pay or wage, present emolument, proposed monthly pay and proposed scale of pay.

If these scales of pay are given, the total expenditure in the first year with all the vacant posts filled would be Rs.16,368. Deducting from this Rs.1800/- salaries of the vacant posts and Rs.2,664, the salaries of the existing monthly paid employees, the total expenditure on the existing daily paid employees would amount to Rs.11904/- as compared with the actual expenditure of Rs.10,563 last year giving an excess expenditure of about Rs.1341/-, due to conversion of daily paid employees into monthly paid employees. The expenditure of Rs.10,563 does not include dearness allowance. At present, daily paid employees of the Power House are getting dearness allowance during the vacation as they are on duty throughout the year. But the daily paid employees of the Workshop are not getting any dearness allowance during the vacation, when they are not working. In the excess of expenditure owing to conversion of daily paid employees into monthly paid employees, provision has to be made for expenditure of about Rs.800 due to dearness allowance for 2 months for such of the daily paid employees as are not employed during the whole of the vacation. The estimated expenditure on earness allowance is about Rs.800 for the 2 months and the total excess expenditure on account of the conversion of daily paid employees into monthly paid employees would be Rs.2,141, including the excess expenditure of Rs.1341 mentioned above.

I recommend that the proposals submitted above may be accepted

I have the honour to be Sir, your most obedient servant
Sd. J.J.Rudra
Principal.

---

56

Rc.No.87 A/44

College of Engineering, Guindy
Dated 4th May 1945.

28

To
The Director of Public Instruction, Madras.

Sir,

Sub: Engineering College - workers in the workshop - Wages during the vacation.

---

In continuation of my letter R.C.No.87 A/44 dated 3rd May 1945 I submit below the comparison between the average expenditure in the last 5 years and the average ultimate annual expenditure by converting the daily paid employees into monthly paid employees.

The expenditure on monthly paid employees of the workshop and daily paid employees of the workshop and the Power House during the last 5 years is given below:--

| years. | Expenditure on monthly paid employees. Rs. | Expenditure on daily paid employees. Rs. | Total Rs. |
|---|---|---|---|
| 1940--41. | 3395--0--0 | 12283--7--0 | 15678-11--0 |
| 1941--42. | 2979--0--0 | 11172--6--3 | 14151--6--3 |
| 1942--43. | 2480--9--0 | 10851--3--6 | 13331-12--6 |
| 1943--44. | 2531--5--0 | 11387--9--0 | 13918-14--0 |
| 1944--45. | 2640--0--0 | 10563--3--0 | 13203--3--0 |
| | | Total. | 70283-14--9 |

Average... 70283-14-9 / 5 -- Rs.14056--12--6
or say Rs.14057/-.

The average annual expenditure during the last 5 years on monthly paid employees of the workshop and daily paid employees of the workshop and Power house works out to Rs.14057/-.

The attached Appendix "A" gives the ultimate annual average expenditure on the employees of the workshop and the power house concerned under different categories. The ultimate average annual expenditure comes to Rs.17,772/-. This is Rs.3615/- more than the average annual expenditure comes to Rs.17,772/-. This is Rs.3615/- more than the average expenditureduring the last 5 years on these employees Thus, the ultimate extra cost of converting the daily paid employees into monthly paid employees would be Rs.3615/.

Sd.J.J.Rudra,
Principal.

(True Copy).

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## Appendix "A".

Statement giving the ultimate annual average expenditure on the proposed scale of pay.

| No. | Designation of post. | Scale. | Increase of Rs. | Increase of in years. | Average cost. Rs. | No. of posts. | Annual cost. Rs. |
|---|---|---|---|---|---|---|---|
| 1. | Store Keeper. | 50-5/2-75 | 25 | 10 | 65 | 1 | 780/- |
| 2. | Head Artisan Gr.I. | 40-4/2-60. | 20 | 10 | 52 | 2 | 1248/- |
| 3. | do. Gr.II. | 35-4/2-60. | 20 | 10 | 47 | 3 | 1692/- |
| 4. | Artisan. Gr.I. | 30-2/2-40 | 10 | 10 | 36 | 3 | 1296/- |
| 5. | do. Gr.II. | 24-2/2-34. | 10 | 10 | 30 | 15 | 5400/- |
| 6. | do. Gr.III. | 18/-2/2-28. | 10 | 10 | 24 | 13 | 3744/- |
| 7. | Coolies.Gr.I. | 14-1/2-19. | 5 | 10 | 17 | 8 | 1632/- |
| 8. | do. Gr.II. | 12-1/2-17. | 5 | 10 | 15 | 11 | 1980/- |
|  |  |  |  |  | Total. |  | 17772/- |

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29

STATEMENT SHOWING

29

| Serial No. 1. | Name. 2. | Age on 1-4-45 3. Yr. M |
|---|---|---|
| 1. | Store-keeper | Vacar |
| 2. | Ahmedulla. | 19 |
| 3. | S.R.Manikkam. | 27 |
| 4. | Kuppuswamy. | 51 |
| 5. | Murugesan. | 35 |
| 6. | Govindachari. | 40 |
| 7. | Jegannathan. | 35 |
| 8. | Krishnan | 36 |
| 9. | Dharmalingam. | 36 |
| 10. | Kuppuswamy. | 38 |
| 11 | Elumalai. | 31 |
| 12 | Natesan Naicker | 51 |
| 13 | Arumugham. | 30 |
| 14 | Ponnambalam. | 29 |
| 15 | Chandrasekharan. | 27 |
| 16 | Kannan. | 27 |
| 17 | Varadan | 35 |
| 18 | Gopal. | 27 |
| 19. | Ponnan. | 49 |
| 20. | Yohannan | 47 |
| 21. | David. | 31 |
| 22. | Ramanujam. | 39 |
| 23 | Thangavelu | 31 |
| 24 | Rajahabadhar | 49 |
| 25 | Sadasivam | 38 |
| 26 | Ellappan | 29 |
| 27 | Raghavan | 33 |
| 28 | Krishnan | 40 |
| 29 | Vacant | ... |
| 30 | A.K.Gopalakrishnan | 25 |
| 31 | Govindarajulu | 55 |
| 32 | Vacant. | ... |
| 33 | Parthasarathy. | 44 |
| 34 | Elumalai | 32 |
| 35 | Palani | 28 |
| 36 | M.C.Sambandam | 20 |
| 37 | Vacant |  |
| 38 | Elumalai |  |
| 39 | Arokiasv |  |
| 40 | Vacant |  |
| 41 | Abbu. |  |
| 42 | Subr |  |
| 43. |  |  |
| 44. |  |  |
| 45. |  |  |

A

56

## STATEMENT SHOWING PROPOSALS FOR CONVERSION OF DAILY-PAID WORKMEN TO MONTHLY-PAID STAFF.

## COLLEGE OF ENGINEERING, GUINDY.

29

| Serial No. 1. | Name. 2. | Age on 1-4-45. 3. | | Total Service. 4. | | Scale of pay or Daily Wage. 5. | | | | Present monthly emoluments average at 24 days per month. 6. | | | Proposed Pay. 7. | Proposed scale of pay. 8. | Designation (present) 9. | Designation (proposed) 10. | Remarks 11. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Yr. | Mth. | Yr. | Mth. | Day. | Rs. | A. | P. | Rs. | A. | p. | Rs. | Rs. | | | |
| | | | | | | | | | | **(A) WORKSHOP STORES.** | | | | | | | |
| 1. | Store-keeper | Vacant. | | -- | | | 2 | 0 | 0 | 48 | 0 | 0 | 50/- | 50-5/2-75. | Store-keeper. | Storekeeper. | |
| 2. | Ahmedulla. | 19 | .. | 0 | 2 | 0 | 0 | 10 | 0 | 15 | 0 | 0 | 14/- | 14-1/2-19 | Store Attender. | Cooly, Grp.I. | |
| | | | | | | | | | | **(B) CARPENTRY SECTION.** | | | | | | | |
| 3. | S.R.Manikkam. | 27 | .. | 2 | 10 | 0 | 35-4/2-55 | | | 39 | 0 | 0 | 39/- | 35-4/2-44 | Foreman, Carpenter. | Head Artisan Grade II | |
| 4. | Kuppuswamy. | 51 | 9 | 23 | 6 | 0 | 1 | 9 | 0 | 37 | 8 | 0 | 34/- | 24-2/2-34 | Painter. | Artisan Gr.II. | |
| 5. | Murugesan. | 35 | 6 | 19 | 7 | 0 | 1 | 7 | 0 | 34 | 8 | 0 | 30/- | .do. | Carpenter. | do. | |
| 6. | Govindachari. | 40 | 0 | 18 | 11 | 0 | 1 | 7 | 0 | 34 | 8 | 0 | 30/- | do. | do. | do. | |
| 7. | Jegannathan. | 35 | 8 | 17 | 0 | 0 | 1 | 7 | 0 | 34 | 8 | 0 | 30/- | do. | do. | do. | |
| 8. | Krishnan | 36 | 4 | 17 | 66 | 0 | 1 | 7 | 0 | 34 | 8 | 0 | 30/- | do. | do. | do. | |
| 9. | Dharmalingam. | 36 | 4 | 17 | 8 | 0 | 1 | 5 | 0 | 31 | 8 | 0 | 28/- | do. | Woodturner. | do. | |
| 10. | Kuppuswamy. | 38 | 9 | 10 | 9 | 0 | 1 | 4 | 0 | 30 | 0 | 0 | 28/- | do. | Woodturner. | do. | |
| 11 | Elumalai. | 31 | 8 | 14 | 4 | 0 | 1 | 3 | 0 | 28 | 8 | 0 | 26/- | do. | Carpenter. | do. | |
| 12 | Natesan Naicker | 51 | 7 | 15 | 8 | 0 | 0 | 15 | 0 | 22 | 8 | 0 | 20/- | 18-2/2-28 | do. | Artisan Gr.III. | |
| 13 | Arumugham. | 30 | 9 | 14 | 9 | 0 | 0 | 15 | 0 | 22 | 8 | 0 | 20/- | do. | do. | do. | |
| 14 | Ponnambalam. | 29 | 7 | 14 | 3 | 0 | 0 | 15 | 0 | 22 | 8 | 0 | 20/- | do. | do. | do. | |
| 15 | Chandrasekharan. | 27 | 11 | 9 | 9 | 0 | 0 | 14 | 0 | 21 | 0 | 0 | 20/- | do. | do. | do. | |
| 16 | Kannan. | 27 | 0 | 10 | 9 | 0 | 0 | 13 | 0 | 19 | 8 | 0 | 18/- | do. | do. | do. | |
| 17 | Varadan | 35 | 0 | 17 | 8 | 0 | 0 | 13 | 0 | 18 | 8 | 0 | 18/- | do. | Sawyer. | do. | |
| 18 | Gopal. | 27 | 8 | 9 | 4 | 0 | 0 | 12 | 0 | 18 | 0 | 0 | 17/- | 12-1/2-17 | Cooly. | Cooly Grade II | |
| 19. | Ponnan. | 49 | 0 | 22 | 8 | 0 | 0 | 12 | 0 | 18 | 0 | 0 | 17/- | do | do | do | |
| | | | | | | | | | | **(C) FITTER SECTION.** | | | | | | | |
| 20. | Yohannan | 47 | 2 | 1 | 6 | 0 | 35-4/2-55 | | | 35 | 0 | 0 | 40/- | 40-4/2-60 | Foreman, Fitter | Head Artisan Gr.I | |
| 21. | David. | 31 | 11 | 16 | 9 | 0 | 1 | 11 | 0 | 40 | 8 | 0 | 36/- | 30-2/2-40 | Mechanic. | Artisan, Gr.I. | |
| 22. | Ramanujam. | 39 | 6 | 21 | 6 | 0 | 1 | 10 | 0 | 39 | 0 | 0 | 34/- | 24-2/2-34 | Fitter. | Artisan Gr.II | |
| 23 | Thangavelu | 31 | 1 | 6 | 7 | 0 | 1 | 9 | 0 | 37 | 8 | 0 | 32/- | do. | Welder. | do. | |
| 24 | Rajahabadhar | 49 | 10 | 9 | 8 | 0 | 1 | 5 | 0 | 31 | 8 | 0 | 28/- | do. | Fitter. | do, | |
| 25 | Sadasivam | 38 | 3 | 16 | 8 | 0 | 1 | 3 | 0 | 28 | 8 | 0 | 26/- | do. | do. | do. | |
| 26 | Ellappan | 29 | 5 | 9 | 2 | 0 | 0 | 13 | 0 | 19 | 8 | 0 | 18/- | 18-2/2-28 | Fitter. | Artisan Grade III | |
| 27 | Raghavan | 33 | 7 | 11 | 2 | 0 | 0 | 13 | 0 | 19 | 8 | 0 | 18/- | do. | do. | do. | |

| | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 28 | Krishnan | 40 | 0 | 3 | 8 | 0 | 0 | 9 | 0 | 13 | 8 | 0 | 13/- | 12-1/2-17 | Cooly. | Cooly, Grade II. |
| 29 | Vacant | | ... | | ... | | 0 | 10 | 0 | 15 | 0 | 0 | 14/- | 14-1/2-19 | Cooly. | do. Grade I. |
| 30 | A.K.Gopalakrishnan | 25 | 0 | 0 | 8 | 0 | 1 | 8 | 0 | 36 | 0 | 0 | 32/- | 30-2/2-40 | Armature Winder. | Artisan Gr.I. |
| | (D) MACHINE SHOP SECTION. | | | | | | | | | | | | | | | |
| 31 | Govindarajulu | 55 | 0 | 24 | 7 | 0 | 40-1-55 | | | 55 | 0 | 0 | 55/- | 40-4/2-60 | Machine Maistry | Head Artisan Gr.I |
| 32 | Vacant. | | ... | | ... | | 1 | 8 | 0 | 36 | 0 | 0 | 30/- | 30-2/2-40 | Turner. | Artisan Gr.I. |
| 33 | Parthasarathy. | 44 | 7 | 20 | 4 | 0 | 1 | 10 | 0 | 39 | 0 | 0 | 34/- | 24-2/2-34 | Turner. | do. Gr.II. |
| 34 | Elumalai | 32 | 4 | 16 | 5 | 0 | 1 | 6 | 0 | 33 | 0 | 0 | 30/- | do. | do. | do. |
| 35 | Palani | 28 | 0 | 2 | 7 | 0 | 0 | 12 | 0 | 18 | 0 | 0 | 18/- | 18-2/2-28 | do. | Artisan Gr.III. |
| 36 | M.C.Sambandam | 20 | 0 | 0 | 6 | 0 | 0 | 12 | 0 | 18 | 0 | 0 | 18/- | do. | do. | do. |
| 37 | Vacant | | ... | | ... | | 0 | 12 | 0 | 18 | 0 | 0 | 18/- | do. | do. | do. |
| 38 | Elumalai | 34 | 3 | 15 | 7 | 0 | 0 | 12 | 0 | 18 | 0 | 0 | 17/- | 14-1/2-19 | Cooly. | Cooly,Grade I. |
| 39 | Arokiaswami | 36 | 3 | 15 | ..7 | 0 | 0 | 12 | 0 | 18 | 0 | 0 | 17/- | do. | do. | do. |
| 40 | Vacant. | | ... | | ... | | 0 | 10 | 0 | 15 | 0 | 0 | 14/- | do. | do. | do. |
| 41 | Abbu. | 42 | 11 | 16 | 11 | 0 | 0 | 12 | 0 | 18 | 0 | 0 | 17/- | 12-1/2-17 | do. | Cooly Grade II |
| 42 | Subramaniam | 35 | 0 | 1 | 2 | 0 | 0 | 8 | 0 | 12 | 0 | 0 | 12/- | do. | do. | do. |
| | (E) BLACKSMITH SHOP. | | | | | | | | | | | | | | | |
| 43. | Pakkiri Asari | 42 | 11 | 13 | 8 | 0 | 40-1-55 | | | 53 | 0 | 0 | 53/- | 35-4/2-55 | Blacksmith. | HeadArtisan Gr.II |
| 44. | Munuswamy. | 40 | 3 | 19 | 8 | 0 | 0 | 13 | 0 | 19 | 8 | 0 | 19/- | 14-1/2-19 | Maistry,Hammer-man. | Cooly Grade I. |
| 45. | Sabapathy. | 45 | 0 | 22 | 6 | 0 | 0 | 12 | 0 | 18 | 0 | 0 | 17/- | 12-1/2-17 | Cooly. | Cooly Grade II. |
| | (F) FOUNDRY SECTION. | | | | | | | | | | | | | | | |
| 46. | Vembuli Naicker. | 41 | 1 | 11 | 9 | 0 | 30-2/2-50. | | | 40 | 0 | 0 | 40/- | 35-4/2-55 | Foundry Maisty. | Head Artisan Gr.II |
| 47. | Duraiswamy. | 30 | 0 | 0 | 9 | 0 | 1 | 4 | 0 | 30 | 0 | 0 | 28/- | 24-2/2-34 | Moulder. | Artisan Gr.II. |
| 48. | Ghinnappa nadayar. | 41 | 2 | 16 | 2 | 0 | 1 | 2 | 0 | 27 | 0 | 0 | 26/- | 20-2/2-34 | Potter. | Artisan Gr.III. |
| 49. | Chinnappa | 41 | 2 | 17 | 8 | 0 | 0 | 12 | 0 | 18 | 0 | 0 | 17/- | 14-1/2-19 | Cooly. | Cooly Gr.I. |
| | (G) POWER HOUSE SECTION. | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | [illegible] | Fitter. | Artisan Gr.III |
| | | | ... | | ... | | 0 | 12 | 0 | 18 | 0 | 0 | 17/- | 14-2/2-19 | Cooly. | Cooly Gr.I. |
| 52. | Duraiswamy | | ... | | ... | | 0 | 9 | 0 | 13 | 8 | 0 | 13/- | 12-1/2-17 | Cooly. | Cooly Gr. II. |
| 53. | Natesa Naicker. | | ... | | ... | | 0 | 8 | 0 | 12 | 0 | 0 | 12/- | do. | do. | do. |
| 54. | Baktha Vatsalam. | | ... | | ... | | 0 | 8 | 0 | 12 | 0 | 0 | 12/- | do. | do. | do. |
| 55. | Vacant. | | ... | | ... | | 0 | 8 | 0 | 12 | 0 | 0 | 12/- | do. | do. | do. |
| 56. | Vacant. | | ... | | ... | | 0 | 8 | 0 | 12 | 0 | 0 | 12/- | do. | do. | do. |

College of Engineering,
Guindy, Dated 3rd May 1945.

Sd. J.J.Rudra,
Principal.

(True Copy)

D.O. 11055/45-12 E.M. do

Education and Public Health
Department.

60

29/4/9

Fort St. George,
4th Septr. 1945.

39

Dear Mr. Govindaraja Ayyangar,

The Federation of Government Workers' Trade Unions has been asking for some time past that the workmen in the Engineering College workshop who are now on daily wages may be provided with work during the college vacations and that they may be treated as part of the permanent staff of the college, eligible for pay during holidays and vacations. With his letter R.C.No.270-A/44, dated 26-5-1945, the Director of Public Instruction has submitted proposals for introducing a monthly payment system, bringing within the scope

pp 52-53 ante

61

of the proposals the College Power House establishment also which, however, has work for all the 12 months of the year although on daily wages.

2. I am to forward the papers for your remarks on the Director's proposal, with the following observations.

The workers in question belong to a Union. Seven Unions, including this one and the P.W.D. Workers' Union, constitute the "Federation". ~~it is not clear~~ A point for consideration would be whether the case of the workmen in the Engineering College can be considered isolated from that of the other workers.** ~~I am to invite attention in this connection~~ With refce to your official endorsement No.4992-Ad/40-C.R., dated 20-12-1940.

Yours sincerely,

** The case for such treatment rests on the ground that the workmen are a skilled category and that their services are utilised for instructional needs in an educational institution.

