Scott. II-27—58,004—27-10-47.

Education (1947) Department.

Ms SERIES.

G.O. NO. 1508

Dated 11.7.47.

[Despatch Abstract.]

Estt. – Rl cl., Madura – Ele. school teachers – House rent allowance – Payment – sanctioned.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

Further Papers.

G.O.	No.	Department.	Date.	G O.	No.	Department.	Date.

Municipal Office, Madura,
25--6--1947.

From

I.D.N.Sahi Esq., I.C.S.,
Commissioner & Special Officer,
Madura Municipality,
MADURA.

ASST. SECRETARY TO GOVERNMENT
27 JUN 1947
EDUCATION AND PUBLIC HEALTH DEPT

To

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

Sir,

Sub.: Establishment - Education - Elementary Schools - Teachers serving under the Madura Municipal Council - Strike - Report - Submitted.

Ref.: This Office letters No.13974/47 dated 16-6-47 and 23-6-47, and No.C2-13208/47 dated 16-6-47.

In continuation of my letters referred to above, I have to submit the following report:-

On 24-6-47, the President and Secretary of the Madura Municipal Elementary School Teachers' Union, accompanied by several other members of the Union, saw me. The Deputy Inspector of Schools was also present in the absence of the District Educational Officer who was in hospital. The teachers started by claiming that the scales of pay demanded in their notice of strike dated 15-6-47 (copy already submitted to the Government along with my letter dated 16-6-47) were their minimum requirements and that they would go on strike as from to-day if these scales were not made available to them. I explained to them that their requirements have been submitted for Government's consideration already and pointed out further to them that the scales of their pay have been twice revised recently once in G.O.No.975 E. dated 10-5-47 and again under G.O.No. 1154 E. dated 5-6-47. They represented to me that, considering the fact that hitherto the Madura Municipality has been paying its teachers the Government's scales of pay prescribed for teachers of corresponding rank of Government schools, they should be paid the salaries on the revised Government scale and not on the scale sanctioned for the teachers in local bodies under the G.Os. referred to above. This question has been specifically submitted for Government's orders already in this Office letter No.C2-13247/47 dated 16-6-47 and this position was also conveyed to the teachers. I also informed them that the question of paying them the House Rent Allowance as to other Municipal employees has already been taken up and they will be paid the House Rent allowance due to them from 1-1-47 after the Government sanction is specifically obtained. In view of all these, I advised them strongly to call off the threatened strike. At the end of the interview, the President and the Secretary told me that they felt convinced that in the circumstances there appeared to be no need for a strike and that they would place the entire matter before the General Body of the Union and convey their decision by the evening. Last evening, however, they informed me that they have confirmed their original decision to go on strike. To-day they are on strike. No school is functioning.

As instructed by you during my telephone conversation with you this morning, I have issued a notice to all the teachers (copy enclosed). I shall watch further developments and submit a further report. I am awaiting the general instructions which, I understood during my conversation with you this morning, are under issue to meet the situation.

(P.T.O.)

I request you that suitable orders may also be communicated to me with reference to the last paragraph of my letter No.C2-13208/47 dated 16-6-47.

Sahi
Commissioner &
Special Officer.

rk.25.6.p.

Copy to the Director of Public Instruction, Madras.
" " " District Magistrate, Madura.
" " " District Educational Officer, Madura.
" " " Inspector of Municipal Councils & Local Boards, Madras.

Ed.P.A(B2)

On a previous communication received from the Spl. Officer, Madura Municipality, dated 16-6-47, the order has been issued in G.O. Ms. ~~1638~~ 1371 dated 30-6-47, permitting the adoption of the Govt. scale of pay for their teachers, if necessary. This may therefore be lodged.

SS
2/7/47.

No.C2-13974/47

Municipal Office, Madura,
Dated 27-6-47.

20 JUN 1947

From

L.D.N.Sahi, Esq., I.C.S.,
Commissioner and Special Officer,
Madura Municipality, MADURA.

To

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

Sir,

Sub.: Establishment - Education - Elementary Schools - Teachers serving under the Madura Municipal Council - Strike Report - Submitted.
Ref.: This office letter No.C2-13974/47 dated 25-6-47.

In continuation of my letter referred to above, I have to report as follows:-

After the issue of my warning to the teachers on 25-6-47 that disciplinary action would be taken against them if they did not return to duty within 24 hours, and asking them to show cause why such action should not be taken against them, the President and the Secretary of the Teachers Union informed me that they would hold a Meeting of their Association to decide to call off the strike the same day. They did not hold this Meeting. Again on 26-6-47, I was informed that the proposed Meeting would be held in the course of the day but even this move did not materialise. The President and the Secretary of the Teachers Union met the Divisional Inspector of Schools and the District Educational Officer on 26-6-47 who advised them to call off the strike. The President and the Secretary informed the Divisional Inspector and the District Educational Officer that their Association have already passed a resolution withdrawing the strike and that a copy of the resolution would be communicated to me this morning followed by the return of the teachers to their duties. No such communication has yet been received, nor have they returned to duty. On the other hand, I now learn unofficially that the teachers have decided to continue the strike and there is no intention to call it off. I am told that they have sent a communication to the Divisional Inspector of Schools refusing to see any Officer for further discussions. The schools remain closed. As instructed in Government's Confidential Order Ms.No.1342/Ed. dated 25-6-47, I have framed charges against the strikers, and I have placed them under suspension pending enquiry. (A copy of my Proceedings is enclosed). As instructed by the Hon'ble the Education Minister over the telephone on 26-6-47, I shall watch further developments before deciding the question regarding the appointment of temporary substitutes. I will submit a further report in due course.

Sahi
27/6/47
Commissioner and
Special Officer.

RK.27.6.A.

Copy to the Director of Public Instruction, Madras.
" " the Divisional Inspector of Schools, Madura.
" " the District Educational Officer, Madura.
" " the District Magistrate, Madura.
" " the Inspector of Municipal Councils & Local Boards, Madras.

PROCEEDINGS OF THE COMMISSIONER, MADURA MUNICIPALITY, MADURA.

Present: I.D.N.Sahi Esq., I.C.S., Commissioner
and Special Officer, Madura Municipality.

4.

No.C2-13974/47 dated 27-6-1947.

Sub.: Establishment - Education - Elementary School teachers - Madura Municipality - Strike - Charges framed.

Ref.: This office memorandum No.13974-47 dated 25-6-47.

In this office memorandum cited above, the teacher whose name is noted at the foot of these proceedings, was ordered to show cause why disciplinary action should not be taken against him/her for unauthorisedly staying away from his/her duties. He/She was also warned that if he/she did not return to duty on 26-6-47, charges will be framed against him/her pending enquiry into which he/she would be placed under suspension. He/She has furnished no explanation for his/her absence from duty, nor has he/she returned to duty. He/She is therefore placed under suspension as from 25-6-47 pending enquiry into the charge set out below. He/She should hand over charge of the school forthwith to the Supervisor of Boys' Schools or the Lady Supervisor (in the case of Girls' Schools).

2. The following charge is framed against the teacher:

That having struck work he/she has absented himself/herself without leave from 25-6-47 and has not yet returned to duty, thus ~~xxxxx~~ dislocating the work of the school.

He/She should explain within three days from the receipt of these proceedings why he/she should not be dismissed from service. If his/her explanation is not received within this time, it will be presumed that he/she has no explanation to offer and orders will be passed accordingly. The teacher is informed that he/she will be heard personally on 2-7-47 if he/she so desires. A form of questionnaire is enclosed to these proceedings amd it should be returned along with the teacher's explanation duly answered.

(Sd.) I.D.N.Sahi,
Commissioner and
Special Officer.

(True copy)

K. [illegible]
MANAGER.

RK.26.6.A.

To

Sri

Srimathi

Headmaster/Headmistress/Teacher,

..... Municipal
Elementary School,
MADURA.

Copy to the Supervisor of Boys Schools with copies of these proceedings intended for Headmasters and teachers of Boys schools.

Copy to the Lady Supervisor with copies of these proceedings intended for Headmistresses and teachers of Girls Schools.

From

I.D.N.Sahi Esq., I.C.S.,
Commissioner & Special Officer,
Madura Municipality,
MADURA.

SECRETARY, EDN. AND P. H. DEPT.
30 JUN 1947
GOVERNMENT OF MADRAS

To

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

Sir,

5372

Sub.: Establishment - Education - Elementary school teachers serving under the Madura Municipal Council - Strike - Further report - Submitted.

Ref.: 1. G.O.No.Ms.Confdl. 1342 Ed. dated 25-6-47.
2. This office letters No.C2-13974/47 dated 25-6-47, 27-6-47 and 28-6-47.

