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TAMIL NADU ARCHIVES

GOVERNMENT OF TAMIL NADU

Revenue DEPARTMENT

G.O. No. / B.P. No.	2976	Press. / Mis.
Dated	25.5.1877	197 .

Not to be folded or roughly handled.

Archives 1—10,006—19-4-79.

Famine No 2788/77

REVENUE DEPARTMENT.

No.

From General Secretary Bombay

Dated April 28th 1877.

FOR ORDERS.

I circulate General Kennedy's reply to the telegram sent him under instructions from Govt asking what tasks & wages are now in force. The papers which accompany his reply show clearly the Bombay system and how task work & not piece work is proper & how it is enforced. The salient features - the scheme even on the D.P.W. as only exists is Exact 75 per cent of an ordinary task; that gangmen only are entered & paid, the system of gangs being composed of people from the same village being found on final check on frauds or irregularities; that as the Civil authorities cannot get people to take the Colonies and they are paid at most low rates, & only Experts to do half an ordinary task & that apparently no change has been made since Dec 1876 took. The Bombay Scale of

These instructions are very clear & simple & Except to separate the Sundry wages - does struck more favorably to the Labourers than our rules. Nearly point not known is how the price of the grain is settled for the night's execution

regulating tasks appear
particularly good &
simple.

26/4/77 [illegible]

FOR ORDERS.

Rec'd 1877

No. 248.

Telegram dy 19th April 1877.

From Madras To Bombay

" Asst Secy to Govt " Bombay Works

Please inform me what rate of task is now exacted and what wage given in Bombay distressed Districts.

(Sd) J. H. Garstin

Asst Secy. to Govt.

Lord

Lord
23/5 Dtd

Mr Ras Branch
Colly Secr dis
Lord D Dtd
22/5

LOCAL.

No. 268 C. W.—1038 OF 1876.

EXTRACT from the Proceedings of Government in the Public Works Department, dated 13th December 1876.

Read again Government Resolution No. 186 C. W.—827 of 15th November 1876, and Government Resolution No. 206 C. W.—869 of 21st November 1876.

RESOLUTION.—Looking to the large and increasing number of people who, at this early period, have sought, and are seeking, relief on works, it seems probable that these works are rendered too attractive, either by the rate of wages to be earned upon them, or, because from want of efficient superintendence, or from other causes, a proper amount of labour is not exacted from the persons who resort to them.

2. It is not the desire or intention of Government to render these relief works attractive; they have been commenced on the scale on which they are in progress, not because the Government desire to carry them on to so large an extent, but in order, that they may afford an opportunity of earning wages to persons who are without means, and cannot elsewhere (owing to the absence of agricultural employment) find the means of procuring money, to enable them to purchase sufficient food to preserve themselves from starvation.

3. Government are most desirous that these works should be carried on in such a manner that, without pressing too hardly upon the people, and without requiring from them an amount of work which would over-strain in any way their physical powers, there should still be required of the persons who come upon relief works, a fair return for the aid which Government is making great sacrifices to afford them.

4. Government, in short, do not propose to afford gratuitous relief to those who can work, but expect a fair return for the present drain upon the Treasury, and are also most solicitous not to pauperize the people by supporting them in idleness, or comparative idleness.

5. First as regard the rate of wages—

In accordance with orders already issued, the rates have been fixed at 2 annas for a man, $1\frac{1}{2}$ annas for a woman, and 1 anna for a boy or a girl old enough to be able to work, and a sliding scale has been authorised, by which the rate of wages increases when the staple food-grain becomes dearer than 16 lbs. for a rupee.

6. Government have no desire to alter the principle of this arrangement, and, looking to the fact that in ordinary times a labourer can earn on works about 3 annas per diem, and to the prevailing price of food, the rates of wages fixed, though ample, are not excessive, and were intended to supply a reliable test of the need of the persons who accepted them. But Government consider that, as the scale increases, as the price of grain rises above 16 lbs. for the rupee, so it should, to be consistent with the principle adopted, decrease when the price of grain falls much below that point.

7. In this view they are pleased to rule, that whenever the price of grain is not lower than 18 lbs. per rupee, the existing order shall remain in force; but in all cases when the price of grain is 18 lbs., or more for a rupee

A man shall be paid at the rate of 1 anna + the value of $\frac{1}{2}$ a seer of 80 tolas, or 1 lb. of grain;

A woman shall be paid at the rate of $\frac{1}{2}$ an anna + the value of $\frac{1}{2}$ a seer of 80 tolas, or 1 lb. of grain; and

A boy or girl employed on the works, shall be paid at the rate of the value of ½ a seer of 80 tolas of grain; or, at the option of the Directing Officer, at the rate of ½ an anna + the value of ¼ seer of 80 tolas, or ½ a lb. of grain.