2.9.45

Sri Diwan Bahadur N.Govindaraja Ayyangar,
Chief Engineer (Genl. and Irrigation).

DA 12.9.45

(with 58-57)

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Office of the Chief Engineer, P.W.D.(General),
Chepauk, Madras,
28th Septr.1945.

D.O.No.3906.Ad/45-1

SECRETARIAT, EDN. AND P.H. DEPT.
29 SEP 1945
GOVERNMENT OF MADRAS

Dear Mr. Subrahmaniam,

60-61

Ref: Your D.O.No.11055-C/45-12 Edn. dated 11-9-45.
*******

This office No.4992.Ad/40.C.R. dated 20-12-40 referred to in your D.O. is not readily available in the records. A telephonic message requisition for copy thereof was sent to your Assistant Secretary on 18-9-45 and its receipt is awaited. Reply will be sent on compliance with the

A

The papers referred to at 'A' on p. 52 ... have been furnished [illegible]

43400

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requisition.

Yours sincerely,

V. Govindarajan

M.V.Subrahmaniam, Esq., I.C.S.,
Secretary to Government,
Education & Public Health Dept.
FORT ST. GEORGE,

E from Dept(C)

The papers referred to at 'A' on p. 54 ante have been furnished to the C.E. His reply may be awaited till 15.10.45

MM 29.9.45

OSH 29/9/45

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pul 25/2/10

E from Dept(C)

64

D.O. No. 11033 C/45-14 Edn d/ 20.10.45

Dear Sri. Govindaraja Ayyangar

College of Engineering Guindy - Work Shop workers.

Refer. your D.O. 3906 Ad/45 d 28.9.45. p 63 ante

I am to enquire when your remarks may be expected by Government.

Yours sincerely,

MM 19.10.45

OSH 20/10/45

Edn. & P.H. Dept (C)

~~eneral Provident Fund - Advance -~~
~~pplication for.~~

~~Ibrahim Sahib Bahadur Asst.~~
~~tional Savings Circle Officer Vellore~~
~~pplication dated No. 690/45 - 'C' dated~~
~~8.45.~~

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33

D.O.No.5906-AD/45-5

Office of the Chief Engineer, P.W.D.,
Genl. Bldgs. & Defence, Chepauk, Madras
Dated 30th October 1945.

Dear Mr. Menon,

College - Engineering - Guindy - Workshop workers -
Ref. your D.O. to Govindarajan No.11035-C/44-14 Edn. d/20-10-45.

49451
by cash

I have obtained the remarks of the Superintending Engineer, Madras Circle on the proposal. I shall send my reply in about 10 days.

Yours sincerely,

30/X/45

To Sri I. Balakrishna Menon,
Assistant Secretary to Government,
Education & Public Health Deptt.

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E & P.H. Dept (C)

D.O. No. 11055C/44-15 Edn. d. 20.11.45.

Dear Mac Intosh,

College. Engineering, Guindy - Work shop workers.

p.65 ante Refce. your D.O. No. 3906 AD/45-3 d. 30.10.45

I am to enquire the stage at which the matter stands at present and when a reply may be expected.

mm. 17/11/45.

19/11/45

Yours etc

20/11/45

2/12/45

To R. Mac Intosh, Esqr. M.B.E., B.Sc.,
C.E. PWD. ~ General, Bldgs. & Defence.

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67

# TELEPHONIC MESSAGE BY POST DATED 17-11-45.

NOV 1945

From
The Director of Public Instruction,
Madras.

To
The Secretary to Government,
Education & Public Health Department, Madras.

52459

Sub: College of Engineering, Guindy - scales of pay ~~from~~ for the workers in the College Workshop and Power House.

pp. 52-53 ante Ref: This office letter R.C.No.270 A/44, dated 26-5-45 on the subject mentioned above.

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Please let me know when orders of the Government may be expected on my letter referred to above. Pending orders on the above question the Principal requests that the concessions allowed in G.O.No.2003, P.W.D., dated 13-7-44 may be extended to the workmen. I have already addressed Government on the latter question in this office letter Rc.270 A/44, dated 1-11-44. I request the favour of early orders.

Q

p.23 ante

17.11.45

for Director of Public Instruction.

TRB.17/11

Sol
17/11

68

Edn & PH Deptt (C)

## Telephonic message

From

The AS, Edn & PH Deptt

To

The Dy. D.P.I. ✓ Despd 22-11-45

Issued
23/11/45

College of Engineering, Guindy workshop workers of revised scale of pay

p 67 ante

Ref: Director's telephone message by post of 17.11.45.

The matter is under consideration and orders will be issued as early as possible.

21-11-45

21/11/45

25/11/45

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69

35

D.O.No.3906-Ad/45-4
d/26-11-1945.

Office of the Chief Engineer, P.W.D.
(General, Buildings and Defence)
Chepauk, Madras.

SECRETARY, EDN. AND P. H. DEPT.
27 NOV 1945
GOVERNMENT OF MADRAS

Dear Mr. Subramanian,

Sub: College of Engineering, Guindy - Scales of pay for workers in the Workshop and Power House.

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Ref: Education and Public Health Department D.O.No.11055-C/45-12 Edn d/11-9-1945. p 60-61 ante

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The P.W.D. Union passed a resolution in its annual conference held in August last requesting for the provincialisation of workmen and I am not recommending the request as the workshops cannot bear the extra liability involved in the proposal. The case of the Engineering College workmen cannot be considered isolated, as the skilled workmen of P.W.D.Workshops would claim the same treatment as the skilled workmen of the Engineering College and as it would not be possible to persuade the workshop workmen to admit a discrimination against them based on the ground that the skilled workmen of the Engineering College are given special treatment for they are engaged on educational work especially when the workshop men have no vacation. I would therefore suggest that the question may be taken up for consideration only if and when the workmen in the P.W.D. shops can be provincialised.

Not put up × Being examined

The enclosures received with your D.O. are returned herewith.

53995

Yours sincerely,

26/XI/45

To

M.V.Subramanian, Esq., I.C.S.
Secretary to Government,
Education and Public Health Dept.
Fort St.George, Madras.

1°

K. 1
4/2/46

40 4/2

36

71

Education & P.H.(C) Dept.

**COLLEGE** - Engineering - Guindy - Workers in Workshop and Power House - Treating as regular establishment and payment of monthly salaries - Proposal not accepted.

From the D.P.I., Rc.No.270.A/44 dated 10-8-44, 1-11-44, and 26-5-1945. pp52-53cf p17cf

...

memo ~~ORDER/M~~s.No. 11056c/44-19, Edn., dated 2-2-46

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The case of the workmen in the Workshop and Power-house attached to the College of Engineering, Guindy, cannot be considered in isolation from that of the other workers belonging to the Government Workers' Trade Unions. The Government do not, therefore, approve the proposal of the Director of Public Instruction that the workmen ~~of~~ employed in the Engg. College Workshop and Power-House should be treated as part of the regular ~~permanent~~ establishment of the College and paid monthly salaries.

Despd
8/2/46

To the D.P.I.
~~To the A.G.(thro' Fin)~~ ~~Ena~~ 2/1/46
p.t.o.

2 In his letter R.c.No. 270A/44 d 1.11.44

p22cf

72

The Director has suggested that the provisions of G.O. No. 2003 P.W. d 13-7-44 (Q) may be made applicable to the ~~worken~~ workmen in the Engg College Workshop subject to certain modifications. The Director is requested to forward a statement showing clearly the ~~further~~ concessions ~~to be~~ now granted ~~and also to report the~~ (in respect of ~~leave~~ leave with wages, wages for holidays and gratuity and the further concessions proposed) addl expre involved ~~by~~ in the grant of the concessions should also be reported.

27-1-46

29/1/46.

Despd
5-2-46

To the C.E. (G.B.&D.)
~~To P.W.D.~~ (para 1 only)

---

73

AK

8M

C.F. 98.

Edn & P. H. DEPARTMENT.

**REMINDER.**

Education Branch. (A)

DIRECTOR OF PUBLIC INSTRUCTION
22 MAR 19[illegible]
MADRAS

ASST. SECRETARY TO GOVERNMENT
26 MAR 19[illegible]
EDUCATION AND PUBLIC HEALTH DEPT.

To The Director of Public Instruction

I ~~have the honour to invite~~ am directed to invite ~~invite~~ attention to Govt. Memo. No. 11055C/44-19 Edn, dated 2.2.46 and to ~~to request that the reply to it may be expedited~~ request that this reminder may be returned at once with information as to—

(1) the stage at which the matter now is, and

(2) the date by which a reply may be expected, ~~and~~

~~(3) the circumstances which have caused the delay.~~

Office Edn. Secrt.

Signature.

Station Fort St. George

Asst Secy to Govt.

Designation.

Dated 19-3-46.

16/3/46.

**SUBJECT.**

College — Engineering, Guindy — Workers in Workshops and Power House — Treating as regular establishment and payment of monthly salaries — Further rep

74

C.F. 93.

REPLY.

To The Secretary to Government
Edn & P H Dept.

16942

The matter is under correspondence with the Principal, Engineering College, Guindy. A reply will be submitted immediately on receipt of the remarks of the Principal

25-3-46
for Director of Public Instruction

E&P.H. (A)

Submitted for perusal.
N.R. on 30/4/46
27.3.46.
28/3/46
2613
6
293

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75

C.F. 30.

ASST. SECRETARY TO GOVERNMENT
6 - APR 1946
EDUCATION AND PUBLIC HEALTH DEPT.

EDUCATION **DEPARTMENT.**

*Received* ..................19 . *Registered* ..................19 38

18841

*Subject.*

Engineering College, Guindy - Workers in workship and Power house - Particulars furnished.

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| **Enclosures.** |
|---|
| No. |
| |
| Spare copies |

RC. No. 270-A.k/45.

*Station* MADRAS, *Dated the* 2nd April 1946.

From (Name) Dr. S.R.U. Savoor, M.A., D.Sc., I.E.S.,

(Designation) Director of Public Instruction.

To The Secretary to the Government of Madras,

Education and Public Health Department.