Further to my reports cited above, I enclose herewith a copy of the Press Report appearing in this morning's local Tamil daily newspaper. I have not yet received any reply or explanation from the teachers in response to my orders dated 25-6-47 and 27-6-47 (copies of which have already been submitted to the Government). It will be seen from the Press Report that the teachers have decided not to send any reply or explanation to the charge framed against them. They have been given time to furnish their explanations till 30-6-47 and have also been offered a personal hearing on 2-7-47. It does not appear likely that they will avail themselves of these opportunities. It appears now that their attitude has definitely stiffened and they intend at present to hold out indefinitely. The strik continues. ~~It xxxxxxx xxx xhxx xhxir~~ The Supervisor of Boys Schools and the Lady Supervisor of Girls Schools have orders to take charge of the schools from the Headmasters and Headmistresses who are on strike. Action is being taken in this behalf. The latest report is that the Headmasters and Headmistresses are unwilling to hand over charge and are evading contacts by the Supervisors. I have just received a letter dated Madras, 27-6-47, from one V.Ramunny, Secretary, Provincial Teachers' Federation, expressing surprise at the strike of the local teachers and stating that he will see me here on Tuesday to work out a settlement. I shall report the result after he sees me.

Meanwhile it would be observed also from the Press Report that there is a move on behalf of the Madras Provincial Municipal and Local Board Employees Federation, Kumbakonam, to call something like a general stay-in strike as from 7-7-1947. The idea appears to be that the teachers' strike should be made to synchronise with this proposed stay-in strike. I learn that the teachers have this possibility in mind. xx I also happen to know that the Executive Bodies of some Employees' Associations of this Municipality (~~for~~ e.g., the Public Health superior staff and the ministerial staff) have decided to fall in line with what they consider to be the mandate of their Provincial Federation for a stay-in strike. I have had, however, no definite indications yet of the attitude of the more essential services like the conservancy menials, water supply, drainage, electricity and the Municipal Central Workshop staff.

I am watching the situation and shall submit reports in due course on further developments.

Sahi
28/6/47

Commissioner &
Special Officer.

R.K.28.6.P.

Copy to the Secretary to Government, Local Administration Dept., Madras.
" " the Director of Public Instruction, Madras.
" " the Divisional Inspector of Schools, Madura.

(p.t.o.)

Copy to the District Educational Officer, Madura.
" " " Inspectress of Girls Schools, VII Circle, Madura.
" " " Inspector of Municipal Councils & Loual Boards, Madras.
" " " District Magistrate, Madura.

கோரிக்கைகளை ஏற்றுக் கொள்ளாவிடில் ஜூலை 7 ந்தேதி ஸ்டிரைக் செய்வோமே.

பல நகரங்களில் முனிசிபல் சிப்பந்திகள் முடிவு.

சஸ்பென்ட் அடுத்தபடி டிஸ்மிஸ். --
ஆசிரியர்களுக்கு மதுரை கமிஷனர் மிரட்டல்.

மதுரை - ஜூன் 27. சென்னை மாகாணத்திலுள்ள பலநகரங்களில் வேலை செய்யும் முனிசிபல் சிப்பந்திகள் தங்களின் கோரிக்கைகள் நிறைவேறாவிட்டால் ஜூலை 7ந்தேதி யிலிருந்து உள்ளிருந்தே வேலை நிறுத்தம் செய்வதென முடிவு செய்திருக்கின்றனர்.

சம்பளவிகிதங்களை சர்க்கார் சிப்பந்திகளுக்கானது போன்று மாற்றியமைத்தல், வீட்டு வாடகை அலவன்ஸ், இடைக்கால நிவாரணம், போனஸ் ஆகியவைகளே இவர்களின் கோரிக்கைகள்.

சென்னை மாகாண முனிசிபல், ஸ்தலஸ்தாபன சிப்பந்திகள் சம்மேளனம் சர்க்காருக்கு அனுப்பியிருக்கும் செய்தியொன்றில் கூறியிருப்பதாவது:

முனிசிபல், ஸ்தல ஸ்தாபன சிப்பந்திகளின் வாழ்க்கை நிலைமை விலைவாசி உயர்வினாலும், சம்பளக்குறைவினாலும் மிகவும் பாதிக்கப்பட்டு இருக்கிறது. சர்க்காருக்கு பல தடவைகள் நாங்கள் எடுத்துக்கூறியும் எங்களின் கோரிக்கைகளை நிறைவேற்ற மறுத்துவிட்டன. ஆகவே ஜூலை மாதம் 7ந்தேதி யிலிருந்து வேலை நிறுத்தம் செய்வதென முடிவு செய்யப்பட்டு இருக்கிறது.

நாங்கள் உள்ளிருந்தே வேலைநிறுத்தம் செய்வதென்பது சர்க்காருக்குத் தொந்தரவு எற்படுத்த வேண்டுமென்றுள்ள நோக்கத்துடனே அல்ல. ஆகுல் எங்களின் கஷ்டத்தை சர்க்காரை நேரடியாக உணருமாறு செய்வதற்குத்தான் இவ்வாறு செய்யாதும் முறைநாள்.

சம்மேளனத்தின், ஜூலை 7ந்தேதியிலிருந்து உள்ளிருந்தே வேலைநிறுத்தம் செய்ய வேண்டுமென்ற இவரையும் மாகாணத்தில் பத்து நகரங்களில் உள்ள முனிசிபல் சிப்பந்திகள் ஸ்தாபனங்கள் ஆர்ஜிதம் செய்திருக்கின்றன. இந்த பத்து நகரங்களுள் வேலூர், திருச்சி, கோயம்புத்தூர், கும்பகோணம், விசாகப்பட்டணம் ஆகிய நகரங்களுமிருக்கின்றன.

மதுரை முனிசிபல் ஆசிரியர்கள்.

மதுரை ஜூன் 27. - இந்நகர் முனிசிபல் பள்ளிகளில் வேலைசெய்யும் 200 பெண் ஆசிரியர்கள் உள்பட 575 ஆசிரியர்களும் கடந்த புதன்கிழமையிலிருந்து வேலை நிறுத்தம் செய்வதை முன்னிட்டு, மதுரை முனிசிபல் கமிஷனர், அவர்களின்மீது சாட்டப்பட்டிருக்கும் குற்றச்சாட்டுகளை விசாரணைக்காக ஒத்திவைத்துவிட்டு அவர்கள் அனைவரையும் உடனடியாக இன்று சஸ்பெண்ட் செய்திருக்கிறார்.

முனிசிபல் கமிஷனர், அனுமதியின்றி வேலைக்கு வராமலிருக்கும் அவர்களின் மீது என் ஒழுங்கு எடுக்கக்கூடாதென காரணம் காட்டுமாறு சென்ற புதன்கிழமையன்று அவர்களைக் கேட்டிருந்தார். அதற்கு அவர்கள் இதுவரையும் எந்தவிதமான பதிலும் அளிக்கவில்லை. பதில் கிடைக்காததை வைத்து கமிஷனர் மேலும், லீவு எடுக்காமல் வேலைக்கு வராதிருந்ததின் மூலம் பள்ளி வேலைக்கு ஒத்துழைக்க விரும்பவில்லையென்ற குற்றச்சாட்டை இன்று சாட்டி மூன்று தினங்களுக்குள் காரணம் காட்டுமாறும் இல்லையேல் டிஸ்மிஸ் செய்யப்படுவார்களென்றும் அறிவித்திருக்கிறார்.

இந்த மூன்று தினங்களுக்குள் காரணம் காட்டவில்லையானால் அவர்கள் காரணம் காட்டுவதற்கு ஏதுமில்லையென்றே இந்த உத்திரவே டிஸ்மிஸ் உத்திரவென்றும் கொள்ளப்படும்.

கமிஷனர், பள்ளி ஆசிரியைகள் பள்ளிக்கூடங்களின் பொறுப்பை அந்தந்த பள்ளிக்கூடங்கள் சம்பந்தப்பட்ட குப்ரவைசர்களிடம் ஒப்புவித்த விடவேண்டுமென்றும் ஒரு உத்திரவு பிறப்பித்திருக்கிறார்.

ஐம்பத் சாயவில் லை.

ஆசிரியர்கள், மேற்கண்ட குற்றசாட்டுகளுக்கெல்லாம் பதிலளிப்பதில் லையென்றே முடிவு செய்திருக்கின்றனர்.

ஆசிரியர்கள் யூனியன் பிரதிநிதிகளை மதுரைப்பிராந்திய பள்ளிக்கூடங்களின் இன்ஸ்பெக்டர் நேற்று சந்தித்த வேலைக்கு செல்லுமாறு கேட்டுக்கொண்டார். இவரின் வேண்டுகோளை ஆசிரியர்கள் யூனியன் நடவடிக்கை கமிட்டி நிராகரித்து தங்களின் கோரிக்கைகள் முழுமையும் நிறைவேற்றப்படும் வரை வேலை நிறுத்தத்தை வாபஸ் பெறுவதில் லையென முடிவு செய்தது.

C.F. 30.

EDUCATION **DEPARTMENT.**

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

ASST. SECRETARY TO GOVERNMENT
8 - JUL 1947
EDUCATION AND PUBLIC HEALTH DEPT.

Subject.

MADURA MUNICIPALITY - STRIKE OF MUNICIPAL ELEMENTARY SCHOOL TEACHERS - Lowering mini; REPORT - SUBMITTED.

A letter for ... to receive here; to this, have been ... with ... have a copy of the decision ... 9 June ... 1947. ... wait until ... Dec. ... way of ... 1947 (date ... letter ... wide for ... reading ... to ... Teachers ... by ... 8/7/47.

pp 15-19 wks

ENCLOSURES.
No. .....
.....
Spare copies .....