8. As regards superintendence—

Government fear that, in consequence of the sudden and great pressure that has come upon the District Officers, Civil and Public Works, they have not been able to arrange for efficient and trustworthy superintendence in sufficient quantity. The question is a most important one; unless there be a proper check and control, Government will not obtain the whole object they have in view; they may support the people who really require assistance, and may also be led into providing for persons who do not need support. There will be no security that the State will receive a proper return for the large expenditure it is incurring, and the people will suffer in their morale.

9. Immediate reports, in the form annexed, should be made by Civil and Public Works Department Officers on the superintendence available, and it should be shown how the existing Establishments are composed, what further aid is actually needed, not only to meet present, but to satisfy probable prospective, wants, and how much is required on each considerable work, and in each district. Collectors should be reminded that, under existing orders, they are empowered to place the Mamlatdar of each affected taluka on special duty as a relief Mamlatdar, and to appoint a temporary Mamlatdar in his place, also that a Relief District Deputy Collector has been allowed for each seriously affected district.

10. On receipt of the reports regarding Establishment now called for, Government will endeavour to make the necessary arrangements; the kind of assistance that will, in all probability, be chiefly needed will be that of intelligent persons capable of making and recording simple measurements, and who are to be trusted to disburse payments to work-people.

W. A. BAKER, Lieut.-Colonel, R. E.,
Under Secretary to Government.

To

The Revenue Department.
The Political Department.
The Public Works Department, (Irrigation).
The Sanitary Commissioner, Bombay.
The Revenue Commissioner S. D.
The Revenue Commissioner N. D.
The Temporary Revenue Commissioner Kanarese Districts.
The Chief Engineer for Irrigation.
The Superintending Engineer S. D. } With spare copies for distribution.
The Superintending Engineer C. D. }
The Superintending Engineer N. D. }
The Political Agent, Kolhapur and Southern Mahratta Country.
The Political Superintendent, Sawant Wari.
The Joint Administrators, Sangli.
The Collector of Kanara.
The Collector and Political Agent, Dharwar.
The Collector of Belgaum.
The Collector of Ratnagiri.
The Collector of Kaladgi.
The Collector and Political Agent, Satara.
The Collector and Political Agent, Sholapur.
The Collector of Poona.
The Collector of Ahmednagar.
The Collector of Nasik.
The Collector and Political Agent, Khandesh.
The Collector and Political Agent, Colaba.
The Accountant General, Bombay.
The Examiner of Public Works Accounts.

N. B.—The Form will follow.

(See Government Resolution No. 268 C. W.—1038, of 13th December 1876.)

Table of Wages at various prices for Grain.

	Man.			Woman.			For or Unalienable of work.			
							Equivalent of 1 lb. in grain.	When paid partly in money and partly in grain.		
	In cash.	Value of 1 lb. grain.	Total.	In Cash.	Value of 1 lb. grain.	Total.		In cash.	Grain.	Total.
	Ans. p.	Ans. p.	Ans. p.	Ans. p.	Ans. p.	Ans. p.	Ans. p.	Ans. p.	Ans. p.	Ans. p.
When grain is sold at 8 lbs. Rupee ...	1 0	2 0	3 0	0 6	2 0	2 6	2 0	0 6	1 0	1 6
Ditto 9 „ „ ...	1 0	1 9	2 9	0 6	1 9	2 3	1 9	0 6	0 11	1 5
Ditto 10 „ „ ...	1 0	1 7	2 7	0 6	1 7	2 1	1 7	0 6	0 10	1 4
Ditto 11 „ „ ...	1 0	1 6	2 6	0 6	1 6	2 0	1 6	0 6	0 9	1 3
Ditto 12 „ „ ...	1 0	1 4	2 4	0 6	1 4	1 10	1 4	0 6	0 8	1 2
Ditto 13 „ „ ...	1 0	1 3	2 3	0 6	1 3	1 9	1 3	0 6	0 8	1 2
Ditto 14 „ „ ...	1 0	1 2	2 2	0 6	1 2	1 8	1 2	0 6	0 7	1 1
Ditto 15 „ „ ...	1 0	1 1	2 1	0 6	1 1	1 7	1 1	0 6	0 7	1 1
Ditto 16 to 18 „ „ ...	1 0	1 0	2 0	0 6	1 0	1 6	1 0	0 6	0 6	1 0
Ditto 19 „ „ ...	1 0	0 11	1 11	0 6	0 11	1 5	0 11	0 6	0 6	1 0
Ditto 20 „ „ ...	1 0	0 10	1 10	0 6	0 10	1 4	0 10	0 6	0 5	0 11
Ditto 21 and 22 „ „ ...	1 0	0 9	1 9	0 6	0 9	1 3	0 9	0 6	0 5	0 11
Ditto 23 to 26 „ „ ...	1 0	0 8	1 8	0 6	0 8	1 2	0 8	0 6	0 4	0 10
Ditto 27 to 30 „ „ ...	1 0	0 7	1 7	0 6	0 7	1 1	0 7	0 6	0 4	0 10
Ditto 31 to 32 „ „ ...	1 0	0 6	1 6	0 6	0 6	1 0	0 6	0 6	0 3	0 9