Sir,

Ref:- Government Memo. No. 11055-C/44-19, Edn., dated 2-2-1946.

----

pp 71-72 ante.

p 76 below

With reference to the Government Memorandum quoted above I submit herewith a copy of the letter Rc.No.87 (a)44 dated 15-3-46 of the Principal, Engineering College, Guindy, furnishing the information called for.

4.4.46
for Director of Public Instruction.

sd.
4/4.

P.T.O.

Copy of the letter Rc.No.87(a) 44, dated 15th March 1946 from the Professor-in-Charge, College of Engineering, Guindy to the Director of Public Instruction, Madras.

***

I furnish herewith the list of holidays with wages granted the workmen employed is the Public Works Workshop, Madras with reference to G.O.No.2003, dated 13-7-44. This list of holidays may be also made applicable to the workmen of this college Workshop. It is possible that some of these holidays may come within the periods of the vacations and the total number 15 days may be reduced. It is suggested that to make up the total to 15 days some of the college holdays which are not Government holidays and for which the workmen are not hitherto paid wages may also be taken into account to enable the workmen to enjoy 15 days holidays with wages as in the case of P.W.D.shop. They are already allowed two days holidays with wages in the year. This concession if extended to 15 days in the year as above will involve an extra expenditure to cover wages for 13 days which is estimated to cost Government an additional expenditure of ~~xxxx~~ about Rs.525/-.

A

King Emperor's Birthday & Empire Day

Regarding the leave with wages and gratuity, now in force, the instructions contained in Government Orders Mis. 163 E. & P.H. dated 30-1-40 and 228 Edn., dated 13-2-41 are adhered to and no further concessions are proposed.

p44 Ⓘ Ⓐ p23

This concession may be given effect to from the academic year 1946-47 i.e. from July 1946.

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List of holidays with wages (including sundays) authorised by Government for P.W.W. and Stores as specified in the Annexure to G.O.No.2252 dated 9-6-1944 and C.E's Memo. 3242 A.D./44-3, dated 10-8-1944.

Ⓙ/p12 cf

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**Holidays.**

| | | |
|---|---|---|
| New year (January 1st) | ... | one |
| Pongal | ... | one |
| Telugu New Years day | ... | one |
| Good Friday | ... | one |
| Easter Saturday | ... | one |
| Avani Avittam | ... | one |
| Tamil New Years day | ... | one |
| Sri Jayanthi | ... | one |
| Vinayaka Chathurthi | ... | one |
| Mahalaya Amavasai | ... | one |
| Ayuda Puja | ... | one |
| Deepavali | ... | one |
| Vaikunta Ekadasi | ... | one |
| Christmas (December 25th and 26th | | Two days. |
| | Total.. | Fifteen days. |

/True copy/

4.4.46

for Director of Public Instruction.

KP.4-4.

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12/6/7

**Edn. (A) and P.H. Department.**

Abstract.

College of Engineering, Guindy - Workers in workshop - Grant of holidays - Orders - Passed.

Read:-

G.O.No.163, Education, dated 30-1-1940.
G.O.No.228, " " 13-2-1941.
G.O.No.2252, P.W.Dept., dated 9--8-1944.
From the Hony.Pr., The Federation of Govt.Workers Trade Unions, letter dated 5-3-1944. and dated 3-5-44.
From the Director of Public Instruction Rc.No.270-A/44, dated 10-8-1944 and dated 1-11-1944,
From the " No.87A/44 dated 3-5-45
From the " No.270-A/44, dated 26-5-1945.
From the C.E.(P.W.D.)(Gl.B. & D), D.O.No.3906-~~A~~ Ad/45-4 dated 26-11-45.
From the Director of Public Instruction Rc.No.270-AK/45, dated 2-4-46.

Ⓘ Ⓐ Ⓙ
pp1-4 7cf
pp17-18cf
p23cf
p54cf
p52cf
p69cf
p75cf

***

ORDER.Ms.No. 1321 Edn dated 5-7-46

The Government direct that the workmen employed in the Workshop attached to the College of Engineering, Guindy, be allowed wages for the 15 holidays ~~with wages as in the case of workmen employed in P.W.D.Workshops~~ specified in the annexure ~~to G.O.NO.2252, P.W., dated 9-8-44.~~ subject to the following conditions:-

Ⓙ/p12 cf

(i) that ~~in lieu of the~~ no wages shall be paid for the holidays, ~~that~~ fall during the college vacations when the workshop will not be open, ~~should be excluded for purposes of calculating holidays with wages.~~ and

(2) that if a recognised holiday ~~with wages~~ occurs twice in a calendar year, wages ~~will~~ shall be paid on both occasions, provided that such holiday~~s~~ does not occur in the subsequent calendar year. and that the workers do

78

-2-

not claim a compensatory holiday and will be content with a lesser number of ~~7~~ holidays instead of the usual ~~15~~ holidays with wages for that subsequent year.

24.6.46

24.6.46

26/6/46

7.6.46

To the D.P.I.

To the Pr. The F. of Govt.
Workers Trade Unions,
Garden Club, Sembiam
~~Ekkk~~ Perambur, P.O.
~~To the Director of Public Instruction~~
To C.E. P.W.D. (B. & D)
To A.G. Itfor Fin
To P.W.D.
To Dev.
2 spare copies (with
L7NF
of the
slip.)

Routine
elloew
(NF)

despd
3.7.46

Annexure

H E the holidays
specified on 12 etc of (J)

ANNEXURE.

| Holidays | | Number of holidays. |
|---|---|---|
| New Year (January 1st). | .. | 1 |
| Pongal. | .. | 1 |
| Telugu New Year's day. | .. | 1 |
| Good Friday | .. | 1 |
| Easter Saturday. | .. | 1 |
| Avani Avittam. | .. | 1 |
| Tamil New Year's day | .. | 1 |
| Sri Jayanti. | .. | 1 |
| Vinayaka Chaturthi. | .. | 1 |
| Mahalaya Amavasai. | .. | 1 |
| Ayuda Puja. | .. | 1 |
| Deepavali. | .. | 1 |
| Vaikunta Ekadasi. | .. | 1 |
| Christmas (December 25th and 26th). | | 2 |
| Total. | .. | 15 days. |

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3

Edn. Dept (C)

Endn
p1 cf

The previous letter of Mr. Sarma has been referred to the D.P.I. for remarks and his reply is awaited. He was reminded on 20.4.44. For orders whether a D.O. reminder may be sent. The draft below is for appl:—

D.O. No. 11055 C-2
6.5.44

Dear Dr. Dey.

College – Engineering – Workers in the Workshop and Powerhouse.

I am to request you to send an early reply to Govt. endt. No. 11055 C-1 d 14.3.44 on the subject noted above.

Yours sincerely,

p1 cf

Dr. B. B. Dey
D.Sc. F.I.C.
D.P.I.

4.5.44

4/5/44

5/5/44

5

(A3 need not be troubled)

5/5/44

[Issued as D.O. No. 11055 C-2 d 6.5.44]

The Director's reply has not been received yet. Draft D.O. reminder is submitted.

(The
put up
fair
for t. sig)

14.6.44

15/6/44

15.6.44

E & P.H. Dept (G)

C. No. 10464. From certain native physicians of Malabar. No. nil dated 16.3.41.

Subject – Indigenous systems of medicine – Registration of practitioners – Reduction of fees.

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Memo. no. 10464-1-G. P.H. d/24.3.41

Referred to the P.I.M.S. for remarks at an early date.

WS
23/3

ly
20.3.41

20

The P.I.M.S. (with the ct. in origl. to be retd. with reply)

20.3.41

Reminder 24-4-41.

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C. No. 40764C/44 From the D.P.I.; R.C. No. 270-A/44, d/10.8.44.

pp17-18 c.f. At present, there are 39 daily paid
M on p18 c.f. workers employed in the Engineering College Workshop, Guindy. The number of working days in the College is
ibid about 240 per year. The expenditure incurred on
X on p18 c.f. wages to these workmen is Rs 1,000 per mensem exclusive of a dearness allowance of Rs 400 p.m. No wages are paid to
X on p6 of G.O. 2689 Edn 10.11.37 (M) them during holidays and vacation periods.

2. The President of the Federation of the Govt
pp1-4 c.f. Workers' Trade Unions states that these workmen are starved out during vacation periods. In order to relieve
pp14 4 c.f. their distress, he suggests that Govt may provide them
A with work during vacation periods also and that these workmen may be treated as part of the permanent establishment of the College eligible for pay during holidays and vacation periods.

3. The remarks of the D.P.I. are at pp 17-18 c.f.

4. The question of introducing the system of
G.O. 163 Edn 30.1.40 (I) monthly wages to these workmen was examined before.
pp12-13 of (I) However, as the Principal of the College had reported that the proposal might result in a lowering of
p39 of ibid efficiency and as Govt did not want to increase
p44 of ibid their pension charges, Govt decided not to introduce the system of monthly wages. However, the concessions in the matter of leave with pay and gratuity allowed
ibid to workmen employed in the P.W.D. workshops were extended to the ~~men~~ workmen employed in the workshop attached to the College of Engineering.

5. The D.P.I. states that the workmen
para 4 (b) on p18 c.f. are not agreeable to the proposal of the Principal that 1/6th of their wages may be withheld ~~from~~ and reimbursed to them in two instalments with dearness allowance in the vacation period. He states however ~~The Director states~~ that the College
para 5 on p18 c.f. can find work for them during the vacation period

9

also ~~and~~ recommends that they may be asked to work during the vacation months ~~and~~ so that wages may be paid to them accordingly. The additional expenditure that will be involved is stated to be Rs 2000 on wages plus Rs 800 for dearness allowance.

para 5 on p18 c.f.

For orders whether the recommendation of the D.P.I. will be accepted. The remarks of P.W.D. and Finance may be invited.

18/8/44

SD 18.8.44

There are certain points to be cleared.