R.C. No. 475 B.1/47

Station MADRAS , *Dated the* 2nd July 19 47.

From (Name) Sri D.S. Reddi, M.A. (Oxon) M.B.E.,
(Designation) Director of Public Instruction.

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

Sir,

I have the honour to submit the following report in regard to the Strike of Municipal Elementary School teachers, Madura Municipality.

The Divisional Inspector of Schools, Madura, reports that the strike of the Municipal Elementary School Teachers continues and the schools remain closed. The Aided Elementary schools in the Municipality are however reported to be working.

The Divisional Inspector reports that on Saturday the 28th Instant, he met Sri N.M.R. Subbaraman, M.L.A. and Sri A. Vaidyanatha Iyer, M.L.A., and apprised them of the position and requested them that they might try to persuade the teachers to resume work. Both of them agreed to do their best. On Saturday evening, Mr. Vaidyanatha Iyer sent for the representatives while the Divisional Inspector was also at his

P.T.O.

residence, but the representatives were not easily available. On Sunday morning again, he (Mr. Vaidyanatha Iyer) sent for the representatives but the Secretary of the Union regretted his inability to come on account of other business. But in the evening at about 4 P.M. on the 29th instant, the representatives of the Union including the Secretary and the President came to Sri A. Vaidyanatha Iyer's residence and an attempt was made to persuade the teachers to resume work. Sri N.S. Varadachari, M.L.A., was also present at the time of the discussion. The representatives finally agreed to call off the strike at a meeting to be convened in the night and promised to intimate the decision arrived at the meeting to Sri A. Vaidyanatha Iyer, M.L.A., They seem to have met Sri N.M.R. Subbaraman also in the night of the 29th instant and informed him of the contemplated calling off the strike. But unfortunately the representatives had not turned up again or sent any further communication calling off the strike. The Divisional Inspector states that this is the second occasion they behave in this manner and that they seem to be undependable. He feels that there is some one at the back of this movement, who is giving them some encouragement. The teachers including some of the women-teachers seem to be very adament and it is reported that they do not see officers even if sent for.

The Divisional Inspector further reports that on the morning of the 30th instant, he met the Municipal Commissioner. He states that notices of disciplinary action have already been served. (a copy of the order issued by the Commissioner is enclosed), but that many of the head-teachers have not yet handed over the charge of the school. The Divisional Inspector states that since it has not been possible to arrive at any settlement, the Commissioner will proceed with the usual disciplinary action and that he (the Divisional Inspector) is requesting the Commissioner to make arrangements for the appointment of substitutes so that the schools may be re-opened, if possible. In a subsequent report from the Divisional Inspector which is just now received, it is stated that on the 30th afternoon, the following persons met him in connection with the munucipal Elementary school Teachers' strike.

P.T.O.

i) Sri V. Ramunni, Secretary, Madras Provincial Elementary School Teachers'Federation.
ii) Sri William Raj, Secretary, Tamil Nad Federation and
iii) P. Hussain Mir Sahib, Secretary, Madura District Teachers' Federation.

The above gentlemen discussed with the Divisional Inspector about the strike situation and they have agreed to talk to the Madura teachers and try to arrive at a settlement within two days. Yesterday was the last date on which the teachers had to send their explanations to the charge framed against them and the Secretary, Madras Provincial Elementary School Teachers' Federation has seen the Commissioner, Madura Municipality and asked for extension of time for 2 days. The Divisional Inspector states that it is not known whether their attempts will be successful.

The Divisional Inspector further states that there is a likelihood of the Madras Provincial Elementary School Teachers' Federation taking up the cause of the Madura teachers, if disciplinary action is proceeded with and substitutes are appointed and that the situation is being watched and that further developments, if any, would be reported.

The 'Thanthi' a daily Newspaper in Tamil, has written an Editorial about this strike and a copy of the translation of the same is submitted herewith.

For Director of Public Instruction.

P.R.2/7.

COPY OF:

PROCEEDINGS OF THE COMMISSIONER, MADURA MUNICIPALITY, MADURA.

Present: I.D.N. Sahi Esq., I.C.S., Commissioner and Special Officer, Madura Municipality.

No.C2-13974/47 dated 27-6-1947.

Sub: Establishment - Education - Elementary School teachers - Madura Municipality - Strike - Charges framed.

Ref: This office memorandum No.13974-47 dated 25.6.47.

In this office memorandum cited above, the teacher whose name is noted at the foot of these proceedings, was ordered to show cause why disciplinary action should not be taken against him/her for unauthorisedly staying away from his/her duties. He/She was also warned that if he/she did not return to duty on 26-6-47, charges will be framed against him/her pending enquiry into which he/she would be placed under suspension. He/She has furnished no explanation for his/her absence from duty, nor has he/she returned to duty. He/She is therefore placed under suspension as from 25.6.47 pending enquiry into the charge set out below. He/She should hand over charge of the school forthwith to the Supervisor of Boys' Schools or the Lady Supervisor (in the case of Girls' Schools).

2. The following charge is framed against the teacher:

That having struck work he/she has absented himself/herself without leave from 25.6.47 and has not yet returned to duty, thus dislocating the work of the school.

He/She should explain within three days from the receipt of these proceedings why he/she should not be dismissed from service. If his/her explanation is not received within this time, it will be presumed that he/she has no explanation to offer and orders will be passed accordingly. The teacher is informed that he/she will be heard personally on 2.7.47 if he/she so desires. A form of questionnaire is enclosed to these proceedings and it should be returned along with the teacher's explanation duly answered.

(Sd) I.D.N. Sahi,
Commissioner & Special Officer.

To

Sri
Srimathi

Headmaster/Headmistress/Teacher,

.....Municipal Elementary School, Madura.

Copy to the Supervisor of Boys Schools with copies of these proceedings intended for Headmasters and teachers of Boys schools.
Copy to the Lady Supervisor with copies of these proceedings intended for Headmistresses and teachers of Girls Schools.

(TRUE COPY).

For Director of Public Instruction.

COPY OF:

THANTHI - 30-6-47 (Editorial) (Tamil Daily) Translation.

TEACHERS' STRIKE.

No one would welcome the suppension order given to the Madura Municipal School teachers (both men and women) who are on strike. The Commissioner may explain his action saying that he is acting as per rules! But the Commissioner should not forget the fact that 'Rules(Law)' and 'Discipline' are man's own creation. We do not propose to enter in the controversy whether the teachers' strike is reasonable or not. What one may call 'lawful' may appear to be unlawful to a set of different other people.

But the demand of the Elementary School teachers cannot be considered as unreasonable or found fault with. They don't ask for more pay to lead a happy life. They demand more pay simply to have the existing lingering life to linger on for some more time. The Elementary school teachers are put to the necessity of starvation to-day. The Central Government have accepted this.

Nobody would have forgetten the report of the Central Pay Commission published recently. The middle class people should be paid atleast Rs.90/- per mensem. Then only they can carry on without any difficulty or mental worry. Those who are getting lesser pay than this, would have to fight for their daily bread. The above idea has been pulished by the Central Pay Commission. The Finance Member- Liaquat Ali Khan has declared that a stage would come, when, those who get less than Rs.90/- per mensem would half-starve.

When all these are taken into consideration no one can find fault with the demands of the elementary school teachers. It is astonishing as to how they keep themselves alive with the pay they are now getting.

The teachers are not getting as much as what the mill coolies or masons are getting.

We think, because the teachers cannot withstand this suicidal condition of theirs anylonger, they have resorted to strike.

The condition of the teachers working in Local Boards - such as Dt. Boards and Municipalities - are still more pathetic. If this condition of the teachers were to continue, then the education of our Province cannot progress. The Minister's talk for Educational Progress and Compulsory Education Scheme would all become an eye-wash. The man who is half-starved cannot teach to others with peace of mind. Learned men would accept this.

The condition of the Madura Elementary school teachers has increased from half-starvation to full starvation. Pointedly, the condition of the strikers who are women, is still more worse.

We expected that the Commissioner would temporarily save the teachers from this deplorable situation. What we expected did not materialise. The communique says that the discussion with the teachers had failed. It is quite common that such discussions would fail. But intelligent people should try to begin the discussion once more and arrive at a settlement. Leaving this, actions such as suspending the teachers and dismissing them would not bring about a settlement. Such things will only worsen the situation in the future.

Would the situation improve if the strikers are replaced by new entrants. "We will study only under the old teachers" - if the pupils say and offer satyagraha on this point, then who are to be replaced or dismissed?

We hope that the Commissioner would take up some other new method to solve this question. He should once again meet the representatives of the teachers and try to arrive at a settlement. It is not fair that this deplorable condition of the strikers should be allowed to continue as such.

It is unfortunate that the Government are putting themselves in the place of mere 'Passive Spectators' in this affair. Even if a settlement is not reached here, atleast the Minister for Education could have discussed with the represenatives of the teachers. They could have arrived at a compromise and made the teachers to return to work. If there is will these things could have been done - leaving

P.T.O.

leaving this, it is not worthy of people's representatives to resort to such methods as 'threatening' and '(disciplinary) action'. If the Governor's regime had continued, this only would happen. If the same proceedure is followed by the 'People's Ministers' there cannot be any difference. We are afraid, if this attitude is allowed to continue, even the popularity of the Congress would dwindle.