FORM REFERRED TO IN GOVERNMENT RESOLUTION No. 268 C. W.—1038, DATED 13TH DECEMBER 1876.

STATEMENT of Establishments under the Collector of

2132

No.	Description of Works.	Existing Establishments.	Additional Establishment required for present, and immediate future requirements.	Additional Establishment required for prospective requirements.	Total of Establishments.	GENERAL REMARKS.
		Here enter for each Taluka existing Establishment, including Mámlatdárs, Overseers, Sub-Overseers, Inspectors, Cashiers, &c., engaged in supervising works.	Here enter immediate requirements for each Taluka separately.	Here enter for each Taluka probable future requirements.	Here give total of each class of supervising Officers in the Collectorate, 1st, as existing, 2nd, additional number required in future.	
1	Petty Works and Tank Clearances, &c., in Taluka A.					
2	Petty Works and Tank Clearances, &c., in Taluka B.					
3	Petty Works and Tank Clearances, &c., in Taluka C.					

FORM REFERRED TO IN GOVERNMENT RESOLUTION No. 268 C. W.—1038, DATED 13TH DECEMBER 1876.

STATEMENT of Establishment under the Executive Engineer *District.*

No.	Name of Work.	Existing Establishment.	Additional Establishment required for present, and immediate future requirements.	Additional Establishment required for prospective wants.	Total of Establishments.	GENERAL REMARKS.
1	Road from A to B miles	Here enter establishment employed on each large work or series of small works, including Assistant Engineers, Upper Subordinates, Lower Subordinates, temporary Overseers, temporary Sub-Overseers, Cash-iers, Inspectors. State average number of work-people on each.	Here enter for each large work, or series of small works, the addi-tional establishment which is required at once, or in the immediate future, to carry out works already authorised, and work-people now seeking employment.	Here enter what further assistance is likely to be required in the future, if the number of works in hand or authorised is increased, and the number of work-people is greatly increased.	Here enter total existing establishment in the District, and secondly, total additions required for the future.	
2	Road from C to D miles					
3	Road from E to F miles					
4	Tank at G.					
5	Miscellaneous and small works					
	N.B.—In this column enter all considerable works which up to this time have been authorised, whether now in progress or not. Small works may be lumped together.					

LOCAL.

No. 312 C. W.—1116 of 1876.

EXTRACT from the Proceedings of Government in the Public Works Department, dated 26th December 1876.

Read again Government Resolution No. 206 C. W.—869, dated 21st November 1876.

Resolution.—It is understood that full effect has not yet been given to the orders contained in para. 7 of the above Resolution regarding the classification of people requiring relief. This is, probably, in some measure due to there being but few large works under execution by the Public Works Department, and to the difficulty of organizing arrangements when a number of works have suddenly to be commenced.

2. Works on a considerable scale have recently been sanctioned, and others are in contemplation, and it is essential that all able-bodied men, women, and children should be separated from those who may be physically unable to perform a full day's labour, and drafted to such works for employment in a systematic manner under the Officers of the Public Works Department.

3. It is difficult for Government to define more precisely than they have done in para. 7 of the Resolution under review, what persons should form classes 1 and 2. The object to be attained is, however, clearly indicated, and Collectors and Executive Engineers, in consultation, must be left to apply the principle of the arrangement in a careful and intelligent manner, bearing in mind that what Government desire is, that all persons who are capable of doing a full day's work, according to their sex or age, should form class 1, and should always, when possible, be employed upon works under the Public Works Department.

