Scott II-27—58,004—4-11-46.

E. & P.H. **(1947) Department.**

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SERIES.

G.O. NO. Ms.934 Education

Dated 7th May 1947.

[Despatch Abstract.]

Government Press - Grivances of Workers - Unions - ~~Emp~~ Deputation - Papers Recorded.

Back Papers.

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

Further Papers.

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

This is a representation from the Secy. of the Govt. Press Workers Union. Madras. The letter deals in detail with the genesis of the Govt. Press, the present conditions of employment pay, treatment etc and ends with several grievances to be looked into. In another connection we have written to Mr P R K Sarma the President of the Union saying that H. M. wd. make a visit to the Press after the present strain is over, before making any observation. ✓

The Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT) 33, Krishnappa Naicken
~~354, MINT STREET,~~
Agraharam, Mint Bldgs. P.O.,

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
~~S. DURAISWAMI MUDALIYAR~~
P. BALAKRISHNAN
SECRETARY:
S. AIYASWAMI AYYAR
ASST. SECRETARY:
~~C. NARAYANASWAMI~~

Madras 12th June 1946.

Cur. No. 46/D.U.-2

To
The Hon'ble Sri T.S. Avinashilingam Chettiyar, B.A., B.L., M.L.A.,
Minister for Education, in charge of Printing and
Stationery,
Madras.

Dear Sir,

In continuation of my letter No.46/D.U.-1, dated the 5th May 1946, requesting you to receive a deputation of the Union, for which there is no reply till now, I am to submit the following for your perusal and knowledge regarding the Problems of the Government Press and the working conditions and grievances of the workers employed therein.

~~Separate memoranda of grievances and conditions of working in some of the departments of the Government Press are herewith enclosed for your consideration and the others will follow.~~

History of the Press.--The Government Press was started in the year 1831 and the Fort St. George Gazette Press was at the same time opened in the Government office, Fort St. George. In 1859, the Press which had been maintained by the Board of Revenue to print their proceedings, was amalgamated with the Fort St. George Gazette Press. The Commission instituted for investigating into the public establishments then found that the printing at the Government Press was economical and from that date, work was gradually withdrawn from private presses. In 1868, a small branch press was formed at the Penitentiary, where 396 convicts are employed at present. Between 1855 and 1859, district presses were established to supplant manuscript copying at all Collectors' headquarters. In 1917, as a measure of economy, 20 district presses were abolished and their work was transferred to the Madras Press. Up to the year 1888, the Government Press was located on the ground floor of the Government office in the Fort when separate accommodation was found in a portion of the Mint Buildings vacated by the Army Clothing Depot. Owing to increasing congestion and the inconvenient arrangement of the Mint premises, the plant and premises of the Lawrence Asylum Press in Mount Road were purchased in the year 1912 at a cost of 3½ lakhs of rupees and the Mount Road Branch then came into being. To it were transferred Sales Depot, Publications, Book work printing and Binding sections with a portion of the Forms work and District Gazettes. In 1912 the Press started the manufacture of all the Rubber Stamps required for the Government offices. The introduction of Reforms in 1920 brought very heavy work to the Press especially in the Vernacular sections. At the beginning of 1923, the Press was called upon to take over the High Court Printing. The Central Press at Mint Buildings was remodelled and reconstructed and the Mount Road Branch was transferred in 1938 and amalgamated with the Central Press. The Press is the 5th biggest in the world.

Establishment.--The total strength of the Establishment of the Government Press on 1st January 1945 is 1,758 consisting of 1,358 salaried permanent employees, 271 temporary salaried, 82 day extra men and 47 men paid from contingencies. Of the total strength of 1,758 workers, about 800 get Rs.20/- and below as salaries, i.e., nearly half of the total strength. About 300 get Rs.30/- and below. To be brief, the ~~xxx~~ majority of the workers do not get the least minimum wage of ordinary times. As far back as the year 1928, in a detailed memorandum submitted by the Union to the Chairman and members of the Royal Commission on Labour, it was claimed and contended on good and valid grounds that the minimum wage should be Rs.35/-. The position has since changed and the minimum living wage should be at least Rs.45/-, exclusive of any dearness allowance to be sanctioned then and there for increased cost of living. It is therefore urged that that minimum should be adopted to save the workers from starvation and hardship.

Distribution of work.-- The establishment has been divided into several departments to execute the different kinds of work pertaining to the Printing Industry. They are as follows:-

follows:-

(1) Lino Department (Machine composing) --58 workers.
(2) Mono Department (Do.) --18 workers.
(3) Mono casting Department. --11 workers.
(4) Typecasting Department.--62 workers.
(5) Press and Machine Department.--254 workers.
(6) Binding Department.--248 workers.
(7) Reading Department.--199 workers.
(8) Hand Composing Department.--473 workers.
(9) Despatching Department, etc.-- 435 workers.

Details of the working of the departments and the conditions obtained therein find place in a separate appendix submitted herewith.

General Grievances.--At the outset the Union desires to point out that as a class, the Press workers had to be educated up to a certain level at least, besides possessing the necessary technical skill and they have to be treated better than skilled artizans in other industries.

Investigations into family budgets and the working class cost of living have proved that for elementary standard of living more than Rs.40/- is required for an average family. Considering the cost and standard of living, the basic pay of an ordinary worker of the Government Press ought not to be anything below Rs.40/- at ordinary times of normal price level with suitable annual increments which would lead even the lowest employee to a maximum of Rs.60/- in his grade. The scales of salaries of semi-skilled, skilled and special class of workers should be higher.

The scales of Lino and Mono Machine Operators and such others doing superior work should have higher minimum.

There should be a careful scuritiny of work of the various classes of workers and a reclassification of posts under the various designations and grades. There is no reasonable basis or justification for the large number of various ordinary posts being grouped under the "Selection Grades". The posts grouped into it now should be re-examined and brought under normal ordinary posts with a view to avoid possible room for favouritism, discrimination and the like.

The fixation of the number of posts in the higher grades should not be arbitrary, but should have relation to the strength in the grades so that promotions may be ordinarily possible and the present sad feature ~~xxndxthexfxxxxx~~ of workers being stuck up on the maximum of grades for years without possibility of promotions may be avoided, providing incentive and encouragement so necessary for efficiency. The Union is generally in favour of removal of unnecessary "blocks" in grades in one and the same class of works which would not only obviate unhealthy stagnation, but also avoid room for justifiable complaints of favouritism, besides regulating the even and ~~the~~ regular flow of promotions which is highly necessary for efficiency and contentment. The Union would very much welcome the adoption of this principle in the fixation of revised scales of salaries for the employees of the Government Press for the various classifications dealt with.