Therefore the Government should come forward, leaving aside their threats, to solve the strike situation of the Madura teachers.

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(TRUE COPY)

P. [illegible]

For Director of Public Instruction.

P.R.2/7. SGP 2/7

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I had placed this matter before the Council with my note that according to Government Memorandum No.36715/46-9-Spl. dated 8-2-47 - revising the scales of pay of other employees - the Government were considering the question of the teachers' pay separately and their orders were awaited. This note was approved by the Council. It is significant to note in this connection that in the resolution dated 8-3-47 there is no mention of weightage for service, House Rent Allowance, or enhancement of Provident Fund contribution, as now claimed in the Union's explanation dated 29-6-47. Even in the resolution dated 14-6-47, which immediately preceded the strike, the main demand is about the scales of pay only. Therefore, in referring to other demands, the Union's explanation dated 29-6-47 is contrary to facts. The only other thing mentioned in the resolution dated 14-6-47 was the question of House Rent Allowance about which the teachers were informed on 16-6-47 that the Council and the Government had been moved to accord their sanction. The Council has since sanctioned the House Rent Allowance, and it will be paid to the teachers, as in the case of other employees, after Government's approval which is being solicited separately. It is difficult, also, to agree with the claim made in the Union's explanation that the Municipal Teachers' Strike is "a constitutional procedure and it can never be considered as an act of insubordination or dereliction of duties." Again, the notice of this strike, dated 15-6-47, claimed to call the strike in pursuance of a resolution adopted at the Provincial Teachers' Conference held at Madras. I understood from the Secretary of the Provincial Elementary Teachers' Federation, Mr.V.Ramunny, that the provincial organisation had issued a direction to all Mofussil Unions not to go on strike on 25-6-47. One other fact to be considered regarding this explanation is that the normal procedure in cases of disciplinary enquiry is for the person or persons charged to send their explanation individually, whereas the explanation now under reference is a collective statement by the Union on behalf of its members who have not submitted any explanations personally.

P41 infra

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Therefore, even if the explanation were not belated, it can hardly be considered satisfactory. To-day was the date fixed for the personal hearing of teachers who wished to make representations in person. Nobody has turned up to do so. The charge against teachers, therefore, stands and has to be disposed of. I request that necessary instructions may kindly be issued urgently to me about further action to be taken in this matter. There are 63 Municipal Elementary Schools (36 Boys Schools and 27 Girls Schools), all affected by the strike. None of them is functioning. All the teachers in these schools are involved in the strike except a few who have been on leave since before the strike. The number of strikers (now under suspension) including acting hands, is 470. If all of them were to be dismissed in pursuance of the charge framed against them, it may be sometime before the schools can be got going again. The recruitment of new hands - a necessarily slow process - will depend also on how the situation then develops.

I have reported on the situation to the Hon'ble the Prime Minister in person on 1-7-47, and I shall submit the matter for his consideration again when he returns to Madura on 3-7-47. Meanwhile, this morning's newspapers carried reports of the decision of the other Municipal employees to go on strike from 18-7-47, in case their demands are not satisfied earlier. I have also received a notice of strike this morning from the other employees. I enclose a copy of this notice and my report on it to the Government in the Local Administration Department. The significant thing about this second notice of strike is that the Municipal Employees Association has declared its sympathy with the teachers' strike. I understand also that, although the Provincial Teachers Federation did not authorise the teachers' strike here, the Secretary, Mr.V.Ramunny, has left Madura after assuring the teachers that the Provincial Federation will support

and stand by them. A statement to that effect also appeared from the Secretary, Tamil Nad Elementary School Teachers Federation in the 'Hindu' and the 'Mail' on 1-7-47.

I request the favour of early orders with reference to the questions submitted in the previous paragraph.

Madras,
2/7/47.

Commissioner and
Special Officer.

RK.2.7.p.

Copy to the Secretary to Government, Local Administration Department, Madras.
" " " Director of Public Instruction, Madras.
" " " Inspector of Municipal Councils and Local Boards, Madras.
" " " the Divisional Inspector of Schools, Madura Division, Madura.
" " " the District Educational Officer, Madura.
" " " District Magistrate, Madura.
" " " the Inspectress of Girls Schools, VII Circle, Madras.

Proceedings of the Madura Municipal Employees Association passed at its urgent meeting held on 30-6-47.

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Subject: Letter from the Secretary of the Madras Municipal and Local Board Employees Federation, Kumbakonam requiring all the associations of the employees in the Presidency to resort to a stay-in strike from 7-7-47 and the resolution of the Managing Board thereon.

Resolution:

Proposed by S.Sitaraman and seconded by Jagannatha Pillai and supported by D.Natarajan.

(1) This association is deeply grieved at the attitude of the Govt. in not placing the employees of this Council at par with Govt. servants in the matter of pay and allowances in spite of the repeated requests made through the Council and Commissioner and though the necessity for such a course has been accepted on principle in the Press note issued with the recommendations of the Cabinet Sub Committee published in the papers.

This association welcomes the lead given by the Provincial Municipal Employees Federation for an united and joint action simultaneously in all centres from 7-7-47 till all our demands are conceded. However, in order to enable the Madura Municipal Workers Union, the Bill Collectors Association and other Associations in this Municipality to join together and launch upon a complete strike instead of a stay-in-strike as discussed in to-day's meeting, it is resolved that the date of strike be altered and fixed as 18-7-47.

But it is however gratified to learn through the reports published in the Press (Hindu dated 29-6-47) that the Hon'ble Minister for Local Administration has after realising the injustice done to us, at last now stated in Cotacamund in reply to a memorandum presented by the municipal employees, that our status should be exactly at par with the Govt. servants in the matter of pay, allowances and other concessions and that the only obstacle in the way of putting into practice his conviction, is the paucity of the finances of Government. Bearing these observations made by the Hon'ble Minister as the decided policy of Government, this association begs to point out to the Hon'ble Minister that the finances of this Municipal Council are sound enough to meet the expenditure now and ever if the same concessions as the Govt. servants are allowed, and therefore requests him to pass immediate orders sanctioning to employees of this Council scales of pay at rates specified for Govt. servants with weightage of increments for past services, interim relief, bonus and house rent allowance permanently as already recommended by the Council and Commissioner.

If no orders of Government sanctioning the above demands are received by 17-7-47, this Assocn. resolves most reluctantly and being forced by circumstances to advise allx the members of the staff covering all the services to abstain from work from 18-7-47 till the demands are conceded in full.

This Association desires to reiterate the loyalty of its members to Govt. and wishes to make it clear that by embarking on this strike it is not their desire either to embarass the Govt. and coerce them to accede to the demands or inconvenience the public. But it wants the public to understand the justice of the cause and the necessity for immediate relief, and prevail upon the Govt. to view the whole case dispassionately through the eyes of a popular ministry who have cherished nothing but equality and justice for all in their hearts all these years.

No.2.: This Association fully sympathises with the teachers of this Municipality in their struggle for a living wage and requests the Govt. and the Commissioner to accede to their requests without victimisation.

Carried unanimously.

(True extract)

Sd./ K.V.Thenu Iyer,
Secretary.

(True copy)

16 23

Copy of letter dated 1-7-1947 from the Secretary, The Madura Municipal Employees' Association to the Commissioner & Special Officer, Madura Municipality, Madura.

Sub:- Establishment - Madura Municipal Council - Redressal of grievances - Notice of Strike - Communicated.

The Municipal Employees Association has been striving in a most constitutional manner in all these long months for the redressal of the following grievances.

1. Scales of pay similar to Government servants with increments for weightage in service.
2. Grant of interim relief.
3. Grant of Bonus equivalent to a months pay.
4. Grant of House rent allowance at Government rates permanently.

Though these concessions have been recommended both by the Commissioner and the Council, none of them except item No.4 (which is temporary for six months) have been sanctioned by the Government. An urgent meeting of the General Body of the Association was held on 30-6-47. The representatives from other Associations viz., The Madura Municipal Workers Union, The Bill Collectors Association, The Peons Association etc., also attended and took part. It has been unanimously resolved to embark upon a general strike on and from 18-7-47 in case these above demands are not granted. A copy of the resolution is enclosed.

(True Copy).

Copy of Ref. 66-47 dated 29th June 1947 from the Secretary, The Madura Municipal Elementary School Teachers Union to the Commissioner, Madura Municipality, Madura.

Ref: No.13974 of 47 dated 25-6-47 & 27-6-47.

On behalf of the members of the Union and in my capacity as the Secretary of the said Union, I submit the following explanation. The members of this Union have in their meetings dated 14-1046 and 8-3-47 passed Resolutions regarding their scales of pay, weightage for service, House-rent allowance, enhancement of Provident Fund contribution and have submitted them duly to the concerned authorities. As co nsiderable time has passed, no redress was given. We were obliged to pass in our meetings dated 8-3-47 and 14-6-47 a Resolution of Strike and the said resolution also had been duly submitted to the authorities concerned. So far We are not aware that any Government scale of pay has been fixed nor has that any reference to the demands we have made in our resolutions stated above. We are ~~mkx~~ only adopting a constitutional procedure and it can never be construed as an act of insubordination or dereliction of duties. Any attempt to victimise or terrorise the poor and ill-paid teachers is neither fair not just to the authorities concerned. This strike is the only way to ventilate our grievances jointly when they stand unredressed for a long time.