4. Children under 7 years of age, whose parents are on relief works, should not be employed at all. They should be dealt with, when necessary, as belonging to the 4th class; and to give effect to this arrangement, Collectors and Executive Engineers are authorised to keep distinct muster rolls of such children, and to pay to each of them, or to their parents, a daily sum of $\frac{1}{4}$ of an anna. The expenditure on this account should be kept quite distinct, and should be adjusted against such grants as may be made, from time to time, under the head of Charitable Relief.

5. These children should be tended at some little distance from the actual site of the work by a sufficient number of women, who may be mustered on the same rolls, and they should, on no account, be permitted to run about among the work-people.

1116/76

6. Returns of the number of children and women, respectively, who, under these orders, may be mustered and paid, should be rendered weekly with the Progress Return of the work, but in the form sent with Circular Memorandum No. 130 F., of 9th December 1876.

C. G. W. MACPHERSON,
Under Secretary to Government.

To

The Financial Department.
The Revenue Department.
The Political Department.
The General Department.
The Public Works Department, (Irrigation).
The Public Works Department, (Railway).
The Revenue Commissioner S. D.
The Revenue Commissioner N. D.
The Temporary Revenue Commissioner Kanarese Districts.
The Chief Engineer for Irrigation.
The Superintending Engineer S. D.
The Superintending Engineer C. D.
The Superintending Engineer N. D.
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The Political Agent, Kolhapur and Southern Mahratta Country.
The Political Superintendent, Sawant Wari.
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The Collector of Ratnagiri.
The Collector of Kaladgi.
The Collector and Political Agent, Satara.
The Collector and Political Agent, Sholapur.
The Collector of Poona.
The Collector of Ahmednagar.
The Collector of Nasik.
The Collector and Political Agent, Khandesh.
The Collector and Political Agent, Colaba.
The Accountant General, Bombay.
The Examiner of Public Works Accounts

LOCAL.

No. 33 E.—103 of 1877.

EXTRACT from the Proceedings of Government in the Public Works Department, dated 19th January 1877.

Read again the following Government Resolutions and Circular Memorandum :—
Government Resolution No. 206 C. W.—869, Local, of the 21st November 1876.
Circular Memorandum No. 119 F., of the 8th December 1876.
Government Resolution No. 312 C. W.—1116, Local, of the 26th December 1876.
Government Resolution No. 314 C. W.—1118, Local, of the 27th December 1876.
Government Resolution No. 4 C. W.—8, Local, of the 3rd January 1877.
Government Resolution No. 32 C. W.—49, Local, of the 12th January 1877.

Resolution.—It does not appear that, in all instances, sufficiently effective steps have been taken to carry out the principles inculcated in these orders, *i.e.* :—

1*st*.—That relief shall be given to those only who absolutely need it.

2*nd*.—That when relief is given, it shall be to the extent only of a bare subsistence.

3*rd*.—That from relief labourers a full day's work, according to their sex and age, shall be exacted in return for the wages paid to them.

2. As regards the 1st point, Government direct that no person shall be received on any relief work, or shall be, in any way, relieved, who is obviously well-to-do, who has property of any description, or who is known to the District Officers as a holder or sub-holder of land to an extent that would enable him to obtain credit, or indicate him to be the probable possessor of grain, or other agricultural produce; nor one whose appearance is such, when he presents himself, as to indicate that he is not in present need of relief, but has been, or is, subsisting on means of his own. Such a person should be rejected at first, though he may be subsequently admitted, when there is reason to believe that his private means have become exhausted.

3. On the 2nd point, the rates of wages given under existing orders have been proved by experience to be sufficient for the maintenance in health of persons performing a full day's work, according to their sex and age, *i.e.*, for labourers employed by the Public Works Department on large Public Works, and it is, therefore, believed, and may be assumed, that the rates are in excess of a bare subsistence for those who do little or no work, and who, from any cause, cannot, or will not, exert their physical powers.

4. It is understood that on works under Civil Agency which have been provided, and which must continue to be provided, for the employment of some classes of the people, labourers will not, and cannot, be made to work properly. Government are, therefore, pleased to direct that on these works the relief wages shall be immediately reduced, and shall be fixed as follows:—

A man shall be paid at the rate of $\frac{1}{2}$ an anna+the value of $\frac{1}{2}$ a seer, of 80 tolas, or 1 lb. of grain;

A woman shall be paid at the rate of $\frac{1}{4}$ of an anna+the value of $\frac{1}{2}$ a seer, of 80 tolas, or 1 lb. of grain; and

A boy or girl employed on the works, shall be paid at the rate of the value of $\frac{3}{8}$ of a seer, of 80 tolas, of grain; or, at the option of the Directing Officer, at the rate of $\frac{1}{4}$ of an anna+the value of $\frac{1}{4}$ seer, of 80 tolas, $\frac{1}{2}$ a lb. of grain.