The conditions of affairs in the Government Press in this regard have to be specially scrutinized and rectified, as, in the wake of the abolition of piece work system and the fixation of monthly salaries for compositors and machine operators, several anomolies and considerable loss and sufferings of the workers originally on piece work rates have been caused by the creation of four grades for compositors and three grades for operators with inflexible number of decreasing smaller posts in the higher grades without any regard to the average earnings of the workers under the old arrangement.

Despite the appreciation of the position by administrators like Mr. Rutherford, the anomolies and sufferings have persisted and the Union has been carrying on negotiations for the last eight years without being able to obtain remedies and it ~~xx~~ is hoped that the Ministry would appreciate the necessity to rectify such long standing grievances and endeavour to make good the loss suffered ~~xxxxx~~ in the transfer from piece work to salaried system.

The ~~Uxxxxxxx~~ Union's considered, modest and practical proposals for revision of salaries are enclosed herewith.

The Government are extracting sweated labour and are responsible for estate of affairs with regard to labour that would shock the

worst capitalist in the West. Unless the principle of living wage is accepted and the minimum wage is fixed, there is no hope for the workers. It is highly necesssry to have statutory establishment of the same.

Orders regarding classification of employees, periods and hours of work, holidays and pay days, manner of notification of all matters specified above and of any change therein, attendance and late coming, conditions, procedure and authority to grant leave, termination of employment, acts and omissions consituting misconduct, etc., are all made at the discretion of the Superintendent of the Government Press at the instance of the supervising staff or his Assistants, without the knowledge of the recognized Trade Union, viz., the Madras Government Press Workers' Union registered and recognized by Government, when it is specifically stated in paragraph 5 of Note 1 of Development Department Letter No.17811-IV/39-1, dated 28th June 1939 regarding Labour legislation; that a recognized Union is entitled to regular consultation by the employer in all matters affecting labour, such consultation is compulsory and no alteration in working conditions will be permitted unless the Union has been consulted in the matter.

There is no procedure for the investigation of the grievances and complaints of the workers and no means of redressing them with the result that they grow in volumes, giving rise to discontent and heart-burning.

Health.--The general condition of workers in the Government Press is not satisfadtory. Absolutely nothing by way of medical relief is provided for them in the Press. At home over crowding often of a poor family in a single room, insanitary conditions and the low wages have undermined the health of the workers. Without sufficient food, without good air and housing and with the anxiety and ill-health, no worker can boast of any physique. Bad housing with the low wages is responsible to a very great extent for early mortality.

At the Press where one expects better conditions with regard to latrines, drinking water and water for washing, the provision is very disappointing. No provision is made for supply of boiled water drinking purposes.

Lead poisoning is the common disease to which the compositors, imposers, type casters, mono type casters, operators and metal melters often fall victims. Malaria, hookworm and eye diseases are common and frequent among the workers. Careful special medical supervision would ~~xxxx~~ help them.

No attention is paid to the well being of the workers, no welfare work is taken on ~~the~~ hand. Refreshment shelters are provided for about 400 workers, while about 800 to 1,000 workers are to take their midday meals at the Press.

Relations between the staff and the workers are far from satisfactory. Consequently favouritism and ~~the~~ corruption prevail in matters of promotions, increments, ~~xxx~~ leave, etc.

Yours faithfully,

N. Vijayasarathi
Secretary.

THE MADRAS GOVERNMENT PRESS WORKERS' UNION, MADRAS.
(Registered and Recognized by Government)

--oOo--

Memorandum of grievances of the workers of the Government Press Madras, submitted to the Hon'ble Minister for Education in charge of Printing and Stationery and to the Minister for Labour, by the Government Press Workers' Union, registered and recognized by Government:-

1. Dearness allowance to be increased to at least Rs.25/- from 1st January 1946 in view of the abnormal increase in the prices of foodstuffs from day to day.

2. House rent allowance to be sanctioned at 25 per cent of the salaries of the workers subject to a minimum of Rs.5/- in view of abnormal housing conditions, sharp rise in rents, difficulty in getting accommodation and also the accepted policy of Government in regard to housing workers.

3. Revision of salaries as per enclosed appendix~~es~~ with the following minimum for reasons stated in the body of letter:-

Minimum for ordinary and semi-skilled workers, Rs.40/-
Minimum for skilled workers, Rs.60/-
Minimum for special class of workers, Rs.80/-.

4. Uniform leave rules for all workers as follows:-

Casual leave--15 days per year.
Leave on full pay--one month per year.
Leave on half pay--2 months per year.

There is no uniformity in the kinds of leave, as the workers are admitted to different set of rules, such as Simplified Leave Rules, Fundamental Leave Rules, Industrial Leave Rules and Madras Leave Rules, which gives rise to anamolies, hardship and difficulties. All the workers should be admitted to the Fundamental Leave Rules.

5. Day Extra workers in the Binding and Type ~~xxxxxx~~ foundry departments to be made permanent and absorbed in the last grade of binders. Men paid from contingencies to be made permanent. Temporary workers to be made permanent after an year's service.

6. Promotions from grade to grade to be made according to ~~xxx~~ seniority without the distinction of selection grades.

These six items have been pending consideration at the hands of Government since 3rd April 1946.

7. Standing orders to be made regarding promotions, grant of leave, working conditions, investigations into the grievances and complaints of workers and means of redressing them, etc.

8. Competent and experienced Labour Officer knowing labour matters and working conditions of the Government Press to be appointed immediately to help the workers and the administration in day to day matters.

9. Allowance of Rs.2 and 3 granted to the workers of the Penitentiary Branch Press to be increased to Rs.7 and 10.

10. Shift allowance of Rs.15 to be granted to those workers working by shifts on Lino, Mono and Mono casting machines from 6 a.m. to 10p.m.

11. Overtime allowance to be doubled and work on Sundays and other holidays to be paid at 100 per cent.

12. Monthly season tickets on Railways on concession rates and family free pass to travel all over India in a year.

13. Working hours to be reduced from 43 to 34 hours in a week.

14. Resting and messing shed to be provided for 800 to 1,000 workers

15. Quarters for the workers to be constructed at an early date.

16. Ceiling fans and exhaustive draughts to be installed..

17. Clarification of the responsibility and duties of the recognized Union and its relationship with the management.

18. Provision for the Office of the Union within the premises of the Press or outside nearby.

19. Recovery of the Union subscription and the Union's Mutual Benefit Fund call and working expenses amount from pay sheets.

20. The distinction of inferior and superior service to be done away with and all classified under superior.

21 The services rendered by the Day-Extra men in the binding and type foundary departments to be included when made permanent and absorbed in the time-scale.