(True Copy).

Bl-1508-47. Municipal Office, Madura,
2nd July, 1947.

From

I.D.N. Sahib Esq., I.C.S.,
Commissioner and Special Officer,
Madura Municipality, MADURA.

To

The Secretary to Government,
Local Administration Department,
MADRAS.

Sir,

ESTABLISHMENT - Madura Municipal Council - strike notice of municipal employees - submitted.

I enclose herewith a copy of the letter dated 1-7-47 received today from the Secretary of the Madura Municipal Employees' Association communicating their resolution dated 30-6-47 according to which the municipal staff propose to call a general strike from 18-7-47 "if no orders of Government sanctioning their demands are received by 17-7-47." Their demands are as under:-

1. Scales of pay similar to Government servants with increments for weightage of service.

2. Grant of interim relief.

3. Grant of bonus equivalent to a month's pay.

4. Grant of house rent allowance at Government rates, permanently.

This strike notice claims to speak on behalf of the Madura Municipal Employees Association, the Madura Municipal Workers' union, the Bill Collectors Association, the Peons' Association etc. None of these associations has been recognised yet by competent authorities. It is possible that there may be other employees, not covered by these unofficial Associations, who may also be persuaded eventually to join the threatened general strike. The Madura Municipal Employees Association claims to speak on behalf of the ministerial staff. The Madura Municipal Workers Union claims to speak on behalf of the watersupply, drainage, electricity, sewage farm and central workshop staff. I invite, in this connection, your attention to my letter No.B3-5067-47 dated 25-4-47 in which I have reported the facts about the Madura Municipal Workers' union. The President of this Union has been a spokesman of the municipal conservancy workers also. It is, therefore, possible that the sweepers and scavengers may be induced to join the strike. A general strike--whether it is in sympathy with the municipal teachers now on strike, or whether it is in pursuance of the directive of the Madras Municipal and Local Board Employees' Federation, Kumbakonam--will be an extremely serious matter. It will interfere instantly with essential services vital to the life of the community. Such an irresponsible and dangerous step must be forestalled. Even before this resolution was passed, its sponsors had talks with me and I had tried to persuade them against the extreme inadvisability of the contemplated strike. Nevertheless the threat has been extended.

I submit below the position regarding the demands of the employees embodied in the strike notice:-

1.(a) Scales of pay:- It has been a longstanding demand of the municipal employees that they should be paid the same scales of pay as Government servants of corresponding rank. The Municipal Council also has repeatedly endersed this demand but the scales finally sanctioned by the Government ing Government Memorandum L.A.No.36715-46-Spl. dated 8-3-47, and now in force in this municipality, do not accept the principle.

(b) Increments for weightage of service: This demand has also been endorsed by the Municipal Council and has been submitted for Government's consideration several times. It was turned down in Government Memorandum No.19036-1- Spl. L.A. dated 20-6-47. I invite your kind attention in this connection to my D.O. No.B1-931-47 dated 28-6-47. Since the receipt of Government Memo. No.22312-1-G- L.A. dated 26-7-47, I am having the position examined again and shall submi the necessary information as ordered by the Government.

2. Interim Relief: This demand has been repeatedly negatived by the Government. I invite your attention to Govt. Memoranda Nos.2948-I-46-3G L.A. dated 7-11-46, 44708-2G L.A. dated 28-3-47 and 6853-47-1-G dated 13-3-47.

3. Bonus of one month's salary:

This demand has also been rejected by the Govt. in G.O.No.Ps.773 L.A. dated 26-4-47.

4. Grant of House Rent Allowance at Government rates permanently:

House rent allowance has been sanctioned to servants of this Municipality in G.O.No.Ms.923 L.A. d/22-5-47 which states that the grant is temporary and subject to review after six months. I invite your attention in this connection to my letter No.B3-5067-47 dated 18-6-47 in which I have requested that the Govt. may be pleased to permit the house rent allowance to continue till the present conditions improve.

It will be seen from the above that all the demands now raised by the Municipal employees are with reference to orders already passedby the Govt. Unless these orders can be revised by the Govt. it is not possible to satisfy any one of them. I have had talks with the representatives of the employees' Association both before and after their strike notice was received. It does not appear likely that they will be prepared to give up their demands, or abandon the idea of the strike to achieve them. Regardless of the question whether municipal employees have the right, like industrial labour, to declare strikes, the fact remains that a general strike of municipal employees cannot be met effectively by organising alternative services. Most of these men perform essential and technical duties and it may not be possible to recruit substitutes before serious damage is caused to the health and other vital requirements of the town. If the demands of the employees cannot be met, I submit it will be necessary to protect these essential services under the Madras Maintenance of Public Order Act, 1947. In this connection I invite Govt.'s kind attention to Govt.'s Confidential Memorandum No.13152-47-4-Spl. L.A. dated 7-5-47 and G.O. Confidential No.Ms.2129 L. & P.H. d/18-6-47. I request that the position may be reconsidered urgently, and suitable orders may be passed. I also solicit the favour of early instructions ~~to meet the favour of early instructions~~ to meet the situation should this strike take place as now threatened.

Commissioner and
Special Officer.

rk.2.7.p.
Copy to the Secretary to Govt., Education & P.H.Dept., Madras.
" " the Inspr. of Ml. Cls. & Local Bds., Madras and the Dist.Magistr

C.F. 32 (a). **SPECIAL.**

Department

Received Registered

From (Name)
Sri D.S.Reddi,M.A(Oxon)M.B.E.,
Designation Director of Pub.Instruction
MADRAS.
Station

To
The Secretary to Government,
Edn & P.H. Department.

Enclosures :

R.C. No. 475 B1/47 dated 3rd July 1947 194 .

Sir,

Sub: STRIKE of Municipal Elementary School teachers Madura Municipality.

****

In continuation of my letter R.C.No. 475 B.1/47,dated 2--7--1947, I have the honour to submit herewith a copy of a further report in the matter R.O.C.No. 185 D/47,dated 2--7--1947 received from the Divisional Inspector of schools, Madura today.

A copy of the Secretary's reply referred to in para 2 of the Divisional Inspector's letter has already been submitted direct to the Hon'ble Minister(Education) and the Hon'ble Premier direct by the Secretary. A copy of the same is however submitted herewith, for ready reference.

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

for Director of Public Instruction.

P.R.K. 3/7/47

above. We are only adopting a constitutional procedure and it can never be construed as an act of insubordination or dereliction of duties. Any attempt to victimise or terrorise the poor and ill paid teachers is neither fair nor just to the authorities concerned. This strike is the only way to ventilate our grievances jointly when they stand unredressed for a long time.

Sd x x
Secretary.

/True copies/

For Director of Public Instruction.

SECRETARY, EDN. AND P. H. DEPT. 6 - JUL 1947 GOVERNMENT OF MADRAS

No.C2-13974/47. Municipal Office, Madura, 4-7-47.

From
I.D.N.Sahi Esq., I.C.S.,
Commissioner & Special Officer,
Madura Municipality,
MADURA.

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

Sir,

Sub.: Establishment - Education - Elementary school teachers serving under the Madura Municipal Council - Strike - Further report - Submitted.

Ref.: These office letters No.C2-13974/47 dated 16-6-47, 23-6-47, 25-6-47, 27-6-47, 28-6-47 and 2-7-47.

In continuation of my letters cited above, I beg to submit the following further report:-

The Hon'ble the Prime Minister, during his camp here on 3-7-47, discussed the strike situation with me and Sri N.M.R. Subbaraman, M.L.A. who represented the teachers' case. At the meeting, the District Magistrate, Madura, the Divisional Inspector of Schools and the District Educational Officer were also present. With reference to G.O.No.Ms.1371 Edn. dated 30-6-47 I pointed out that the teachers could be paid from 1-1-47 the revised scales of pay as fixed for teachers in Government Elementary schools. The Council has in its resolution No.344 dated 4-7-47 approved the adoption of the revised Government scales of pay. I also pointed out that the Council in M.C.R.No.311 dated 20-6-47 has already sanctioned the payment of House Rent Allowance to the teachers as in the case of other Municipal employees as from 1-1-47. Both these payments can be made to the teachers as soon as Government's approval is obtained for them. (I am addressing you separately to-day for Government's approval for these two proposals). The discussion ended with instructions from the Hon'ble the Prime Minister that Sri N.M.R.Subbaraman, M.L.A. should convey this position to the teachers and inform me of their reaction to it. This morning, Sri N.M.R.Subbaraman, M.L.A. had a talk with me and told me that the teachers do not find even these proposals acceptable. I understood also from Sri N.M.R.Subbaraman, M.L.A. that some of the teachers themselves had seen the Prime Minister yesterday, and were informed personally about the payment of House Rent Allowance and the Government scales of pay to them.