5. This reduction is not to affect the orders already passed, authorising Officers in charge of works to dismiss from their works the incorrigibly idle, and the disobedient, who can work for their subsistence but will not do so.

6. As regards the 3rd point, tasks must be enforced. On works under the Public Works Department, the task should be fixed at not less than 25 per cent. below the task that would be required from a labourer on full wages in ordinary times (see Circular No. 119 F., of the 8th ultimo). On works under the Collectors, from labourers under Class 2, as defined in Government Resolution No. 206 C. W.—869, Local, of the 21st November, the tasks to be exacted should not be less than 50 per cent. below those of ordinary times.

7. As regards para. 4 of Government Resolution No. 312 C. W.—1116, Local, of the 26th December, care must be taken that no children are relieved in the manner therein ordered, except those whose parents have been admitted to relief works under the conditions laid down in these orders.

8. A classified list of all people receiving relief should be framed and kept by Officers in charge of relief works, showing—

1*st*.—The number of persons belonging to the taluka in which the work is situated.

2*nd*.—The number of persons belonging to the Collectorate in which the work is situated.

3*rd*.—The number of persons who come from other Collectorates or Districts, distinguishing those who belong to Foreign States.

4*th*.—The number of persons belonging to the manufacturing classes, artizans or mechanics, or who are dwellers in towns.

5*th*.—The number of persons who are holders, or sub-holders of land.

6*th*.—The number of persons belonging to the labouring classes.

9. Nothing in these orders is to be held to affect the proceedings of Civil Officers in regard to charitable relief.

C. G. W. MACPHERSON,
Under Secretary to Government.

To

The Financial Department.
The Revenue Department.
The General Department.
The Political Department.
The Public Works Department (Irrigation).
The Public Works Department (Railway.)
The Sanitary Commissioner, Bombay.
The Revenue Commissioner S. D.
The Revenue Commissioner N. D.
The Temporary Revenue Commissioner Kanarese Districts.
The Chief Engineer for Irrigation.
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The Political Superintendent, Sáwant Wári.
The Collector of Kanara.
The Collector and Political Agent, Dharwar.
The Collector of Belgaum.
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The Collector and Political Agent, Satara.
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The Collector of Poona.
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The Collector of Násik.
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The Collector and Political Agent, Colaba.
The Accountant General, Bombay.
The Examiner of Public Works Accounts.

V.—E. Relief Works.

Task work to be executed by labourers employed on relief works.

LOCAL.

No. 156 E.—546 OF 1877.

Public Works Department. Bombay Castle, 10th March 1877.

Letter from the Superintending Engineer Central Division, No. 513, dated 15th February 1877.

With reference to para. 9 of Government letter No. 145, dated 25th January 1877, forwards copy of a statement prepared by him, of task work to be executed by labourers employed on relief works at the present time, both under Public Works and Civil Agency, together with a full report on the subject. Submits, also, letters from the Executive Engineers Poona and Satara, containing the information called for in Government memorandum No. 65 F., of 13th January 1877.

Letter from the Chief Engineer for Irrigation, No. 1516, dated 5th March 1877.

Forwards report and opinion in connection with the task work system upon relief works, and the arrangements in force upon the Irrigation works now in progress, as called for in Government memorandum No. 335 F., dated 17th February 1877.

RESOLUTION.—These papers should be published for general departmental information and guidance.

2. The Chief Engineer for Irrigation is correct. On famine works, Government desire to introduce "task," not "piece," work. As regards the amount of task work that is to be exacted, there was, at an earlier stage of the operations, some misapprehension, on the part of some Officers, of the intentions of Government, and although this misapprehension has been removed by orders that have been issued in various specific instances, it seems to be desirable to record general instructions on the points in question.

3. By "the task that would be required from a labourer on full wages in ordinary times" (see para. 6 of Government Resolution No. 33 E.—103, Local, dated 19th January 1877,) is meant such a task as an ordinary labourer, looking to his physical capability, might reasonably be expected to perform. Officers should not require from each and every individual labourer 75 or 50 per cent., as the case may be, of such a task as would be rightly demanded from a strong and practised workman, but should demand from each person 75 or 50 per cent, as the case may be, of such a task, as, looking to his strength, condition and skill, he would be able to perform if he worked to the full extent of his ability.