22. Pension to be calculated on the average of twelve months instead of 36 months.

23. Victimised workers to be reinstated or compensated.

24. Provision Store to be opened and necessary foodstuffs to be supplied at cheap rates.

25. Adequate Labour Legislation to safeguard the interests of the workers.

26. Grant of leave to be regulated as follows:-

(a) Absence of one or two days on account of ill health or death to be automatically converted into leave on the report of the workers concerned.

(b) Leave applied for on medical grounds from certificates of Registered Medical Practitioners to be granted.

(c) Leave for performing religious rites, vows, etc., for urgent private affairs, for seeing urgently the workers' nearest relatives at death bed, for attending on their family or children or old father or mother suffering from sickness, etc., to be regulated and granted without causing unnecessary anxiety and difficulties and without unnecessary delay.

(d) Leave salaries to be included and drawn in the monthly salaried bills, granting the leave then and there without the spectable of the workers waiting and suffering for a long time.

27. Promotions made not in accordance with seniority, principle or rule, to be reviewed and regulated on a satisfactory basis.

28. Strike pay for 4 and 6 days in 1938 promised to be paid by the then Premier, to be sanctioned.

29. Extensions in service not to be granted, as it affects the prospects of younger men in service.

Appendix

PROPOSALS FOR REVISION OF SALARIES FOR THE EMPLOYEES OF THE GOVERNMENT PRESS, MADRAS.

Press and Machine Department.

The workers of this department are styled as layers-on and machine minders. They work on printing machines requiring exacting and tedious task and susceptible of risks. Accidents to them often occur and they are liable to exhaustion and fatigue due to want of nourishment and other facilities. Their work involves responsibility, skill and initiative. The minders work on modern labour saving machines like self-feeding, rotary and other machines, the mechanism of which is intricate and complicate and requires dexterous handling by experienced and trained hands. Hence the following revision of scales are absolutely necessary:-

Layers-on .. .. ~~Rxxx40xxxx60~~ Rs.40-2-60
Machine Minders .. ~~Rxxx60xxxx75~~ Rs.60-3-75
Maistries .. .. ~~Rxxx75xxxx100x~~ Rs.75-5-100

Binding Department.

In this department there are ordinary binders, book binders, finishers, gilders and maistries. Their grades should be as follows:-

140 Binders on ~~Rxx40xtxx60x~~ Rs.40-2-60
100 Binders on ~~Rx~~... .. Rs.60-3-75
25 ,, ,, .. Rs.75-5-100

Type Foundry Department.

This department consists of type casters, engravers, punch cutters, rubber stamp makers, stereo and electro typers, finishers and dressers. Their grades should be as follows:-

37 on Rs.40-2-60
20 on Rs.60-3-75
5 on Rs.75-5-100

Mono Casting Department.

The grievances, hardships and difficulties of the workers of this department are stated in a separate ~~xxxxxxxxx~~ memorial to the Union, a copy of which is submitted already for perusal and consideration. Under the circumstances stated therein their salaries should be as follows:-

12

Monotype mechanics--Rs.75-5-100.

Lino Department.

The grievances, hardships and difficuldties of the Lino Operators and mechanics of this department are separately stated in a Memorial to the Union, copy of which is already submitted for ~~your~~ perusal and consideration. Their grades should be as follows:-

Operators Rs.80-5-105-7½-150

2 Head Mechanics (one in each shift) on Rs.80-4-100-5-125

4 Assistant Mechnics (two in each shift) on Rs.60-4-80-5-100

18 Cleaners (nine in each shift) on Rs.40-2-60.

Relief Operators .. .. Rs.60-4-80.

Mono Department.

The grievances, hardships and difficulties of the Mono ~~xxxxxx~~ Operators ~~xxxxx~~ of this department are seaparately stated in a Memorial to the Union, copy of which is already submitted for ~~your~~ perusal and consideration. Their grades should be as follows:-

Operators Rs.80-5-105-7½-150

Relief Operators.. Rs.60-4-80.

Despatching Department.

The workers of this department are executing responsible work of different kinds involving exacting work including indent, invoice, binding, machine and ruling work and clerical and other important work. Their grades should be as follows:-

(1) Rs.40-2-60.

(2) Rs.60-3-75

(3) Rs.75-5-100

Reading Department.

As the workers of this department should possess sufficient knowledge in English and Vernacular and are required to pass Technical Examinations, their grades should be as ffollows:-

Copyholders Rs.40-2-60

Readers Rs.60-4-100

,, ... Rs.100-5-150

(a) 13

Mechanical Department.

The workers of this deparrment are skilled workers and are required to repair and handle the printing, cutting and other machines in the Press. Their grades should be as follows:-

(1) Rs.60-3-75.

(2) Rs.75-5-100.

Carpentry Department.

There are only seven carpenters and their salaries should be as follows:-

(1) Rs.60-3-75.

(2) Rs.75-5-100.

Toties, Sweepers, Cartmen and Coolies.

Their salaries must be as follows:-

Toties .. .. Rs.50-3-65.

Sweepers.. .. Rs.40-2-60.

Cartmen and Coolies.. Rs.40-2-50.

The Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT)

33, Krishnappa
354, MINT STREET, xxx
Naicken Agrahram, Mint Blgs PPO
Madras, 9th June 1946.

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
~~S. DURAISWAMI MUDALIYAR~~
P. BALAKRISHNAN
SECRETARY:
S. AIYASWAMI AYYAR
ASST. SECRETARY:
~~C. NARAYANASWAMI~~

Cur. No. 46/D. U.-2

To
The Hon'ble Sri T.S.Avanashilingam Chettiyar, B.A., B.L.
M.L.A.,
Minister for Education, in charge of
Printing and Stationery,
Fort St. George.

Dear Sir,

In continuation of my letter No.46/D.U.-1, dated the 5th May 1946 for which there is no reply, I am submitting herewith copies of three Memorials received from the workers of the Lino, Mono and Mono casting departments regarding their grievances for your kind perusal and consideration. The others will follow.

Yours faithfully,

Aiyaswami
Secretary.

Copy

Madras,
29th May 1946.

From:

The Lino Operators and the Mechanics,
Lino Department,
Government Press,
Madras.

To

The Secretary,
Government Press Workers' Union,
Madras.

Sir,

The following text of our grievances, as written down in the form of memorial, is submitted to your kind consideration with a request to take an appropriate action, so as to get us a redressal of the same as early as possible:

MEMORIAL.