First about the nature of the duties of these workmen, a previous Principal reported in Oct: 39 ~~that~~ "they do not give any instruction to students but do the work themselves and are expected to turn out a minimum work each day" and the discussions in Go. 163-Ed., of 30.1.40 likened them to men in the P.W. Workshops — I/37-40. It has always been recognised that the workshop in the Eng: college exists for instructional purposes and the D.P.I's ~~Principal's~~ letter (c.f. 17) shows that it is only when the workshop is not used for instruction that workers are put on to the duty of making apparatus & equipment or repairing them. That would show that the claim at A on p.1 c.f. is in part justified. It might be urged that it is in recognition of this differentiation that the men are paid better wages than obtain in the P.W. Workshops. Assuming that the differ: in the wages is adequate, it should be ascertained whether (1) it is really possible for a worker to obtain wages for 240 days in the year under present arrangement (14 - p.18 c.f.): a previous Principal calculated wages for 260 days I/12 & (2) in case the men are given work during the vacation, the no: employed throughout the year cannot be reduced. May a refer: go?

p 13 cf

(I)

Yes.

21/8/44

19.8.44

Draft memo subd for appl.

24.8.44

22-8-44

25/8

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5

42

p 19 cf

pp 21-22 cf

[Memo to the D.P.I.; ~~Rc.~~ No. 1055 C-6 d 25.8.44]

C49818 From the D.P.I., R.c. No. 270 A/44 d 13.10.44

From the figures furnished by the Principal, Engineering College, it is seen that ~~the~~ it will be possible for the workers to obtain wages only for about 230× days in a year under the present arrangement. The Principal states that it will not be practicable to reduce the number of workmen employed in the College workshop, if they are given work during the vacation. For orders whether the D.P.I's recommendation in para 5 on p18 c.f. will be accepted.

× Average for 6 years

p.22 cf A

p.22 cf

2. P.W.D and Finance may see for remarks before circulation.

26.x.44.

26.10.44

Para 5 - p.18 c.f.

The summer vacation of the college is about two months, excluding about 8 Sundays and another two days to provide for casual holidays (festivals and the like). The men will get wages for some 50 days if the Director's proposal to pay them for the vacation period also is accepted. If to the 230 referred to above is added these 50 days, the Engineering College men will be getting wages ~~only~~ for not more than 280 days, as compared to the 300 days of the other employees in Commercial firms (C.F.18). On this footing, the Director's proposal to provide ~~the~~ work and wages with dearness allowance for the summer vacation may be supported in this Department. It has already been noted that the higher wages they get than employees in P.W. workshops ~~is~~ might be taken to be in recognition of the nature of their duties.

p.4 ante

B

year

K

SECRETARY TO GOVERNMENT
I3
28 OCT 1944
2874 / 30/10
PUBLIC WORKS DEPT.

No. 1105 J C-6
27.x.44

27.10.44

P.W. Fin.

P.W.D

The proposal in this file is to ~~provide work and wages~~ grant wages for with dearness allowance, for the workshop staff of the College of Engineering, numbering 39 at present, who are on daily paid system, for the two summer months during which the College will be closed. It is also proposed to provide work for the men during the vacation. At present the workers can obtain wages for about 230 days in an year and if the wages are given for the summer vacation also, they will get wages for some 50 days more ~~barring~~, which on the aggregate will be about 280 days in a year. ~~The proposal may~~ perhaps be ~~accepted in this department~~. The file may be passed on to Finance.

Para 5 in p 18 C.F. & K in p 5 and

cf H in p 18 C.F.

A in p 5 and

B in p 5 and

P.W. No 28745/44-1
3-11-44

31.10.44

31.10.44

ASST. SECRETARY TO GOVERNMENT
3 NOV 1944
FINANCE DEPARTMENT

58712-21

Finance (E.I).

On Mr.Sarma's representation that the workmen attached to the workshop in the College of Engineering Guindy are starved out during the vacation periods, that the Govt ~~may~~ may provide ~~work~~ for these workmen with work during vacation periods. and that these workmen may be treated as part of the permanent establishment of the College eligible for pay during vacation and holidays, E and P.H have consulted the D.P.I. The D.P.I. recommends that if the Govt. are inclined to extend more concessions to the workmen the wages for the two vacation months may be paid to them and that they may be asked to work during the vacation. E and P.H. support the D.P.I's proposal on the ground that the men will get wages for 50 days if they are allowed to work during the vacation and that if the 230 days referred to (by the D.P.I) is added to these 50 days, the Engineering College men will be getting ~~wgs~~ wages for not more than 280 days as compared with 300 days of such employees in commercial firms. ~~The extra cost ...~~ The proposal ~~involves~~ involves an extra cost of Rs 2,800 including D.A..

cf A in page 5 C.F.

cf C in page 5 C.F.

cf Z in page 18 C.F.

cf B in page 5 and

cf H in page 18 C.F.

cf Y in page 12 C.F.

2. The D.P.I. states that the workmen in the power house work for 12 months and that the workmen there earn wages throughout the year while Mr.Sarma puts the workers in the power house and in the ~~workshop [illegible]~~ in the same category. Leaving out the workers in the power house, there are 39 workers in the workshop. It is stated that ~~if~~ the rates of wages paid to these workers are higher in every case than those in the P.W.D. workshop. This higher rate of wages is presumably allowed because of the fact that the workers in the commercial firm work for 300 days in a year while those in the Engineering College for 230 days. The rates are presumably those given on p.31 of G.O at (I). If the proposal of E and P.H is to be accepted, it is submitted that the higher ~~x~~ rates of pay need not be granted to these workers. The same rate of pay that is given to the artisans in the P.W.D. workshops may be adopted and the existing rates may require revision.

cf P in page 18 C.F.

cf E in page 17 C.F.

3. The D.P.I. states that the workshop is an instructional department like every other Department in the College. Its main purpose is to train students in workshop practice. Its secondary purpose is to make simple apparatus and replacements for the other Departments of the College and this work for other Departments is done when the workshop is not used for instruction. It is not quite clear from the D.P.I's letter whether all these 39 men belonging to the artisan class will have full time work during vacation period in question, as they are expected to turn out a minimum work each day. Submitted that as the main object is to train the students, the employment of these men during the vacation does not seem to arise. Even considering the fact that the secondary purpose of the workshop is to make small apparatus and replacements for other Departments, it is not clear whether they will have full time work for this period. In the circumstances it is for consideration whether this Department may suggest that some arrangements may be made in consultation with the P.W.D ~~workshop~~ to enable these workmen to work ~~x~~ in the P.W.D workshop in ~~existing~~ temporary vacancies. This may enable them to get wages during the vacation periods ~~xx~~ on rates applicable to the latter workshop. For orders.

Q in page 13 of (I)

Pl see below.

DS
E and P.H.

6/11/44.

6.11.44

The men are willing to work during the vacation. If work can be found for them there need not be any objection to paying them ~~for~~ wages for the period. The D.P.I states that "he" feels that ~~that~~ the College can find work for them". It is not clear whether the Principal was consulted on this point. It does not seem to be a case of finding some work

B

for them ~~to justify the payment of wages~~ — as for instance in the case of a prisoner undergoing rigorous imprisonment in a Taluk subjail. ~~but~~
The question is whether there is any work for which Govt. are now paying ~~and which is~~ which can be transferred to them." SEPH may furnish information on this point. | B
Possibly the men could be made to work in the P.V. workshops for the period of the vacation.
It does not seem to be necessary to pay them without getting any value for it.

WS
9.11.44
SEPH

53556

~~Fin. W.O. 58712-21-1~~
9.11.44

ASST. SECRETARY TO GOVERNMENT
10 NOV 1944
EDUCATION AND PUBLIC HEALTH DEPT.

E. & P.H. Dept (C)

The D.P.I. may be asked to furnish the information required by Finance D.S. The suggestion at B above may also be put to the Director. Draft memo submitted. P.W.D. may see before issue.

Issue
Σ
23.11.44

16.XI.44

18/11/44

[Issued as memo. No. 11055 C-7 d 24.11.44] pp 27-28 c.f
C 10468 from the D.P.I., R.C. No. 270 A/44 d 14.3.45 p 34 c.f
C 11754 from Sri P.R.K. Sarma, M.L.A. d 5.3.45. pp 36-37 c.f

Please see the reference to the D.P.I. at pp 27-28 c.f. The Director states that he has asked the Principal to examine whether the workmen (numbering about 40) could be absorbed as regular members of the staff and that a final report will be sent as soon as the Principal's proposals are received. In the meanwhile he asks for orders on the recommendation made by him in his letter at p 23 c.f. in regard to the grant of certain p 34 c.f
x p 18 c.f
p 34 c.f

---

4A

B concessions to the workmen viz. — the grant of wages for ~~all~~ holidays and grant of casual leave with wages on the analogy of those given to the workmen in the P.W.D. workshops in G.O. No. 2003 P.W.D. d 13.7.44.

Q/

It is submitted that if the 40 workmen could be taken in as regular members of the staff as contemplated by the D.P.I. the whole position will be altered and the problem of wages for the vacation will have been solved. ~~It does not therefore seem necessary to pass any orders now on the concessions referred to at B above. The Director may be asked to expedite his final reply to the memo at pp 27-28 c.f. For orders.~~ A2 may see.

~~28.3.45~~
TSM
4/4/45

The two concessions at c. 7.23 are different and would still have to be considered although: no. (1) viz grant of wages for holidays may have some connection with provision of work for the vacation period also. The D.P.I. may be asked to expedite his report with refce: to c. 7.27 & to take into account there the new concessions at c. 7.23. Draft Memo for appl:

Σ
5.4.45

S) A2
W
6/4/45
p 36 c.f
A2

B 7/4

SECRETARY, EDN. AND P. H. DEPT.
APR 194
GOVERNMENT OF MADRAS

Issue & see that an early action is taken — well before the vacation.

4 p 40 c.f

Issue marked V.E.
Σ
5.4.45

[Issued as memo. No. 11055 C-9 d 9.4.45]
C 15303 from the D.P.I. R.C. No. 270 A/44 d 14.4.45 p 42 c.f
C 15999 from Sri T.S. Ramanujam, Vice-President, Eng. Coll. Workers' Union d 16.4.45 pp 44-46 c.f

This must be settled

quickly.