As submitted in my letters dated 25-6-47, and 2-7-47, the original stand of the teachers, before they went on strike, was that they should be paid House Rent Allowance and revised Government scales of pay. This, as they had been informed already on 24-6-47, is now available to them with reference to Government's orders. But, in the meantime, they have resiled from their original position and have apparently added other demands to their original claims (namely, weightage for service, enhancement of Provident Fund contribution etc.). As submitted in my letter dated 2-7-47, the teachers seem to be desirous of dragging on the strike with a view to link it up with the threatened strike of other employees on 18-7-47, about which I have submitted a separate report in my letter No.B1-15087/47 dated 2-7-47 addressed to the Secretary to Government, Local Administration Department (with copy to you). In these circumstances the strike continues. All the Headmasters and Headmistresses have handed over charge of their respective schools already. They continue to be under suspension from 25-6-47.

I request that urgent instructions may kindly be issued to me regarding further action to be taken in the matter, particularly whether in pursuance of the charge served upon the teachers, they

(P.T.O.)

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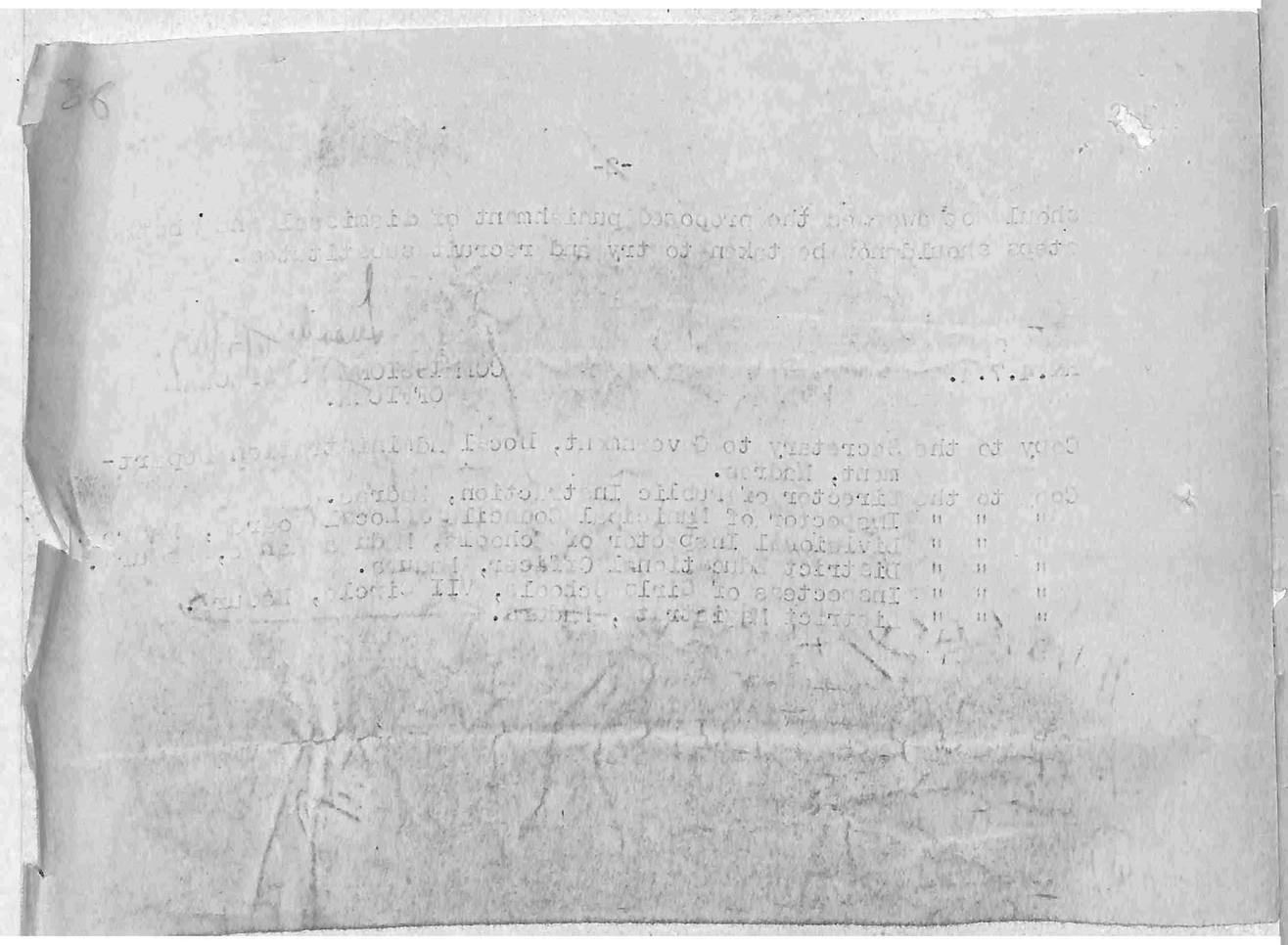
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should be awarded the proposed punishment of dismissal and whether steps should now be taken to try and recruit substitutes.

RK.4.7.A.

COMMISSIONER & SPECIAL OFFICER.

Copy to the Secretary to Government, Local Administration Department, Madras.
Copy to the Director of Public Instruction, Madras.
Copy to the " " " Inspector of Municipal Councils & Local Boards, Madras.
" " " " Divisional Inspector of Schools, Madura Range, Madura.
" " " " District Educational Officer, Madura.
" " " " Inspectess of Girls Schools, VII Circle, Madura.
" " " " District Magistrate, Madura.



-3-

No.B1-15087/47. Municipal Office, Madura,
Dated 4-7-47.

From

I.D.N.Sahi Esq., I.C.S.,
Commissioner & Special Officer,
Madura Municipality,
MADURA.

To

The Secretary to Government,
Local Administration Department,
MADRAS.

Sir,

Sub.: Establishment - Madura Municipal Council - Strike notice of the Municipal employees - Report - submitted.

Ref.: This office letter No.B1-15087/47 dated 2-7-47.

- - -

In continuation of this office letter cited above, I enclose herewith a copy of the letter dated 1-7-47 received from Sri R.Ramalingam, "President of the Madura Municipal Workers Union". I invite your attention in this connection to this office letters No.B3-5067/47 dated 1-4-47, and 25-4-47 in which I have reported the facts about the "Madura Municipal Workers Union" and its "President". The "Union" continues to be unrecognised in spite of repeated letters to its "President" to take steps to get it recognised. He has seen me several times in the meantime and has stated that the workers are not bothered to put themselves under the discipline of a recognised Union. I invite your attention also to Government's Confidential Memorandum No.13152/47-4-Spl. L.A. dated 7-5-47, in which the Government have ordered that the demands of the "Madura Municipal Workers Union" are inadmissible and cannot be sanctioned but their representations will be duly considered if a properly constituted Association of the employees makes representations. Government's orders in this Memorandum were communicated to all the employees. The claim in the strike notice dated 1-7-47, that no action was taken on the "Union's" letter dated 28-2-47, is, therefore, not true. Regarding their original demands, I had placed the matter before the Council as submitted in my letter No.B3-5067/47 dated 1-4-47 and the Government have been pleased to pass on it the orders just mentioned. Regarding the other five demands contained in the "Union's" letter dated 1-7-47, they are in common with the demands of the "Madura Municipal Employees' Association" on which I have reported in detail in my letter No.B1-15087/47 dated 2-7-47. I may add here that the employees of this Municipality are already paid the House Rent Allowance similar to Government servants. Their House Rent Allowance has been temporarily sanctioned for 6 months in G.O. No.Ms.103 L.A. dated 22-5-47 subject to review after 6 months. The House Rent Allowance sanctioned for Government servants in G.O.No.78 Finance dated 6-2-47 is equally temporary and subject to review after 6 months.

The threat of the general strike from 18-7-47 was brought to the notice of the Hon'ble the Prime Minister during his camp here on 3-7-47 and the matter was discussed by him at some length. As submitted in my previous letters, all the employees on whose behalf the "Madura Municipal Workers Union" claims to speak, constitute essential services, the cessation of which will be a menace to the town. I invite your attention in this connection to the letter of the District Magistrate, Madura, No. Confidential-924/M/47-C1 dated 29-4-47 addressed to the Chief Secretary to Government, Public (General) R. Department. I submit that the necessity of notifying these employments as essential services under the Madras Maintenance of Public Order Act, 1947 and of delegating due powers under the Act to the District Magistrate, Madura has been only accentuated by the present agitation for a general strike. This morning also the Secretary

(P. .O.)

38

of the "Madura Municipal Employees Association" saw me. The employees appear to be determined to stage the threatened strike.

I shall submit further reports on the situation in due course. Meanwhile, I solicit the favour of early instructions to meet the threatened strike should it supervene. As instructed by the Inspector of Municipal Councils & Local Boards in his D.Dis.No.Confidential-26519 dated 2-7-47, I have warned the Municipal employees to-day that severe disciplinary action would be taken, if any one participates in the threatened strike.

Commissioner &
Special Officer.

RK.4.7.P.

Copy to the Secretary to Government, Education & Public Health Department, MADRAS.
" " " Inspector of Municipal Councils & Local Boards, Madras.
" " the District Magistrate, Madura.

39

Copy of the Strike notice received from the "President" of the "Madura Municipal Workers' Union", d/1-7-1947.

- - - -

We, the Members of the Association, requested in our previous letter of 28-2-1947 certain demands regarding our salary, bonus etc. No steps have been taken to fulfil our demands till now. So, in the General Body Meeting held on 1-7-47, our Union unanimously decided to launch on a Strike from 4 A.M. on 18-7-47 till our demands as well as the Five Demands mentioned in the Municipal Employees' Association are acceded to.