I. THE NEED FOR REVISION OF THE EXISTING SCALES OF PAY:

1. Cost of Living:-Has now increased three-fold from that of 1939 level as would be seen from the Index of Cost of Living prepared and published by the Government themselves. Our present pay was fixed in 1939 when the Index figure was about 100 points and hence revision of scales is essential to keep body and soul together.

2. Because the Government have declared their policy of raising the standard of living of their employees particularly, revision is needed.

3. The nature of work:-Utmost skill is an essential feature for operating a Linotype machine. Much of physical energy and mental strain has to be spent

spent simultaneously in the course of a day's working, as otherwise a slight inattentiveness may cause bodily injury, either by scalding or wounding.

With the present pay, we are quite unable to replenish our lost energy by resorting to nutritious food owing to the very high cost of foodstuffs.

An operator's job is hazardous and he is to unavoidably inhale the air infected with lead fumes emanating from the metal pots besides bearing deposits of graphite powder on the skin, in other words absorbing in the system through the pores of the skin.

The following table may substantiate fairly about the hazardousness and unhealthiness of an operator's job. The statistics is collected from 1924 as from that year, it formed itself a separate department with an European having been in charge:

Year:	Name of the Operator:	Age:	Disease:	Remarks:
1926.	Srinivasan:	22.	Insanity.	Removed from service.
1927.	Mariadoss:	30.	Bronchitis, etc. fever.	Died.
1929.	Somasundaram:	40.	Insanity.	Removed from service.
* 1930 to 1936				
1936.	Joseph:	26.	Tuberculosis.	Died.
1937.	Ramanujam:	30.	Insanity.	Removed from service.
1938.	Ramaswami:	22.	Tuberculosis.	Died.
1942.	Ethirajulu:	28.	-do-	Died.
1942.	V.A.Singaram:	39.	Blood pressure.	Died.
	T. Ratnam:	42.	Bleeding piles.	Died.
1945.	P. Rajabathar:	42.	Blood pressure.	Died.
	T. Loganathan:	39.	Blood pressure.	Died.
1946.	P.R. Chellam:	39.	Anaemia.	Under treatment.
	C. Gnanasundaram:	39.	Blood pressure.	Under treatment.
	S. Duraiswami:	39.	Nervous disease.	Under treatment.

* 1930 to 1936: Many operators left the service either by resignation or by abrupt stopping away owing to their health haing been either affected or for the fear of their health having to be affected.

Besides this, most of us are unhealthy having some ailment or other.

The above facts therefore show that the - Operator's job is prone to infect the incumbent with dangerous diseases unless they are kept in a position to take adequate and nutritious food to resist such attacks.

Realizing the hardship and the unhealthy nature of work for an Operator to do, private press-owners pay more than ours; for instance, The Hindu; they pay, in addition to their scales, an allowance of Rs. 50/- per month plus about 4 months' pay bonus in a year. All over India, Operators are paid a decent salary solely to compensate the difficulty that he has to put up with in regard to his health, etc.

I. (a) ABOLITION OF THE PRESENT POLY SYSTEM IN SCALES OF PAY:-Inasmuch as the nature of the work being the same done by all the Operators, a single-grade system is requested removing the discriminations as-Selection grade, Inter grade, III grade and - Reliefs. The present system and scales of pay are also grossly unethical inasmuch as they set up a permanent discrimination between four sets of - employees - Selection grade, Inter grade, III grade and reliefs - awarding to the latter comparatively far below than the former through the entire period of employment as well as pension following employment in utter disregard to the fact that all the Operators do the same work. We therefore urge the immediate abolition of the present poly-grade system and give a mono-grade system of time-scale.

II. PENSION VERSUS PROVIDENT FUND (Contributory of Railway's model):

It would be seen from the aforesaid statement, no Operator may survive to earn a pension. If Provident Fund is given, it would go a long way to keep up the family of the deceased employee. It may be stated, the Provident Fund (Contributory) is in observance at the Government of India Presses. It is further requested that this benefit be extended to all the Operators and mechanics irrespective of their lengths of service, even though there may be persons on the verge of retirement. Such individual cases may be scrutinized and awarded Provident Fund substantially in view of his faithful service to the Government.

III. THE NEED FOR REVISION OF THE LEAVE RULES:

At present, Clause 1, Schedule I, Industrial Employees Leave Rules, is applied to the Lino Operators. By this we are entitled for one day leave for every eleven calendar days with a - cumulative effect up to 90 days. This has its own drawback and proves detrimental to the - interests of employees for the mere reason that it is quite impossible to wait for the eleven-day period and its multiples to pass through without a break, and therefore it is impossible to earn leave, and still worse, to accumulate. This system may be substituted by one which provides one month privilege leave for every year of service with - a cumulative capacity for eight months besides a sick leave for one month in a year and casual leave for 20 days in a year.

We are Government servants, though classified as Industrial workers, are governed by Statutory Rules and the Government Servants' Conduct Rules. Hence we should be granted leave facilities as above.

IV. SHIFT ALLOWANCE:

An allowance has to be paid for shift employees under the following circumstances, namely:-

The Lino Department commences work at 6 a.m. and closes at 10 p.m. - Shifts being from 6 a.m. to 2 p.m. and from 2 p.m. to 10 p.m. An Operator, in order to attend Office at 6 a.m., has to prepare about 2 hours earlier. In such an early hour no public conveyance of any sort becomes - available and consequently he has to traverse the distance by walk. Similarly, an Operator closes work in the Office at 10 p.m. and by the time he settles at home, the clock comes to 12 midnight. Further, lunch and breakfast have to be unavoidably taken in a public restaurant and a hotel, owing to the unusual timings involved. Still worse is the condition in rainy season.

Therefore, in order to compensate the additional cost involved in attending shift - timings, an allowance of Rs.15/- per mensem may be granted.

V. HOUSE-RENT ALLOWANCE:

An allowance of Rs. 15/- may be paid to us in the absence of Government quarters on cheap rents. This allowance would help us to seek a better place of residence having hygienic condi conditions with better sanitation.

VI. MECHANICS: (Need for independent establishment of Lino Mechanics and revision of Pay):

The nerve-centre of the efficient running of the machines lies in the mechanics. It is they who are fundamentally and primarily - responsible for the better upkeep of the machines. We may here point out that the Government having appreciated the responsibilities involved in the mechanical side of the department, imported an European Mechanic to man the department on - contract and terminated his service at the end of his contract. From that time onwards, the machines are being looked after by the present mechanics in a trim manner. The departmental outturn depends upon their selfless attention. The present mechanics are regularly working in the department since about 20 years past.