[J. Attesting] 18.4.45. p 44 cf

Please see the D.P.I's interim reply at p 42 c.f. He may be asked to send a very early reply. Draft D.O. submitted on p 47 c.f.

Wa
21.4.45

21/4/45

23.4.45

24.4.45

I have also spoken to Principal
28/4

[Issued as D.O. No. 11055 C-70 d 25.4.45] p 47 cf

C 20766 From the D.P.I.; D.O. No. 270 A/44 d 28.4.45 p 48 cf

Submitted for perusal: may lo.

File 25.5.45.

19.5.45

Wa
17.5.45
~~18~~.5.45

C 24470 From the D.P.I. R.C. No. 270 A/44 d 26.5.45 pp 52-53 cf

Please see the memo to the D.P.I at pp 27-28 cf. and the proposals submitted by the Director at pp 50-51 cf. In his letter of 10.8.44 the Director stated that work could be found for the workers in the Engineering College workshop during the summer vacation. He was asked to indicate the nature of the work that will be given to them during the vacation and the extent of the financial advantage accruing therefrom. The Director was also asked to examine a suggestion made by the Finance dept that the men could be made to work in the P.W. workshops for the vacation period.

p 18 cf

memo at pp 27-28 cf

2. The D.P.I. now reports ~~states~~ that there

is no need to employ the workmen during the College vacation as the College workshop has no work during that period. It is also stated that there is no practical scope for employing these workmen in the P.W.D. Workshops during the summer vacation. The Director, ~~however~~, considers that these factors should ~~not~~ stand in the way of payment of ~~wages~~ to the workmen for the vacation months. He has therefore submitted a scheme for the payment of monthly salaries to them and ~~for~~ absorbing them as regular members of the College establishment. The scheme includes also workers in the Power House who are employed for all the 12 months of the year. The details of the scheme are explained in the Principal's letter at pp 52-53 cf. The Foremen and Maistries and the workers of the Workshop and the Power House have been divided into seven categories. The scales of pay proposed for the several categories are as shown below:—

p 50 cf

do

B p 52 cf

p 53 cf

| | | |
|---|---|---|
| Head Artisans | I grade | Rs. 40-4/2-60 |
| Do | II grade | " 35-4/2-55 |
| Artisans | I grade | " 30-2/2-40 |
| Do | II | " 24-2/2-34 |
| Do | III | " 18-2/2-28 |
| Coolies | I | " 14-1/2-19 |
| Do | II | " 12-1/2-17 |

3. It may be noted that the question of treating these workers as part of the regular establishment of the College and paying them monthly salaries was considered in 1939-40. The Finance

Vide memo pp 6-7 cf (I)
G.O. 163 Edn 30.1.40

depts were not agreeable to the proposal mainly on the ground that ~~pecuniary~~ privileges, if granted to these men, would have to be extended in due course to other employees of the Artisan class. The D.P.I. now states that ~~and that~~ the ~~question~~ case of workers in the Eng. College should be dealt with on educational grounds and that they should be paid during the vacation like other teachers and instructors in the College. The Director's proposals may, it seems, be supported in this depto. The extra expre involved is Rs. 1257 in 1945-6, the ultimate extra cost being Rs. 3615 per annum.

N 39409 (I)

p 50 cf

4 The file may be sent to P.W.D and Finance for remarks.

9/7/45

20/7/45

pl. see below

p 53 cf

24.7.45

~~The~~ introduction of the monthly payment system was definitely rejected in 1940 on the advice of the then Principal, I/12-13 c.f. Dr. Chakko & also for reasons given in Finance note at I/39-40 c.f. If that system is introduced it would be difficult in practice ~~to without~~ resist the demand ~~that~~ pensions should also be provided. ~~The first question~~ is whether Govt. would be prepared to reopen the issue of bringing in the monthly payment arrangement, ~~which was dropped~~ rejected in 1940 I/44 c.f.

No. 2003 PW

24.7.45

The [illegible] proposals at (9) forwarded on the footing that there would be no increase in cost. We are now not looking at the proposal on that footing. But

will eliminate one of the objections ~~the~~ formerly pressing — viz that the terms might not be attractive to the workers. It has been considered now that these are skilled workers attached to an educational institution; I think that ground deserves consideration. I suggest therefore that the decision in (1) may be reconsidered & that the proposals of the DPI may be accepted. If these are accepted, the rules regarding leave & training which were mentioned in (9) will require consequential modifications; these may be effected in due course.

11/8/45

PWD

Fin.

22 AUG 45
3953
PUBLIC DEPARTMENT

E&PH No. 11055C/45-1 Edn

21.8.45

P.W. Dept

(Previous P.W.D. note at page 6 ante).

Please see E.& P.H. dept.'s proposal at pp. 10-13 ante for payment of monthly salaries to the workers in the Engineering College Workshop~~s~~ and Power House, instead of monthly and # daily wages, and to allow them pay during the vacation like other teachers and instructors in the College.

# × p. 52 CF.

2. The total number of workers in the Engineering College is 56. They belong to the Govt. Engg. College and Power House Workers' Union, which is one of the 7 Unions including the P.W.D. Workers' Union (having (X) 299 members) ~~(having about xxxxxxxxmembers)~~, represented by the Federation of Govt. Workers' Trade Unions. This Federation represents roughly 3,500 workers, as against 56 in the Engineering College.

p. 56 CF

p. 32 CF

(X)
(75 - Marina Garden Staff)
(224 - P.W.D Workshops & stores)
299

3. In 1940, when the question of including the vacation for reckoning service for gratuity was considered in regard to

C

the workers in the Engineering College, the C.E. was consulted whether such concession would provoke claims for similar treatment on the part of the workmen in the P.W.D. Workshops. The C.E. considered that such claims would arise and he did not agree to the proposal. The Govt. accepted his recommendation. Similarly in the present case also, it seems that the C.E. may be consulted, as it is not clear whether the proposal in para 1. on 13 ante may be treated as an isolated case. E.& P.H. may be requested to consult the C.E.(Gl.) direct in the matter, with refce. to Sectt. Instruction 62-A.

pp. 2-4 (A)

[G.O. 228 Edn. / 13.2.41]

pp 7-8, 21 and 23 of (A)

(P.W.)

K

4. The file may be returned to E.& P.H. thro' Finance.

27/8/45 / 27.8.45

A2 28/8/45

S

29/8/45

Thro A 28.8.45

28.8.45

Fin (E1)

Fin

Estt

Please see previous Fin. note on pages 6-7 above, and notes from p. 10 above. Pending receipt of the C.E.'s (Gl.) recommendations, @ as suggested by P.W., on the question of conversion of the Contingent and work-charged establishment in the Engineering College Workshop, and the remarks of E&PH thereon, no remarks seem called for in this department at this stage.

@ See p. 13 above

P.W.D. 4395-B/45-1 / 29/8/45.

ASST. SECRETARY TO GOVERNMENT
30 AUG 1945
FINANCE DEPARTMENT

1.9.45

3.9.45

ED 38993

Fin no 38993 PI-1 / 3.9.45.

E&PH

E & P. H.

The case has been pending for a long time for one reason or other. A2 has asked more than ~~once~~ once that disposal should be expedited. In view however of P. W. note at K above, the refce. suggested there should probably be made. But it ~~must be D.O. Draft for consideration~~ S

6.9.45

ASST. SECRETARY TO GOVERNMENT
4 SEP 1945

---

may be brought out in the refce. that the workmen in question are a skilled lot kept there to serve the instructional needs of an educational institution.

2. Draft for consideration.

S 2.9.45

8/9/45

15 Fin

A2

Please do not let this drag on so slowly.

9.45

E. P. W. AND P. H. DEPT.
11 SEP 1945
GOVERNMENT OF MADRAS

8/9

pp 60. 61 cf. D.O. No. 11055 C/44-12 dated 21.9.45

p 57 cf. D.O. from the C.E. No. 3906-Ad/45-3 dated 30.10.45.

The C.E. says that he will send a reply in about 10 days. ~~If~~ the proposal is to be proceeded with, it will have to be treated as a Part II scheme for 1946-7. The C.E.'s reply may be awaited till 10.11.45.

31.10.45

31/10/45

31/10/45

p 69 cf. CN. 53995 D.O. from the C.E. (General, Buildings and Defence) No. 3906-Ad/45-4 dated 26.11.45.

Please see the C.E.'s reply on p. 69 cf. In the circumstances reported by him it is for consideration whether the proposal for the payment of monthly salaries to the workers in the Engg. College workshop and Power House, may be deferred. P.W.D. and Finance may see before circulation.

28/11/45

28/11/45

29/11/45 S

'P' on p: 69 cf.

It is not a question of the other workmen ~~being~~ having to be convinced about the distinction: it is only for the Govt. to be satisfied about it. I submit that the distinction does exist & would justify the differential treatment. I stick to my proposal at M on p. 13 ante.

Minister Public Works

Fin.

SECRETARY TO GOVERNMENT
DEC 1945
PUBLIC WORKS

5937

K

E, P.W. & P.H. Memo 11055 C/44-16 dated 30.11.45

P.W.D

As suggested by this Dept. on pp 13-14 ante, E&P.H. consulted ~~the~~ the C E (Gl. B+D) on the proposal for payment of monthly salaries to the Workmen in the Engineering College Workshops and Power House instead of monthly and daily wages, and to allow them pay during the vacation etc. The C E (Gl. B+D) says that the Case of Engineering College workers Cannot be Considered isolated, as the skilled workmen of P.W.D Workshops would claim the same treatment ~~and~~, as it would not be possible to persuade the ~~work~~ P.W.D. Workshop workmen to admit a discrimination against them especially when P.W.D Workshop men have no vacation. The CE (Gl. B+D) has therefore suggested that the question may be taken up for Consideration only if and when the workmen in the P.W.D. Workshops can be provincialised.

"X"

pp 60-61 c.f.

p69 c.F

p69 c.F

2. E&P.H. do not agree with the CE (Gl. B+D) and say that the Workmen in the Engineering College workshops and Power House would justify a differential treatment as at 'X' above.