The Five Demands are as follows:

1. Revision of scales of pay so as to be at par with Government servants.
2. Grant of interim relief as allowed to Government servants.
3. Grant of one month's salary as bonus.
4. Grant of increments in the Revised Scale for service hands as in the case of Government servants.
5. Grant of House Rent Allowance similar to Government servants.

(Sd.) P.Ramalingam,
President,

(True copy)

No. C2-13208/47

Municipal Office, Madura,
Dated 4-7-'47

From

I.D.N.Sahi, Esq., I.C.S.,
Commissioner & Special Officer,
Madura Municipality, MADURA.

To

The Secretary to Government,
Education & Public Health Department,
M A D R A S.

Through

The Director of Public Instruction Madras.

Sir,

Sub.: Establishment - Municipal Council Madura - Elementary School Teachers - Revised Scales of pay and house rent allowance - payment of -sanction requested.

Ref.: 1. G.O.No.Ms.923(L.A.) dated 22-5-'47 and
2. G.O.No.Ms. 1371 Edn.dated 30-6-'47

* * *

In G.O.No.MS. 923 (L.A.) dated 22-5-1947 the Government sanctioned the payment of House Rent Allowance with effect from 1-1-47 to theservants of this Council at the rates of Rs.3/- per mensem to those drawing less than Rs.40/- and Rs.5/ per mensem with margimal adjustments, to those drawing between Rs.40 and Rs.80/- per mensem. This was sanctioned with reference to this office No. B3- 5067/47 dated 1-4-47 and B1-931/47 dated 12-3-'47 containing my detailed note to the council dated 8-3-'47. In this note to the Council, the question of house rent allowance to the establishment borne on Elementary Education Account was not considered pending orders of Government on the revision of their pay.

In G.O.No.Ms. 1371 Edn. dated 30-6-'47, the Government have now permitted the Municipal Council to introduce the Government scales of pay for teachers provided the Municipal Council makes an additional contribution from the General Funds to Elementary Education Fund to meet the extra expenditure. This G.O. was placed before the Council and in M.C.R.No.344 dated 4-7-47 (copy enclosed) the Council has resolved to adopt these scales with effect from 1-I-47 and further resolved to meet the extra cost required from out of the amount of Rs.1,45,183/ being the III instalment of Arrear Toll Compensation sanctioned for 47-48 in G.O.No.768 (L.A.) dated 24-5-'47 and to take steps to raise the Education Tax Suitably from 1-4-'48.

Since the scales of pay to the teachers have been revised the payment of house rent allowance to these establishments may also be sanctioned as has been done in the case of other establishment with effect from 1-1-47. A copy of the M.C.R.No. 311 dated 20-6-'47 sanctioning the House Rent for them is enclosed.

The extra expenditure that would be involved in giving effect to the revised scales of pay and the House Rent Allowance is given below.

Extra expenditure involved:

	Revised scale of pay	House Rent.	Total
For 2 months in 46-47	Rs. 3,128/-	Rs.3,724/-	Rs.6,85
For 47-48	Rs.18,768	Rs22,344/	Rs41,112
		Total ...	Rs.47,9

P.t.o.

I request that the Government may be pleased to sanction the payment of the House Rent Allowance and permit this council to meet the extra amount required from the arrear toll compensation of Rs.1,45,183/- sanctioned in G.O.No. 768 (L.A.) dated 24-5-1947.

Necessary steps will be taken to increase the Elementary Education Tax to meet the recurring expenditure from 48-49 as resolved by the council.

Commissioner &
Special Officer.

JM 4-7 9/7-7-47
Advance copy to the Secretary Edn & P.H Dept. Madras.
Copy to Secretary L.A. Department, Madras.
Copy to Inspector of Mupl.Councils and Local Boards , Madras.

Copy of M.C.R. No. 344 dated 4-7-'47.

Sub.: G.O.Ms.No.1371 Edn. dated 30-6-'47 informing that there is no obligation on the part of the Municipal Council to introduce the Government Scales of pay for teachers in our municipal schools and that however there is no objection to this council introducing the Government scales of pay for our Municipal teachers with effect from 1-1-47 provided that an additional contribution is made from the General Funds to the Elementary Education Fund towards the extra expenditure involved and the note of the Commissioner thereon.

1. To introduce the Government scales of pay from 1-1-47 in view of the fact that the teachers have so far been paid at Government scales.
2. To meet the extra cost required from 1-1-47 to 31-3-48 from Arrear Toll compensation with the sanction of Government.
3. To take action to raise the Education Tax suitably from 1-4-'48.

RESOLUTION:

Note approved.

Sd/-I.D.N.Sahi,
Special Officer.
/True copy./

Copy of M.C.R. No.311 dated 20-6-'47.

Sub.: Note of the Commissioner to sanction the payment of the House Rent Allowance with the sanction of Government to the Educational Staff of this Municipality also as per sanction accorded by the Government to the other servants of this Municipality in G.O.No.Ms.923 dated 22-5-'47 with effect from 1-1-47.

Resolution:

Note approved.

Sd/- I.D.N.Sahi,
Special Officer.

JM 4-7 9/7-7-47 /True copy./

4-2

R.O.No. 53690-B/47-1 dated 8-7-1947.

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

Dear Sahi,

Sub:- Elementary school teachers - Madura Municipal Council - Strike.

Ref:- Correspondence ending with your letter No. G2-13200/47 dated 4-7-47.

I am desired to say that the Government consider that the instructions issued in G.O.No.1342, Education, dated 25-6-47, for dealing with teachers' strikes should be strictly followed. I am to ask you that you may formally complete the enquiries and order dismissal and set about recruiting substitutes. As regards the substitutes, I am to say that they may be recruited on a temporary footing until the appeal time is over. This would also give an opportunity if circumstances warrant it to Government later on for modifying the punishments without the completion of other regular interests being affected thereby.

I am to add that orders will be issued separately in regard to the proposal in your letter No.G3-13200/47 dated

P.T.O.

44

-2-

dated 1-7-47 about the grant of house rent allowance to elementary school teachers.

Yours sincerely,

6/c.

To

I.C.S. Sahi Esq., I.C.S.,
Commissioner & Special Officer,
Madura Municipality, Madura.

Copy to the Director of Public Instruction, Madras.

By name.

Despatched.

8/7/47.

Four copies placed below

45

Edn. & P.H (B2)

From the Comm'r. & Spl. Officer, Madura Municipality, No. C2-13208/47 dated 4-7-47.

Sub:- Estt. - Mr. council, Madura - Ely. school teacher House rent allowance - Payment of - Sanctioned

Order MS. No. 1508 Edn., dated 11.7.47

Flag 'Z'

The Spl. Officer, Madura Municipality is informed that under the orders in G.O.MS. 923, Local Administration, dated 22-5-47, house rent allowance can also be given to teachers in the Mr. Elementary schools, Madura, subject to the conditions specified in the G.O. The additional expenditure on account of the grant of the allowance to teachers may be debited to the elementary education fund.

The council should transfer to the elementary education fund a portion of the arrear bill compensation grant for meeting the extra

P. T.

-2- 46

expenditure involved.

9/7/47. (P.T.W.)

9/7/47

4/7/47

To
The commr. & Spl. officer,
Madura Municipality.

copy to the D.P.I.,
" Exr. of L.F. Accts.

Dy. No. 8/17/7/47

Speed

E. & S.H. Dept.

SECRETARY, EDN. AND P. H. DEPT.
8 JUL 1947
GOVERNMENT OF MADRAS

Madura teachers' strike

27

The Commissioner (Mr. Sahi) phoned to me last night - at about 11 P.M. - that he understood that the teachers would be willing to join back to-day but without withdrawing the notice of Strike or expressing regret, apparently on the footing that the charge framed against them would be withdrawn. To-day is the last date fixed for their joining in their explanation - or that charge (& meanwhile they have been placed under suspension). The Commissioner said that it was not in his opinion proper that they should be allowed to rejoin when they had declined to answer the charge against them at all. & he was him that & agrees with him, & that unless they gave a reply to the charge they should not be permitted to rejoin but should continue to be under suspension & the disciplinary enquiry should be duly proceeded with. H.P.M. is also away

Dy. No. 29/7/47

As H.M. (Exr.) is away, H.P.M. may see.

T.S. 3-7-47

Init 30/6/47.

H.P.M.

E.& P.H.Dept.(B2).

Subj:- Elementary School teachers - Strike.

Refce:- From the Commissioner & Special Officer, Madura Municipality, No. C2-13974/47 dated 4-7-1947.

The current file contains reports regarding the situation created by the strike of the Municipal Elementary School teachers in Madura Town. The Commissioner has stated that the General establishments have also declared their intention to strike work if their demands are not conceded before the 17th of July. The demands are:-

(1) Scales of pay similar to Government servants with increments for weightage of service.

(2) Grant of interim relief.

(3) Grant of bonus equivalent to a month's pay.

(4) Grant of house rent allowance at Government rates, permanently.

The Commissioner has addressed the L.A. Dept., as to whether or not these demands should be conceded.