Further, there is no separate establishment of mechanics for Lino solely and independently. As the mechanical aspect of the Lino Department is permanent, there should be a separate Lino Mechanic Establishment on suitable scales - consistent with their responsibilities, namely:

2 Chief Mechanics (one in each shift) on
Rs. 80-4-100-5-125.
4 Assistant Mechanics (two in each shift) on
Rs. 60-4-80-5-100.
18 Cleaners (nine in each shift) on -
Rs. 25-2½-50.

VII. CHANGE OF OCCUPATION:

From the health statistics as submitted above it may be found, that such of the Operators, having put in about 15 years and more service are affected with one kind of disease or other and regrettably ending in fatality. Further, practically it is felt that the same amount of strain and energy as in their early twenties could not now be exerted or utilised in the latter part of their thirties. As the Operator's job is hazardous and difficult which unavoidably tells upon one's health after a lapse of 15 years on the job, it is requested that a change over of occupation from the Operator's job to a job where a keyboard operation does not involve, viz., supervising, computing, etc., be granted. It may be submitted that Government provides scope for all categories to get change of occupation by way of promotion, etc., as for instance, a peon does not retire as a peon but as a muchi or daffadar or shroff or attender and so on. Even in our Office there are scopes in other departments. But most unfortunately, for us, an - Operator is not given that kind of scope and he is to retire as an Operator only if God willing.

Therefore in the interest of our continuation in the employment and longevity in life, we hope that the Government may not either be reluctant or indifferent in passing favourable orders on this very important grievance.

Copy

From

The Mono Operators,
Mono Department,
Government Press, Madras.

To

The Secretary,
Government Press Workers Union,
Madras.

Sir,

The following text of our grievances, as written down in the form of Memorial, is submitted to your kind consideration with a request to take an appropriate action, so as to get us a redressal of the same as early as possible.

MEMORIAL.

1. THE NEED FOR REVISION OF THE EXISTING SCALES OF PAY

(1) COST OF LIVING. Has now increased threefold from that of 1939 level as would be seen from the Index of cost of living prepared and published by the Government themselves. Our present pay ~~a~~was fixed in 1939 when the Index figure was about 100 points and hence revision of scales is essential to keep body and soul together.

(2) Because the Government have declared their policy of raising the standard ~~the~~ of living of their employees particularly revision is needed.

(3) THE NATURE OF WORK. Utmost skill is an essential feature for operating a Mono-Type Machine. Much of physical energy, mental and finger strain has to be exercised simultaneously in the course of a day's working as otherwise a slight inattentiveness may cause defectiveness to all the nerves.

With the present pay we are quite unable to replenish our lost energy by resorting to nutritious food owing to the very high cost of food stuffs.

An operator's job is hazardous and he is to unavoidably inhale the air infected with lead fumes eminating from the Mono-Casting Metal Pots and the hard touching of the buttons in the key board leads to nervous debility and unbearable chestpain.

The above facts therefore show that the operator's job is prone to infect the incumbent with dangerous diseases unless they are kept in a position to take adequate and nutritious food to resist such attack.

1. (a) ABOLITION OF THE PRESENT POLY SYSTEM IN SCALES OF PAY

In as much as the nature of the work being the same done by all the operators a single grade system is requested removing the discremination as **Selection** Grade, Inter-Grade, III Grade and fixed pay of Temporary Operators. The present system and scales of pay are also grossly unethical in as much as they set up employees Selection Grade, Inter-Grade, III Grade and the fixed pay of Temporary Operators avoiding to the latter comparitively far below than the former through the entire period of employment as well as pension following employment in utter disregard to the fact that all the operators do the same work. We therefore urge the immediate abolition of the present POLY-GRADE SYSTEM and give MONO-GRADE SYSTEM of time scale.

II PENSION VERSUS PROVIDENT FUND Contributory of Railway's model.

It would be seen from the aforesaid statement no operator may survive to earn a pension. If Provident Fund is given it would go a long way to keep up the family of the deceased employee

It may be stated, the Provident Fund (contributory) is in observance at the Government of India Presses. It is further requested that this benefit be extended to all the operators irrespective of their lengths of service, even though there may be persons on the verge of retirement. Such individual case maybe scrutinized and awarded Provident Fund substantially in view of hisfaithful service to the Government.

III THE NEED FOR REVISION OF THE LEAVE RULES.

At present clause I. Schedule I, Industrial Employees Leave Rules is applied to the Mono- Operators. By this we are entitled for one day leave for every eleven calendar days with a cumulative effect upto 90 days. This has its own drawback, and proves determental to the interest of employees for the mere reason that it is quite impossible to wait for the eleven day period and its multiples to pass through without a break and therefore it isimpossible to earn leave and still worse to accummulate. This system may be substituted by one which provides one month privilege leave for every year of service with a cumulative capacity for eight months besides a sick leave for one month in a year and casual leave for 20 days in a year.

We are Government Servants, though classified as Industrial workers are governed by Statutory Rules and the Government Servants Conduct Rules. Hence we should be granted leave facilities as above.

IV. SHIFT ALLOWANCE

An allowance has to be paid for shift employees under the following circumstances namely:-

The Mono department commences work at 6 A.M. and closes at 10 P.M. Shifts being from 6 A.M. to 2 P.M. and 2 P.M. to 10 P.M. An operator in order to attend office at 6 A.M. has to prepare about 2 hours earlier. In such an early hours no public conveyance or any sort becomes available and consequently he has to traverse the distance by walk. Similarly an operator closes work in the office at 10 P.M. and by the time he settles at home the clock comes to 12 midnight. Further lunch and breakfast have to be unavoidably taken in a public restaurant and a hotel owing to the unusual timings involved. Still worse is the condition in rainy season. Therefore in order to compensate the additional cost involved in attending shift timings ~~the~~ an allowance of Rs.15/- per mensem may be granted.

V. HOUSE-RENT ALLOWANCE

An allowance of Rs.15/- may be paid to us in the absence of Government quarters on cheap rents. This allowance would help us to seek a better place of residence having hygienic conditions with better sanitation.

VI. CLEANING

From our fair knowledge of about the conditions prevailing in other presses throughout the length and breadth of our country in regard to this question we beg to submit that separate cleaners known as Bar coolies, are employed to look after cleaning stoppage of bar etc. This is done more to relieve physical strain of air operator and to save his time than to tax him further in both mentally and physically. In a way the dignity of our job is suffered when we are asked to clean like a coolie, though outwardly we are classified as employees holding superior and respectable posts. In fact outside presses pay due attention to the dignity and prestige of a Mono Operator. Therefore our only request is to appoint cleaners and lessen our physical strain.