4. It is impossible to lay down any absolute rule, expressed in the quantity, of work to be done, which shall be applicable to all cases. The object of Government in insisting on task work is, to put a check upon idleness, to obtain a return for the money the State is compelled to expend on relief, and to prevent the relief works having attractions which they should not possess. In dealing with those who come on the works to avoid starvation, Officers, while holding the above general principles in view, should be careful not to oppress the

people; and they will not do so, if they arrange the tasks, so that on Public Works Department works the labourers shall be tasked up to 75 per cent. of their individual capability, and on Civil Agency works up to 50 per cent. of their individual capability.

5. The principles here laid down, however, appear to be well understood by the local Officers, and Government are glad to learn from the Chief Engineer for Irrigation, that "the tasks exacted on his works are very fair, and the reverse of oppressive," that "the people can perform them without over-exertion or suffering," and that "if allowed to do piece work" it has been ascertained that they would earn something over the relief wages.

6. Government are also glad to learn that, during Colonel Merriman's visit to the Ashti Tank, he "received no complaints whatever," and "the people appeared quite contented and cheerful."

7. As regards the gang system, Government would prefer to see it confined to small groups or families. The matter, however, may be left to the Chief Engineer for Irrigation, and the Superintending Engineers of Divisions, but, if the gang system be adopted and applied, all the individuals in the gang should be regularly mustered.

C. G. W. MACPHERSON,
Under Secretary to Government.

To

The Financial Department.
The Revenue Department.
The General Department.
The Political Department.
The Public Works Department (Irrigation.)
The Public Works Department (Railway.)
The Sanitary Commissioner, Bombay.
The Revenue Commissioner S. D.
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The Collector and Political Agent, Khandesh.
The Collector and Political Agent, Colaba.
The Accountant General, Bombay.
The Examiner of Public Works Accounts.

D.

No. 24 of 1877.

PUBLIC WORKS DEPARTMENT.

To

THE SECRETARY TO GOVERNMENT,
PUBLIC WORKS DEPARTMENT,
Bombay.

Superintending Engineer's Office, C. D.,
Camp Ootoor, 10th January 1877.

SIR,

With reference to Government Circular No. 119 F, dated 8th December 1876, asking for a report as to what steps have been taken by the officers in the Central Division to introduce task or piece work on famine relief works in progress, I have the honour to subjoin the substance of the replies received from different Executive Officers on the subject.

2. The Executive Engineer Poona District, Captain Seton, writes :—

"If by the words 'task or piece work' be meant a system of petty contract entered into by the work-people themselves to perform a certain amount of work for a certain sum, then I beg to state that, though invited to do so, they have at all times declined. In every instance, and on every work, a certain easy task of work has been allotted to each file according to its strength, and efforts made by means of close supervision to ensure its completion.

"Hitherto, the description of work I have been required to carry out, viz., clearing roads at a rate of Rs. 500 per mile, has not enabled the introduction of the above system to any extent; but a work now in hand, viz., the preparation of a large quantity of metal, renders it possible to ascertain precisely at what rates it is progressing. I believe that the work executed in the district up to the present time bears a fair proportion to the cost involved."

3. The Executive Engineer Satara reports under date 6th January 1877 :—

"The system generally is this :—(*a.*) The labourers are called in gangs, according to families or villages, the selection of the components of the gang being left to the members of it. The gang being formed, they are allowed to elect a head man. This head man or ganger's name is alone mustered; the quota of men, women, and children in the gang being noted under his name on the roll. (*b.*) The wages that can be earned by the gang in six days determine the task. This is marked out for it by the kárkun, maistry, or subordinate in charge of the section the gang is employed on. (*c.*) Should the gang commence work during the week, the task is limited to the number of days still remaining. (*d.*) The tasks are settled beforehand. Each kárkun and maistry, &c., being furnished with a table, showing the amount to be paid per 100 cubic feet or per unit for the work. This table shows also the daily rate of wages calculated according to the price of grain. (*e.*) The daily rate is proposed to be determined by the average cost of grain during the previous week. (*f.*) On Sunday, or as soon after

as possible the 'gangers' will be paid in presence of their gangs, deductions being made for any short-work. (*g*.) Marryat's specification set the rates.

"I have no doubt this system will in the end succeed; if it does, it will be as satisfactory to the Public Works Department officials as to the labourers, because for one thing there will be no need to draft off the weak if the strong will do *their* work as well as their own."

4. The Executive Enginneer Sholápur states:—

"Task work has been undertaken on my relief works, especially on the Bársi and Yedsi line, where the allotment has to be expended mainly in preparing heaps of moorum and metal."