The Commissioner apprehends that serious damage may be caused to the health and other vital requirements of the town if the strike materialises, and has asked for early instructions as to how to meet the situation.

2. As regards the four demands referred to above, teachers have been granted Govt. scales of pay from 1-1-'47. The Council has also sanctioned House-rent Allowance for teachers. As regards interim relief, the orders of Government are that in view of the introduction of the revised scales of pay from 1-1-'47 no interim relief need be given to the employees of local bodies. Unless these orders are modified the request of the teachers for interim relief cannot be accepted. In regard to grant of bonus, the intention of Government is that bonus should be paid to such of the employees in respect of whom revised scales of pay are not introduced on or after 1-4-47. So far as teachers are concerned revised scales of pay have been introduced from 1-1-47. There is no need to grant any bonus to teachers.

P.T.O.

~~2~~ 3

3. ~~So far as the strike relating to teachers is concerned,~~ no ~~immediate action seems~~ called for in this Department. General instructions as to how the strike should be dealt with have been issued in G.O.Ms. No.1342, Education, dated 25th June '47. ~~It is understood from the I.A.Dept., that they have noted on the proposals of the Commissioner in his letter on page 27 of the current file and are sending the file to this Department. Perhaps the return of that file may be awaited.~~ the Govt. still asks for urgent instructions as regarding the further action to be taken with reference to the strike. Orders may be taken in Govt. in the matter. L.A. may see.

5/7/47 S

The Commissioner's reports show that severe ~~measures~~ action (teachers' ~~movement~~ attitude has been.

The general instructions are (Cf. Para 1:1) that this strike was not 'counteracted' by the bigger organisations.

This is in the nature of a 'test case'; and I consider it highly desirable that there should be no relaxation of the attitude of firmness which was taken up in the general instructions issued at (E).

If some kind of ~~satisfaction~~ has been put in by each teacher and he has taken steps to be taken back in duty, there cannot be normally a case for letting him off with a punishment like leave without allowances for the period of absence and suspension. But in view of the attitude by the Commissioner should be taken up, if this is to be (D.O.) that he may finally complete the enquiries and order dismissal, and get about recruiting substitutes; only, vc. substitutes, he may be asked then to ~~recruit them~~ on a temporary

B/

5/105 D 27
5.7.47

SECRETARY, EDN. AND P. H. DEPT.
8 - JUL 1947
GOVERNMENT OF MADRAS

3 29

B/ Pending ~~Read~~ until the appeal time is over. (This would also give an opportunity, if circumstances warrant it, to him later on for modifying the punishments without the complication of other regular interests (Govt affected thereby).

Sd
5/7/47

Secy. L.A.

Definitely agree that a very firm attitude is needed, if this indiscipline is to be put down. The requests for various reliefs made by the general staff are being considered separately: but the decision will not be influenced by the ~~threat~~ strike. Instructions will be issued to the Commr on the letter received by him today. 5/7/47. (Draft Govt has been sent to E.S.C. with this department's note).

Secy. E.P.H.

L.A. have previously agreed to A cr. 1:2 ante. Mg to Director for orders on the proposal, and also for orders on the proposal at 'B' cr. 1:2-3 above.

Sd
5/7/47

Secd.
Strike is on, & Commissioner to act for what instructions. Mg to Govt: the evidence of the

Sd
5/7/47.

MM (Govt.)
MM (L.A.)
HHM.

It is necessary that we should take strong view of the situation. If we are going to tolerate strikes like this, there may be strike everywhere. While we may sympathetically consider their demands, I am against yielding to strikes. Orders that were issued before may be confirmed.

TSA
8.7.47

SECRETARY, EDN. AND P. H. DEPT.
8 - JUL 1947
GOVERNMENT OF MADRAS

MM (LA) is on tour. The Commissioner, Nowroji, knows it one for instructions. The case may be kept in view by Govt. HHM

G.P.R
8/7

4

A draft G.O. is subd. After issue a draft order re: payment of house rent allowance to the teachers will be subd.

JSM 8/7/47 S W 8/7/47

~~The draft~~ G.O. to the commissioner, Madura Mcty; had been issued.

A draft order ~~has been~~ submitted regarding the grant of house rent allowance. L.A. Dept. may see ~~before issue~~.

BS 9/7/47. W 9.7.47 JSM 9/7/47 S W 9/7/47 LA

L.A. Dept
Circ

Please see the note of Ed. P.W. above. The B.E. of the council as revised by Govt is expected to close with a balance of Rs 96,307 against the required minimum closing balance of Rs 103,770. There is ~~lying to the credit of the council~~ a sum of Rs 122,208 unutilised under the arrear tole compensation which has been permitted to be utilised for conservancy improvements. As the general financial position, ~~of the~~ is sound this Deptt need not object to the proposal to have the required ~~amount~~ adjusted from arrear toll compensation, to the Edn Dept for meeting the cost involved in giving house rent allowance to sle. school teachers.

The draft order below may be perused and the file returned to E&P.H.

10.7.47 10.7.47 Deptt 10.7.47

E. & P.H.

Ed. P.H.W.O. 53690-B2/47-2
9-7-47.

W/Nos of

LOCAL ADMINISTRATION DEPT. 23880 1947 SECRETARIAT, MADRAS

Rs 5,88,272

SN 10/7 Rs 56519

AS

Thro Spl 10/7/47

10/7 L.Dis. 23880.1.C 10.7.47

the draft order may issue. After issue the file may be circulated to G & M (L.A.)

JSM 10/7/47 S W 11/7/47

M (L.A.) - a.c.

Ed. P.H.W.O. 53690-B2/47-1
14-7-47.

0612/14/7

Why should Madura Mcty Ed Sch teachers alone be given this special Privilege?

~~The draft~~ As it became the Rules, is it that the Govt should compromise with individual Mcty organisations? It would have been better had a general order been issued applicable to all Govt Sch. teachers. The draft might then have been issued without reference to us.

21 JUL 1947

(2)

E.P.H. Deptt.

With reference to the minute of H.M.(L.A.) above, it is submitted that in G.O.No. 923 L.A. dated 22/7/47, the L.A. Department sanctioned the payment of house rent allowance to all employees of the Municipal Council, Madura, drawing a pay of Rs. 80 and below. In the order of this Department in question — ~~Rs 45~~ C.F. the Special Officer was only informed that under the orders of L.A. Department cited above teach-

P.T.O.

are also eligible for house rent allowance. L.A. Department has has accepted this view and they have also agreed to the additional expenditure being met from the arrear toll compensation grant. p4 ante

L.A. Department have sanctioned house rent allowance only to the staff under the Madura Municipal council. Evidemtally, the council has sufficient funds to meet the expenditure.

L.A. may see before circulation.

25/7/47 The differentiation referred to by HM (LA) has already been made in the LA G.O. at (2). What was done in the present case was only to indicate clearly that the officers & teachers also. Not to do that would mean a discrimination in the rates between them & the other employees of the Same Municipality - which was obviously not justifiable. Their education with them & other employees has to be made - Strike or no Strike. The principle of 'Special privilege' was not introduced by the present order nor was it done merely in view of the Strike; we only extended to teachers the 'special privilege' already given to other employees in (2). In view of these aspects of the case, circulation to HM (LA) was mainly to keep him in picture of the order to be passed, & of the general direction in regard to the Strike; & that was why, in order to have the orders out early, & took the liberty of signing the order (& HM(LA) & then was on tour) & forwarding circulation to him after issue. If HM (LA) still considers that the order Nos. will have to be recalled for circulation to him, I can only express my regret.

25/7/(47). L.A

E & P.H. U.O.536402/47-2

21.7.47

L.A. Dept (C)

Please see the remarks of H.M.(L.A)

and

LOCAL ADMINISTRATION DEPT. 26172 2 JUL 1947 SECRETARIAT, MADRAS

3

and the reply of Secy. L & P.H on pp.5-6 ante.

House Rent allowance to the staff under the Madura Municipal Council was sanctioned in G.O.923 L.A. dated 22-5-47 as the financial position of the council is sound.

CMS 30.7.47.

thro' Spl.sec.

30-7-47

Attention is invited to the orders in Circulation at (1) extracted from Notes in G.O No (2) 923 2nd & 22/5/47. The orders relating to Madura Mcl & and the terms of the Govt (2) are sufficiently general so as to include 'Elementary School Teachers' also, though the E.E. Staff was not specifically as such in the order. The Memo at pp4-5 ante

SECRETARY TO GOVERNMENT 7 AUG 1947 LOCAL ADMN AND PUBLIC HEALTH

6884

PM 5/8/47

Pay Cf was seen in LA before issue — Vide note on p4 ante

5 9/8 6884

LAgo 26172-1.C 6.8.47.

6.8.47

E & P.H.

E & P.H. (Coy)

The file may now be circulated to H.M (Edn) & H.M (LA) with reference to the note of the Secy on p 5 ante.

8.8.47 9/8 (8.8.47)

9/8/47 S

25/8/47

H.M (Edn) & H.M (LA)

31/8/47

SECRETARY, EDN. AND P. H. DEPT. 6 - SEP 1947 GOVERNMENT OF MADRAS

In view of what the Secretary (E & P.H) note, I do not propose to pursue the matter further.

The papers may be sent away.

11/9/47 12/9/47