VII. CHANGE OF OCCUPATION.

From the health statistics as submitted above this may be found that such of the operators having put in about 15 years and more service one affected with one kind of disease or other and regretably the ending in fatality. Further practically it is felt that the same amount of strain and energy as in their early twenties could now be existed or utilized in the latter part of their thirties. As the Operators' job is hazardous and difficult which unavoidably tells upon one's health after a lapse of 15 years in the job, it is requested that a change over of occupation from the operators job to a job where a key board operation does not involve, viz. supervising computing etc. be granted. It may be submitted that Government provides scope for all categories to get change of occupation by way of promotion etc. as for instance a peon does not retire as a peon but as a muchi or deffadar or shriff or attender and so on. Even in our office there are scopes in other departments. But most unfortunately for us, an operator isnot given that kind of scope and he is to retire as an operator only if God willing.

Therefore in the interests of our continuation in the employment on longivity in life, we hope that the Government may not either be reluctant or indifferent in passing favourable orders on this very important grievance.

VIII WORKING HOURS (Need for lesser hours).

The normal working hours may be reduced to a 34 hours week.

R.S. Munuswamy

A. Manavalan

29

R. Duraiswamy
S.P. Ranganathan
N.S. Tenniath
D. Ranganathan
P.M. Srinivasulu
D. Srinivasa
T.R. Narasimhalu
W.S. Mohanadas

Copy

(19)

30

From

The Mono Castors,
Mono Casting Department,
Government Press, Madras.

To

The Secretary,
Government Press workers Union,
Madras.

Sir,

The following text of our grievances as written down in the form of memorial is submitted to your kind consideration with a request to take an appropriate action so as to get us a redressal of the same as early as possible.

MEMORIAL.

THE NEED FOR REVISION OF THE EXISTING SCALES OF PAY.

1. COST OF LIVING Has now increased threefold from that of 1939 level as would be seen from the index of cost of living prepared and published by the Government themselves. Our present pay was fixed in 1929 when the Index figure was on normal points and hence revision of scales is essential to keep body and soul together.

(2) Because the Government have declared their policy of raising the standard of living of their employees particularly revision is needed.

(3) THE NATURE OF WORK Utmost skill is an essential feature for handling a Mono Type Casting Machine. Physical and mental strain has to be exercised simultaneously in the course of a day's working as otherwise a slight inattentiveness may cause h hottible splash from the Mono Casting Metal pots.

With the present pay we are quite unable to replenish out best energy by resoting to nutritious food owing to the very high cost of foodstuffs.

A Mono Castor's job is dangerous and he is to unavoidably inhale the air as well as the poisonous lead fumes eminating from the metal pots. standing at themachine continuously for 7½ hours and have to strain our eyes a lot through glarness of the electric lights. Thereby most of us get stomach-ache and eye troubles once in two days.

The above facts therefore show that the Mono Castor's job is prone to infect the uncumbent with dangerous diseases unless they are kept in a position to take adequate and nutritious food to resist such attack.

1. PENSION VERSUS PROVIDENT FUND CONTRIBUTORY OF RAILWAYS MODEL

~~It would be seen from the aforesaid statement that no Mono Castor may survive to earn a pension~~. If Provident Fund is given it would got a long way to keep up the family of the deceased employee.

It may be stated that Provident Fund (contributory) is in observance at the Government of India Presses. It is further requested that thisbenefit be extended to all the Mono Castors irrespective of their lengths of service even though there may be persons on the verge of retirement. Such individual case may be scrutinizedand awarded Provident Fund substantially in view of his faithful service to the Government.

II. THE NEED FOR REVISION OF THE LEAVE RULES.

At present clause I, Scheule I Industrial Employees Leave Rules is applied to the Mono Operators. By this we are entitled for one day leave for every eleven calender days with a cumulative

effect upto 90 days. This has its own draw back and proves determental to the interest of Employees for the mere reason that it is quite impossible to wait for the eleven day period and its multiples top pass through without a break and therefore it is impossible to earn leave and still worse to accummulate. This system may be substituted by one which provides one month privilege leave for every year of service with a cumulative capacity for eight months besides a sick leave for one month in a year and casual leave for 20 days in a year.

We are Government Servants though classified as Industrial Workers are governed by Statutory Rules and the Government servants' Conduct Rules. Hence we should be granted leave facilities as above.

III SHIFT ALLOWANCE.

An allowance hasto be paid for shift employees under the following circumstances namely:-

The Mono Casting Department commences work at 6 A.M. and closes at 10 P.M. Shifts being from 6 A.M. to 2 P.M. and 2 P.M. to 10 P.M. A Mono castor in order to attend office at 6 A.M. has to prepare about two hours earlier. In such an early hour no public conveyance of any sort becomes available and consequently he has to traverse the distance by walk. Similarly a mono castor closes work in the office at 10 P.M. and by the time he settles at home the clock comes to 12 midnight. Further lunch and breakfast have to be unavoidably taken in a public restaurant and a hotel owing to the unusual timings involved. Still worse is the condition in rainy season. Therefore in order to compensate the additional cost involved in attending shift timings an allowance of Rs.15/- per mensem may be granted.

IV. HOUSE ALLOWANCES

An allowance of Rs.15/- may be paid to us in the absence of Government Quarters on cheap rents. This allowance would help us to seek a better place of residence having hygienic conditions with better sanitation.

V. CLEANERS.

We beg to submit that separate cleaners should be employed to look after cleaning at least four in every shifts. Private presses pay due attention to this and therefore our request is to appoint cleaners.

VI. CHANGE OF OCCUPATION.

From the health statistics as submitted above thismay be found that such of the Mono Castors having put in about 15 years of service one affectedwith one kind of disease or other and regretably in ending is fatality. Further practically it is felt that the same amount of strain and energy as in their early twenties could not now be existed or utilised in the latter part of their thirties. As the Mono Castors job is hazardous and difficult which unavoidably tells upon one's health after a lapse of 15 years in the job it is requested that a change over of occupation from the Mono castors job to a job where mono casting operation does not involve viz. type dressing . Rubber stamp etc. be granted. It may be submitted that Government provides scope for all categories to get change of occupation by way of promotion etc. as for instance a peon does not retire as a peon but as a muchi or daffadar or shroff or attender and so on. Even in our office there are scopes in other departments But most unfortunately for us a Mono castor isnot gien that kind of scope and he is to retire as a Mono castor only if God willing.

Therefore in the interests of our continuation in the employment on longivity in life we hope that the Government may not either be reluctant or indifferent in passing favourable orders on this very important grievances.

VII WORKING HOURS (Need for lesser hours)

The normal working hours may be reduced to a 34 hours week.