5. The Executive Engineer Ahmednagar reports that "he has not yet obtained any satisfactory result." A further full report has, therefore, been called for.

6. It appears from the above that task work, to some slight extent, has been introduced by the Executive Engineers of Sholápur and Satara. In February I will submit a further report when sufficient time has been allowed to test the Executive Engineer's efforts to introduce task work.

I have, &c.,

(Signed) JENKIN JONES, Colonel, R.E.,

Superintending Engineer C. D.

No. 65 of 1877.

PUBLIC WORKS DEPARTMENT.

Bombay Castle, 13th January 1877.

MEMORANDUM.

The letter from the Superintending Engineer Central Division, No. 24 D., dated 10th instant, is acknowledged.

2. The Executive Engineer Poona District should be called on to state what he considers "a fair proportion to the cost involved" and whether the actual out-turn of his work shows that he has obtained such a proportion.

3. The Executive Engineer Satara should be called on to state whether it is to be understood from his statement under (*a*) that, in the case of gangs employed on task work, no musters are kept; the arrangement reported seems to involve a contract with the head man or ganger, and to be, to some extent, incompatible with the principle on which relief is offered to people suffering distress. The Executive Engineer should state to what extent the system he describes is applied in his district, *i.e.*, whether it is general or not. In illustration of the plan adopted, the Executive Engineer should send up the details of some particular case that has actually occurred; and should at the same time report what precautions are taken to prevent a small number of able-bodied persons performing the task, and after obtaining the value through the headmen dividing it among themselves or distributing only to the weak and less capable an amount less than the regulated daily wages.

4. The Executive Engineer Sholápur does not state the result of his task work, but merely the bare fact that such work has been undertaken. The Superintending Engineer should not have sent up the report without calling for and obtaining more definite information. A further report should be submitted as soon as possible.

(Signed) C. G. W. MACPHERSON,

Under Secretary to Government.

No 513 of 1877.

PUBLIC WORKS DEPARTMENT.

To

THE SECRETARY TO GOVERNMENT,

PUBLIC WORKS DEPARTMENT,

Bombay.

Superintending Engineer's Office, C. D.,

Poona, 15th February 1877.

SIR,

At the request of the Revenue Commissioner S. D., and according to the directions contained in para. 9, Government letter No. 145, dated 25th January 1877, I have the honour to report having furnished a statement (as per copy) of task work to be executed by labourers employed on relief works at the present time, both under Public Works and Civil Agency. The former has been calculated at 75 per cent., and the latter at 50 per cent., of the normal quantity of work ordinarily performed by the Public Works Department.

2. The question has also reference to previous correspondence noted in the margin, on the subject of introducing a proper system of task work in the department at the present time. Having just completed the inspection of the Barsi-Yedsi road, and having had an opportunity of seeing the arrangements there adopted (which appear to work satisfactorily), I am now in a position to report fully on the subject.

Government memorandum No. 65 F., of 13th January 1877.

3. The system is very similar to that described by Major Lee to have been adopted with success on some of the works in the Satara District, and consists in giving a certain quantity of work to be executed by a gang of people averaging from 10 to 30 in number.

4. The ganger's name is only mustered, and he receives payment weekly for the work done by the gang. At the same time, information is furnished below each man's name of the strength and composition of the party employed by him. The rates at which the payment is fixed, are based on the regulated daily wages allowed by Government for labourers at the present time, so that the task paid for does not admit of a larger amount being earned than the whole party are entitled to for any particular period.

5. With reference to the objection urged in Government memorandum under notice that "a small number of able-bodied persons may perform the task and divide the value among themselves, or distribute to the weak and less capable

an amount less than the regulated daily wages," this is practically obviated by the gang being usually, if not invariably, composed of members of one family or belonging to the same village, and who thus have a common interest in completing the task in the prescribed time. It, in fact, enables the able-bodied men to assist the weaker members of the party who otherwise might not be able to perform their individual task, and thus secure an actual advantage to all concerned.

6. The system is one generally appreciated by the people themselves, who can perform the work at their own convenience, and enables them to make their domestic arrangements for cooking and eating their food when they please. The labour to the establishment is, moreover, very considerably diminished, as all that is necessary on the part of the mustering kárkun is to inspect each party daily, and write down the number of people—men, women, and children—composing each gang.