End of p.15 ante

3. For orders whether this dept. may support the CE (Gl. B+D)'s views or accept the proposal of E&P.H. Any special treatment in the Case of # 56 Workmen in the Engineering College and Power House is more likely to provoke similar claims from a very large number of workers belonging to the Federation of Govt. Workers' Trade Unions which represents nearly 35,00 workers – please see para. 2 of this deptt.'s note on p. 13 ante. ~~This is however a matter for Fin~~

x p69 c.F

End of p.15 ante

# P.58 c.f.

4. The File may be passed on to Fin.

5/12/45

N
5-12-45

The reason for a Differential treatment of the workmen of the Engineering College workshop, is that the workmen are a skilled category & that their services are required

E

C

X8

for instructional need in an educational institution – vide 1X on p13 ante. This reasoning may be correct. But it is doubtful whether the large number of workers in the Federation will correctly understand this distinction & implication. The CE therefore suggests that the question may be taken up only if & when the workmen in the P.W. workshops etc. can be provincialised (ie brought on to the monthly paid regular establishment as opposed to workcharged establishments). This Deptt may perhaps agree with the CE.

p 69 cf

6.12.45

5.12.45 5/12

6.12.45
S&P 14

P.W.D. 5957/45-1
6.12-45

ASST. SECRETARY TO GOVERNMENT
8 - DEC 1945
EDUCATION AND PUBLIC HEALTH DEPT.

May go to Finance as originally marked.

8/12/45 Finance

55844

E&PH Memo.
11055/44-17 Edn
8-12-45

ASST. SECRETARY TO GOVERNMENT
10 DEC 1945
FINANCE DEPARTMENT

P on p.18 cf

para 2 on p.17 cf

A on p.19 cf

Finance(E-I).

The proposal of E.P.H. is that the workmen attached to the Engineering College workshop and the Power House, Guindy should be treated as regular establishments of the college and paid salaries monthly inclusive of the vacation periods instead of daily wages as at present.

The workmen attached to the college workshop earn wages for about 240 days only in a year excluding the holidays and the period of vacation. The workmen attached to the Power House earn wages throughout the year as the Power House works for all the 12 months in the year.

The main idea behind the proposal is that the workmen attached to the Engineering College workshop should not be allowed to suffer without wages during the vacation periods such as Easter, Summer and Christmas. The number of workmen employed at present in the college workshop excluding the Foremen or the Maistries who are on time scales of pay is 42 of whom 31 are skilled menials and 11 are coolies.

p.58 cf.

2. This proposal was considered previously in 1941 at the instance of Sri P.R.K. Sarma, the General Secretary of the Madras Provincial Confederation of Trade Unions and it was dropped finally as the then Principal reported that if the monthly system was introduced there would be a tendency on the part of the workmen to keep off work, that it would not be possible to make them work and maintain the discipline as the workmen were mostly drawn from the artisan class without any educational qualification, and that the monthly pay would be less attractive when compared to the market rate of wages for such class of labourers and also in view of the fact that any ~~amenity~~ concession granted would provoke similar claims from the workmen in the other workshops.

(I)
p.3 of G.O. 163 EL 30-1-40
p.13 cf. of (I)
—do—
A ap. 38 of II

3. E.P.H. Department have again examined the proposal on pp.10,13 and 15 above at the instance of the Federation of the Govt. Workers' Trade Unions. The D.P.I. has suggested that the skilled and unskilled menials in the college workshops and the Power House may be divided into several categories and paid monthly salaries on the time scales suggested ~~by him~~ on p.55 C.F. which involves an extra cost of Rs 3615/- per annum only. ~~He has~~ It is stated that the total emoluments that a workmen would get monthly on the scales suggested ~~by him~~ ap. 55 cf. will be higher than what he now gets and that if the monthly salaries are fixed on the principle that the total emoluments of the employees in a year should be the same as those on daily wages, then the scales of pay would be unattractive and there would be a serious drop in the monthly emoluments of the employees which would be a hardship on the workmen and/that the workmen are not also agreeable to 1/6th of the wages earned by them in each month being withheld and reimbursed to them in 2 instalments during the vacation. The E & P.H. Department consider that the proposals of the D.P.I. may be accepted.

p.1 cf.
B ap. 55 cf.
M ap. 53 cf.
B ap. 54 cf.
A ap. 54 cf.
B ap. 18 cf.

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X

This department suggested previously that the possibility of finding them work in the college workshop itself during the vacation period or of making them work in the P.W. Workshops during the period of vacation might be examined. It is now reported that there is no possibility of giving them any work in the college workshop during the vacation and that there is also no scope for employing them in the P.W. Workshops during the vacation. ~~E & P.H. recommend that the proposals of the D.P.I. may be accepted.~~

B app. 7-8 [illegible]
para 2 ap. 52 cf.

4. It is submitted that there are already regular Foremen and Maistries employed on time scales of pay for each of the carpentry, fitter's shop, blacksmith shop, machine shop and foundry sections of the workshop. The workmen referred to now are only men who are employed to turn out a minimum work each day. They do not give any instructions to students and do the work themselves. Their position is analogous to the members of the work-charged establishment whom the Govt. employ according to exigencies of administration. It will also be seen from the statement on p.58 C.F. that in April last there were only 4 skilled menials and 4 coolies employed in the machine shop section against the normal strength of 6 skilled menials and 5 unskilled menials. Even assuming that they are employed regularly, the wages will have to be paid ordinarily only according to the prevailing market rates. As already noted by this department on pp.31-32 of G.O. at (I) there would be no justification on the part of the Govt. to bring them on to regular monthly paid establishments, unless difficulty is experienced to secure and retain such men on the existing conditions of service.

p.58 cf.
2 ap. 13 cf. of (I)
A ap. 56 cf.
A app. 31-32 of (I)

5 It has also been considered by the Govt. that in regard to grant of leave, wages for holidays etc. to workmen, any concession decided upon by the Govt. should not be confined to one workshop but should be applied to workmen in similar concerns in all departments. The E & P.H. Department state that the workmen in the Engineering College workshop should be treated as workmen attached to educational institutions as distinct from those in other workshops. But it is submitted that in regard to grant of leave with pay and gratuity the E & P.H.

M ap. 38 of (I)
Z
K app. 13 & 15 [illegible]

Department have agitated in the past that the workmen in the college workshop should be given the same treatment as was accorded to the workmen in the P.W. Workshops. Accordingly the concession allowed in G.O. 63 P.W.D. dated 11-1-38 for workmen in the P.W. Workshop will extend to the workmen employed in the college workshop. It cannot therefore be stated now that they should be treated as distinct from the workmen in the P.W. Workshops.

sa p.44

6 The break in the services of the workmen employed in the workshop attached to the Engineering College, Guindy, during the vacation period when there is stoppage of work, is analogous to the break in the service of the workmen employed in the P.W. Workshops due to discharge, owing to want of work or due to the introduction of the turn work system. If the 32 men in the Engineering College workshop, who form part of the Trade Union, which includes thousands of workers from the P.W. Workshops, Govt. Press, Stationery & Stores and Industrial Engineering Workshop, are accorded a preferential treatment the Govt. will be making an invidious distinction between the various workers who form part of the same Trade Union and ~~that~~ as pointed out by the C.E., it will undoubtedly provoke claims for similar treatment for the workmen in the ~~other~~ Workshops ~~and the Govt. will be committed to a large extra cost~~. The case of the Engineering College workmen cannot be considered ~~isolated~~ alone; and the cost in respect of all Govt. institutions will be heavy. ~~and that it would not be possible to persuade the workshop workmen to admit a discrimination against them.~~ In the circumstances this dept. may advise against the proposal.

p.7 of F.R.O.
228 Edn
13-2-41

p.69 cf

WS

DR
13.12.45

WS
15.12.45

E&PH

D.S
E.P.H.

Edn and P.H. Dept (C)

Inw no.
56876 Ed P.D
18.12.45

ASST. SECRETARY TO GOVT.
57613
18 DEC 1945
EDUCATION AND PUBLIC HEALTH

The proposal is that the workmen attached to the Eng: College workshop and the Power ~~House~~, Guindy, should be treated as regular establishments of the college and paid salaries monthly inclusive of vacation periods instead of daily wages as at present. ~~P.W.D. and Finance consider~~ P.W.D and Finance consider that the case of the Eng. college workmen cannot be considered alone and advise against the proposal. Edn & P.H however considers that the case of the workmen in the Eng. College is different from that of workmen in other Govt. institutions and covered gently by a different treatment. The addl. cost involved in the proposal is Rs. 3615 a year. The file may be circulated for orders.

p.15 ante

p.9 ante

p.23

Vom
29/12/45

BM
31/12/45

S (AS's previous minute at p: 9 ante; notes from p: 10 ante)

2/1/46

As. A1

SECRETARY, EDN. AND P.H. DEPT.
8 - JAN 1946
GOVERNMENT OF MADRAS

I accept FM view - the proposal may be dropped.

6/1/46

I agree
7/1/46

2/1

A draft ~~order~~ memo is submitted for approval. // Before he submitted the proposal that the workmen should be treated as part of the regular establishment of the College the D.P.I. had suggested in his letter at p.23 cf. that certain concessions granted in G.O. No. 2003 P.W. d 13.7.44 to the workers in the P.W. Workshops should be extended to the workmen in the Engg College Workshop. The question of these concessions may be further considered now. ~~At p 23 cf. the Director has proposed certain modifications to the concessions in G.O. No. 2003 P.W. d 13.7.44.~~ ~~He~~ The Director may be asked to state ~~clearly~~ what the concessions as modified are and also to report the extra cost involved by the grant of the concessions. Para 2

pp 52-53 cf

(R)

p 23 cf

(R)

22

EP

has been added to the draft. Finance may see ~~before issue~~

Cua
27.1.46

BM
30/1/46 S

Fin:

ASST. SECRETARY TO GOVERNMENT
No. 11055 TC/44-18
30.1.46

Fin. (E.I)

Previous Fin. notes on pp. 17–20 above, the orders in circulation on p. 21 above and the notes following may be perused and the case returned to E. & P.H.