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898. Ramanathan.
875. M. Kuppuswamy
8[illegible]8. [illegible] Nataraj
983. S. Nadamuni
932. [illegible]
895. S. R. Ramadoram
917. A. [illegible]
879 [illegible]
919. K. Govindarajan
1044. M. Loganathan
880 R. [illegible]
901. B. Ettiraaiah.
921. T. Kuppuswamy.
1037. K. Sundaramurthi
891. [illegible]
1035. R. Appaswamy
877. [illegible]
986. [illegible]
900. A. K. [illegible]
912 Loganathan
1033. M. Paul.
910 R. [illegible]
876. K. Shri[illegible]
982. C. M. Manickam
984. P. Rajarathnam
884. L. Pandurang.
985. M. [illegible]
897. R. Kannan.

177 R. Elumalai
174. M. E. Loganathan
176. V. K. Babu.
171 அ. ஜோசப்
168. K. Nadarajan.
166. Veeraraghavaiah
165 Muthu Krishna
120. P. V. Ganasan.
169. Sreeraman.

38

With refce. to D.S.'s note overleaf. Please see L.F. I (for D.S.'s note d/ 20.6.46) & L.F. II re. grievances of workers.

J.P.
15.7.46

Amalgamate L.F. I

A. This Shaw.

15.7.46

Done

37

E.S. 10
7

S/L

Memo: 33273 F1-2/46 Edn dt. 29-6-46

Deputation of Govt Press Workers Union d 19.6.46

The S.G.P. is requested to examine immediately as to which of the sections in the Press can come under the 'classification of 'heavy labour' ~~deputation~~ entitled to a supplemental ration of 4 oz.

2. ~~The Chief Comdr~~ It has been suggested that the monthly wage of Rs 15/- paid to certain class of workers in the Press is too low for a basic

38

pay. & it requires improvement.
The S.G.P. is requested to offer
his ~~suggestions~~ remarks at an early date.

SRK
22-6-46

JD
22/6/46

D.

desp. 2/7/46.

✓ The S.G.P.

39

F (24)

C.F. 32.

DEPUTY SECRETARY TO G
25 JUL 1946
EDUCATION AND PUBLIC HEALTH DEPARTMENT

Department

From (Name) A. Leppert Esquire,
Designation Superintendent,
Government Press,
Station Madras

Received .... Registered ....

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

Enclosures:

No. 88/Mis./SBC-107 dated 24th July 1946.

40684

37-58
C7

Sir,

Sub: Deputation of the Government Press Workers' Union dated 19-6-1946.
Ref: Memorandum No.33273 F1-2/46 dated 29-6-1946.

With reference to the above Memorandum, I have the honour to state that at the deputation of the Government Press Workers' Union which waited on the Hon'ble Minister for Education on 19-6-1946 the workers pressed for an increase in dearness allowance and the Minister pointed out to them that this was a matter which was applicable to all Government servants drawing a low salary and he could do nothing in this respect, but that he would consider if any special allowance could be granted to the Government Press workers.

2. Subsequently after the deputation had left it was pointed out that the minimum of the scales of pay of a great number of workers was Rs.15/- and in some cases even lower than that. It was suggested and I agree that a basic pay of Rs.15/- is too low and that no worker in the Press should draw a basic pay of less than Rs.20/- per mensem. This would go a long way to mitigate the hardships that a large number of workers are now undergoing. I was further suggested that workers drawing Rs.20/- and over and under Rs.40/- should be given an extra allowance of Rs.2/- per mensem.

3. If

3. If these suggestions are accepted by Government, the financial implication today will be Rs.4,196/- per mensem or Rs.50,352/- per annum. There will have to be a general revision of the many scales of which the minimum is Rs.15/- but there is no need to delay the matter on this account, the extra to bring the suggestions into force being treated as special pay.

Superintendent.

Edu. I. K.

Confdl

33273

A deputation from the Govt. Press Workers' Union waited on HM (Edn.). Mr. S.K.Kauwar ICS Deputy Secretary and Mr. A. Lepper, S.G.P. were present.

2. Although the deputationists had several grievances, they desired to confine themselves to two important issues only. The first was the increase in dearness allowance and the second was about the classification of the workers as "Heavy Manual Labours" entitled to a supplemental ration of 4 oz.

3. As regards the increase of dearness allowance, the Union admitted that it was an All India Qn. and so would not press it in that form. They did however urge that nearly 800 workers draw less than the ~~subsist~~ subsistence wage and therefore, the Press should be treated as a special category of workers just as the Postal Employees.

The Hon'ble the Minister promised to have the case looked into & do what he could in the matter.

3. The deputation urged that in addn. to the categories already classified as "Heavy Manual Labour", Binders, Line Operators, Mono operators, Inkers & Compositors should all be classified as "Heavy". It was, however, pointed out that, if this were to be accepted, the whole Press would be classed as "Heavy" with the exception of clerks, supervisors etc. leading to wide repercussions all over ~~the Province~~. After discussion it was agreed that the case should be reexamined by the SGP

4. The deputationists thanked the Minister

Minister for the patient hearing he has given them. The Minister expressed his pleasure in having such an early opportunity of meeting the deputation and promised a sympathetic examination of their grievances.

The deputation then withdrew.

S R Kaiwar
20·6·46

HM (Edn)

With regard to the representations of the Government Press Workers Union, I think there is a great deal in their representations. The Superintendent of the Government Press may be asked to examine as to which of the sections of the workers can come under the "heavy labour" definition and so may be recommended for extra rations.

With reference to the demand for extra dearness allowance, as it was pointed to them, it will not be possible for us to give an extra D.A. as its repercussions will be wide and throughout the Province. But I think the labourers have a substantial case for increase of their basic pay. It was surprising to me that in a place like Madras there should be any such thing as Rs.15 for a basic pay. I certainly feel that it requires improvement.

The Superintendent of the Government Press may be invited to give his suggestions in the matter.

While considering the suggestions, the Superintendent may examine whether any small bonus attached to the basic pay for proficiency in work will not go a long way in increasing the efficiency of the Press.

As the matter should be attended to immediately, early action may be taken.

TSA
22-6-46

A draft memo is submitted

Specifl
SRK

B There is another file

22/6/46

Please draft this?

21/6/46

22 JUN 1946
GOVERNMENT OF MADRAS

31073 · 35002 E3 24.6.46

F1

26

As regards B on p. 2 ante, the S.G.P. has addressed Govt separately on the point & the file has been sent on by the D.S. & sent to Fin. For orders whether the S.G.P. should be consulted on this.

SRK
22.6.46

JD
22.6.46

35002 E3
24.6.46

Urgent
is enough
copy

Fin

Fin E3

Notes on pages 1-3 above and the draft memo to SGP below may be perused. Pending formulation of specific proposals by the SGP and of EPH's remarks thereon no special remarks are called for in Finance.

~~EPH~~ ... 22/6/46

E. & P. H.
U.O. 33273 F1-1/46
22-6-46.

~~...~~
~~...~~
27/6/46

EPH

Edn & P.H.

Fin. U.O. 35460 E3
27·6·46

Issue.

SRK
28.6.46

[Issue Memo. No. 33273 F2 Edn & 29-6-46

C. No. 40684 from the S.G.P. No. 88/Mis/SBC-107 of 24.7.46.

Please see the reply of the S.G.P. on pages 39-40 c.f. For orders.

KAS
25·7·46

Please find out what has been done in the case of P.W. Workshops. Same increases were sanctioned a few days ago.

JD
26.7.46

SRK
27.7.46

ASST. SECRETARY TO GOVT.
26 JUN 1946
FINANCE DEPT.

DEPUTY SECRETARY
FINANCE DEPARTMENT

DEPUTY
28 JUN
34659
EDUCATION AND PUBLIC HEALTH DEPARTMENT

In

Please see the DS's order overleaf. G.O. 2019 PWD d 26.7.46 ~~in respect of~~. p.0

SD 29/7

Govt have sanctioned certain concessions to the workers of P.W.D. Workshops.

Para 1(iii) of the G.O. – House rent allowance p.1-0

As in the case of housing of urban workers, the question of construction of quarters for Govt Press workers is under separate consideration. Pending the provision of quarters, it has been suggested in a separate file to grant house rent allowance to the workers of the Govt Press at the rate of Rs 5 p.m. for workers earning up to Rs 50 p.m. & Rs 7 for workers earning more than Rs 50 p.m. Finance has accepted this proposal & the file has been submitted separately for being circulated.

Para 1(vi) of the G.O. Enhancement of Wages p.2-0

The existing scale of wages of 8 as to 12 annas for the 34 Coolies in the Workshop has been raised to the scale of Rs 12 as to Re 1. ~~Ex under Auditor~~ There are temporary coolies paid from Contingencies at the Press at the rate of Rs 14½ p.m. There are the class of menials of that category – vide p.5 n.f. (L.F.) II. For orders whether the S.G.P. may be consulted as to the increase of wages for these menials paid from Contingencies in the manner sanctioned for P.W.D. Workshop workers.

No. These will be covered by our minimum wage provision.
D.M.N.

Para 1(xi) of the G.O. Opening of ~~consumer~~ stores p.3-(i)

~~The~~ In the case of P.W.D. workers, the C.E. has been requested to submit early proposals for starting provision shops in consultation with the Union & the Regr. of Coop. Societies. The Govt. Press Workers Union has also urged

This (9) in p.12-13 n.f. L.F. II

(27)

the opening of a ration shop for the benefit of Govt. Press workers for selling articles at pre-war rates. ~~Finance~~ Finance has advised against the proposal. For orders whether in view of the orders issued in respect of P.W.D. Workshops the S.G.P. will be asked to submit similar proposals.

Yes.
SMJ

SD
30/7/46

SRK
30.7.46

Fin

L.F. II C.No. 18720/Fi/46.

A

The suggestions made by SGP on pp 39 & 40 cf may be accepted in toto.

SRK
30.7.46

Fin

SRK
3/8/46

Fin E3

The proposals now to be considered are:—

(i) to ~~fix~~ increase the basic pay of workers in the first class of ~~Rs 15~~ from Rs 15/- to Rs 20/-.

(ii) to grant an allowance of Rs 2 to other workers drawing Rs 20 and over and under Rs 40.

A above & pp 39-40 cf

The SGP has estimated the extra cost of these proposals at Rs 50,352 per annum at present; i.e. this cost will be increased later with reference to increase in the no. of workers. EPH propose to ~~agree~~ agree to these proposals. The following remarks seem called for on these proposals.

pp 39.40 cf

P above

The question of increasing the basic pay of all classes of Govt servants should be properly treated as a general question and it has been separately proposed to take action in this regard. & the present proposals will no doubt be considered along with the general question referred to. Meanwhile it seems premature to consider individual proposals for one set of ~~[illegible]~~ employees as now made for workers in Govt Press. For orders whether this dept may suggest that the ~~question~~ proposal now ~~proposed~~ made will be considered shortly along with the general question referred to above.

M
5.8.46

The basic wage has not been increased in the case of PWD workshop workers.

Though Rs 15/- is the basic wage, it must be remembered that these men will draw a daily allᵃ of Rs 16/-, making their total present wage Rs 31/-. Any increase in the basic wage on the ground that it is too low must reasonably be accompanied by a reduction of the d.a. An increase in emoluments on account of increased cost of living will require an increase in d.a. & not in the basic wage. An increase in the basic wage must also be related to a stable cost of living index and the present is not the proper time for considering this question.

Moreover, at the Cabinet Mtg to be held on 15/8/46, the Cabinet will go into the question of the revision of salaries in the lower grades - alternatively, an increase in the d.a. will be considered. If such an increase is ordered, as is very likely, there will be no case for an increase in the basic wage too & if the basic wage is increased, there will be no case for increase in d.a. If we increase the basic wage now, then workers will have to be denied any increase in d.a which the Cabinet may order & there will be discontent.

This dept may :. strongly urge that the question of increasing the basic wage be deferred till the Cabinet announces its decision after the 15th. The same remarks will apply to the increase proposed for the Rs 20 to 40 group.

44047

5/8/46

E.S.A.
7.

DEPUTY SECRETARY TO GOVERNMENT
EDUCATION
6 AUG 1946

G.O. 1551 Edn
G.O. 2127 Edn

Please see notes in top file.
We may agree with Finance
6.8.46

SD
6.8.46

TSR 7.8.46

SVCK 6.8.46

5/.. 7/5

㉙

E&P.4/311.

copy at ⑭ Ⓑ Ⓒ Ⓓ

L.F.I

original put up in a connected file

Orders issued in G.O. Ms. 1543 Edn dt 8.8.46 1551 Edn dt 12.8.46 1768 Edn dt 13.9.46 and 2127 Edn dt 8.11.46.

The papers may be Recorded.

, G.O. Ms. 936 Edn dt 7/8/..

N.A.B.
14.4.47

3/5

In
5/5/47

Government Press - Grievances of Workers Union's ~~request to wait in deputation of the Hon'ble Minister~~ - Papers Recorded.

(G.O.s No. 1551 Edn
12-8-46
&
No. 2127 Edn
8.11.46
are stitched together)