Fin. W.O. 6344 E.I/46-1
1/2/46.

PR
31.1.46.

1.2.46

E & P.H
C

ASST. SECRETARY TO GOVERNMENT
1 FEB 1946
EDUCATION AND PUBLIC HEALTH DEPT.

Issue
BM
1/2/46

6371

(Issued as Memo.No.11055.C/44-19.Edn. dated 2-2-46)
C.No.18841. From the D.P.I.RC.No.270-AK/45 dated 2-4-46.

...

pp 71-72 CF
pp 75-76 CF

The workmen employed in the workshop of the College of Engg. Guindy, are now allowed two days holidays with wages in a year. On the other hand, workmen employed in P.W.Workshops and Stores, Madras, are allowed wages for the 15 holidays specified in the annexure to G.O. No.2252 P.W. dated 9-8-44.

p 76 CF

J/12 CF

In his letter dated 1-11-44 the D.P.I. recommended that the workmen of the College of Engg. also might be allowed 15 days holidays with wages, but that the holidays falling during the vacations for the college might be excluded. The Principal of the College, however, suggests now that 15 days holidays with wages may be allowed and that as some of the holidays fall during vacations, ~~fall into account~~ college holidays which are not Govt. holidays, may be taken into account to make up the total of 15 days. He also states that this concession, if granted, may be given effect to from July 1946. The addl. expenditure is estimated at Rs.525/-.

p 23 CF

p 76 CF

The Principal considers no addl. concessions in respect of leave with wages and gratuity are necy.

p 76 CF

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p 22 CF

It may be noted that the workmen of the College Workshop have to work for only about 230 240 days in a year while the workmen of P.W.Workshops have to be at their job for all the 12 months in the year. It does not seem that college holidays should be substituted for the holidays falling during college vacations as proposed by the Principal. Wages for such of the 15 holidays specified in the annexure to G.O. 2252 P.W., dated 9-8-44, as do not fall within the vacations may be allowed.

A J/12

P.W.D. and Finance may see for remarks.

Edn. U.O. 11055 A/45-21
9.5.46

BM
9/5/46 S

9/5/46

P.W.D.
Fin.

9
9 MAY 1946
2285
PUBLIC WORKS DEPT.

P.W.D.

The previous notes of this Dept on pages 16-17 ante, orders in circulation on p 21 ante and the further notes from p 21 ante may be perused. The workmen employed in the workshop of the College of Engineering, Guindy, are now allowed two days holidays with wages in a year. On the other hand workmen employed in the P.W.D. workshops and Stores, Madras are allowed 15 holidays with wages in a year and E & P.H. propose that a similar concession may be allowed in the case of the workmen of the College of Engg. also, with the modification that the holidays falling during the vacation for the college may be excluded.

B
p 16 ante
J p 12 cf
and A p 1 (Q)
(G.O. 2003 PW d/ 12-7-44)
A above

2 The workers in the Engineering College, Guindy, belong to the Govt. Engg. College and Power House Workers' Union which is one of the 7 Unions, including the P.W.D. Workers' Union and the Govt. Industrial Engg. Workers' Union, represented by the Federation of Govt. Workers Trade Unions. The concession of 15 days

para 1 p 32 cf

holidays with wages has, about an year ago, been sanctioned for workers in the Govt Industrial Engg. workshops also. It is not, however, known whether the concession is enjoyed by workers in the Govt Press, Cordite Factory etc who are also members of ~~the~~ Unions represented by the "Federation". Please see in this connection portion marked 'Z' in para 5 of Finance Deptt. note on p 19 ante, from which it will be seen that it is the ~~policy~~ intention of Govt. that in regard to grant of leave, wages for holidays etc, to workmen, any concession decided upon by the Govt. should not be confined to one workshop, but should be applied to workmen in similar concerns in all departments. In the circumstances, there does not appear to be any objection to the proposal of E. & P.H. at 'A' overleaf being accepted. Submitted that the proposal may be supported in this Dept. ~~and the file passed on to Finance.~~

N
22.5.46

S
G.O 2471 Dev[illegible]
23.6.45 - pp 94 of J

T

3 It may also be mentioned in this connection that with reference to a recent demand of the P.W. Workers' Union for the payment of wages for a holiday (with wages) falling twice a year, the following orders have been issued. [ ~~2~~(2) G.O. 538 PH 7 23/2/46) Copy at (U)

"If a recognised holiday with wages occurs twice in a calendar year, wages will be paid on both occasions, provided that such holiday does not occur in the subsequent calendar year, and that the P.W.D. Workers' Union does not claim a compensatory holiday and will be content with 14 holidays instead of

A

~~S/I Pl. add a para. to the note about further concessions asked for by the workers of P.W. workshops in the matter of holidays with wages.~~

~~N
20.5.46~~

Done
Sd
21/5/46.

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25
3

E 3 iii is ann in
(last days by the [illegible] on p 22 above)

A

the "usual 15 holidays with wages for that subsequent year."

B

The P.W.D. Workers' Union has also demanded the payment of wages for a holiday with wages falling on a Sunday and for ~~two~~ payment of wages for 2 days, if two holidays with wages fall ~~ing~~ on the same day. ~~As the question would affect other Govt. employees also.~~ The question is being examined separately in consultation with the CE(Cil, BH).

Separate file
(Not put up)

4 In connection with the present proposal to extend the concession of 15 days holidays with wages to the workers in the Engg. College, Guindy, the E & P.H. Dept will no doubt consider whether the orders referred to at 'A' in para 3 above and the orders to be issued with reference to the proposal at 'B' above should not also be made applicable to these workers with suitable modifications.

A

5 The file may be passed on to Finance thro' E & P.H.

Sd
21/5/46.

N
22.5.46

ASST. SECRETARY TO GOVERNMENT
24 MAY 1946
EDUCATION AND PUBLIC HEALTH DEPT.

E & P.H./Fin

P.W.D. 2285 I/46.1
23/5

27902

3156423

Sd
1.6.46

The decision at 'A' on page 24 ante may also be applied to the workmen employed in the workshop of the College of Engineering, Guindy. ~~Necessary action with reference to 'B' above may be taken after a final settlement is reached on the question.~~

May be sent to Finance
1.6.46

Edn. U.O. 11055/44/A-22
1-6-46

N
29.5.46

Finance

SECRETARY TO GOVERNMENT
3 JUN 1946
FINANCE DEPARTMENT

26

Finance E III

(Last seen by Finance on p 22 above)

Please see the further note of E & PH and P.W.D from p 22 above with reference to the proposal to allow a concession of 15 holidays ~~with~~ (~~excluding~~ omitting those falling during college Vacation) with wages to the workmen employed in the workshop of the College of Engineering Guindy. The 15 holidays are specified in the annexure to G.O No 2252 P.W d 9-8-44. As similar concessions have been sanctioned in the case of workmen in the P.W.D workshops and the Govt. Industrial Engineering workshops this dept need not object to the above proposal subject to the condition at A on pp 24-25 above and the decision to be arrived at B on p 25 above. The ~~present~~ proposed concession of 15 holidays with wages is inclusive of the concession of 2 holidays with wages enjoyed at present by the workmen of the College of Engineering, Guindy. The extra cost, if the holidays falling during the vacation are not taken to account, is reported to be Rs 525.⊗ It is not known what the extra cost will be if the proposal as at 'A' above is accepted. ~~E & PH may get an estimate~~ arrived ~~from the Principal of the Engineering College Guindy~~ [illegible] cost.

With these remarks the case may be returned to E & PH

| A C
12/6/46.

P.12 of (J)

R on p 23 above
+ S on p 24 above

E & PH note on p 22 above

⊗ Page 76 CF

| It may not be much
12/6.

12/6/46

Rs.
9.6.46

12/6/46

E&PH. Fin no 31564 E3/46-7
12.6.46

ASST. SECRETARY TO GOVERNMENT
14 JUN 1946
EDUCATION AND PUBLIC HEALTH DEPT.

E&PH(A)

The workmen employed in the workshop of the College of Engineering, Guindy are now allowed two days holidays with wages in a year. On the other hand, workmen employed in P.W. Workshops and Stores, Madras are allowed wages for the 15 holidays specified in the annexure to G.O No 2252 PW d 9-8-44. It is now

31779

(J) | p12 CF

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53

may be approved
9.6.46

(J) | p12 CF

| proposed to allow to the workmen of the College of Engg. Guindy also, 15 days holidays as specified in the annexure to G.O 2252 PWd 9-8-44, with wages for such of the holidays as do not fall within the college vacation subject to the condition at A on pp 24-25 above and the decision to be arrived at B on p 25 above. Subject to orders, a draft is submitted. For orders as to circulation.

ES
22-6-46

24.6.46

26/6/46

9.6.46

SECRETARY, EDN. AND P. H. DEPT.
4 - JUL 1946
GOVERNMENT OF MADRAS

ISA
4-7-46

H.O. (Edn)

c. 4/7/46

Routine.

Pl. see [illegible]

No action on [illegible]

information reg. [illegible]

[illegible]

Secy's query on p. ante.

Submitted,

Action will have to be taken with ref. to workers in the Govt. Press, the Press being under the Control of this Dept.

The workers of the Cordite Factory are not under the Control of the provincial Govt. Though their union is represented by the Federation of Govt. Workers Trade Unions, their grievances, if any, should be redressed by the Central Govt. No action is therefore called on their behalf. With ref to Govt. Press workers, extracts from this file may be given to F1 Section

for taking necy. action after orders are issued in this file.

28-6-46

28/6/46

S/ 7.6.

copy given to F1 section
(C. No. 37282)

A/46-4 Edn dt

[illegible] of
[illegible] to the Govt. of India,
Dept of Education in
New Delhi.
(with encls.)

from Shanghai - Accommodation
of charges.

I am directed to forward
[illegible]mation copies of the
[illegible]respondence:
the Protector of Emigrants, Madras
[illegible]6/45-E dt 5-2-46
the DPI, Madras R.O.C. No 255-A/45 dt 28-2-46
[illegible] 18284 A/46-3 Edn dt

V.O.S.