7. In metalling operations the arrangement has more especially been found to work satisfactorily. The men of the gang perform the harder duty of breaking the stone, whilst the women and children are engaged in collecting and bringing the material, most of which on the Bársi and Yedsi road lies scattered about the adjacent ground. The complete rate given for the material stacked by the side of the road, when collected by this method, has been Rs. 3 per 100 cubic feet for a distance within 150 feet; beyond this measurement, an additional amount is allowed, varying with the distance. This is cheaper than the ordinary rate of the same description of work in any of the districts belonging to this division.

8. After a careful investigation of the subject, I am strongly in favor of the gang system of task work for all description of work which is measurable, and think, with the establishment at the disposal of Executive Engineers, that sufficient check can be exercised for preventing abuses, which, under the best considered system, are always possible, if a laxity of supervision is permitted.

9. The replies (in original) from the Executive Engineers Satara and Poona Districts are attached, giving the information called for by Government.

I have, &c.,

(Signed) A. U. H. FINCH, Colonel, R.E.,
Superintending Engineer C. D.

MEMORANDUM showing the relative quantity of task work to be executed on Relief Works, under Public Works and Civil Agency, at the present time.

Description of Work.	P. W. D. present task.	Civil Agency task.
	Cubic feet.	Cubic feet.
Excavation in earth—conveying material to a distance of about 50 feet.		
1 man	100	75
2 women or boys		
For every additional 50 feet of lead, add one woman or boy.		
Excavation in soft moorum—conveying material to a distance of about 50 feet.		
2 men	100	75
2 women or boys		
For every additional 50 feet of lead, add one woman or boy.		
Excavation in hard moorum—conveying the material to a distance of 50 feet.		
3 men	100	75
2 women		
For every additional 50 feet of lead, add one woman and one boy.		
Breaking metal, when material is supplied in readiness for breaking.		
16 men	100	75
Task for one man	6	4½
Do. for one woman	3	2¼
Do. for one boy	2	1½
Spreading metal stacked by the roadside.		
1 man	100	75
1 woman		
	Square feet.	Square feet.
Packing metalled road for repairs.	300	225
1 man		
Spreading moorum stacked by the roadside.		
1 man	200	150
2 women		
Ordinary dry-rubble masonry, for road dams.		
6 masons	100	75
2 men		
2 women		

(Signed) A. U. H. FINCH, Colonel, R.E.,
Acting Superintending Engineer, C. D.

No. 1516 of 1877.

To

THE SECRETARY to GOVERNMENT,

PUBLIC WORKS DEPARTMENT,

Bombay.

Camp Pandharpur, 5th March 1877.

SIR,

I have the honour to acknowledge the receipt of Government memo. No. 335 F., dated 17th February 1877, calling for report and opinion upon certain papers connected with the task-work system upon relief works, and asking for information as to the arrangements in force upon the irrigation works now in progress.

2. In reply, I beg to state that, if I have understood rightly the various orders of Government, "task work" is to be enforced, and "piece work" is to be prohibited. In other words, the work-people are to perform a task equivalent to 75 per cent. of an ordinary task in ordinary times according to their capabilities, and are not to be allowed to earn more than the scale of relief wages laid down by Government, even if they are willing to do so, or, as Colonel Finch puts it, "the task paid for does not admit of a larger amount being earned than the whole party are entitled to for any particular period." This point is an important one, but I do not think it is clearly understood by all officers: for instance, in the papers sent to me for report, I notice that Major Lee, besides having a sort of contract with the headman of each gang, advocates his system under clause (*d*), para. 9, because "the work-people have an object in working hard, and possibly earning a little more than they otherwise might." This is "piece work," not "task work." I may add that Major Penny was carrying out a successful system of "piece work" with about 8 per cent. of his work-people on the Nehr Tank, until I discovered it, and ordered its discontinuance.

3. I entirely agree with Colonel Finch that the gang system of task work for every description of work which can be measured is the best, and, in fact, the only practicable one. It is being adopted with marked success on the tank works in Dharwar under Mr. Palliser, and on the Ekruk Canal, Bhatodi Tank, and Ashti Tank, under Mr. Burke, in Sholápur; with fair success on the Nehr, Pingli, Islampur, and Mhaswad tanks, under Major Penny, in Satara; and I have ordered its introduction upon all the relief works in the Poona Collectorate, including the Nira Canal, which has just been commenced. The sizes of the gangs vary according to the nature of the work to be executed. Mr. Palliser in a tank clearance forms his people into gangs 200 strong; while Mr. Burke's gangs do not exceed 50 people. The composition of the gangs into men, women, and children depends likewise on the nature of the work, height of lift, and length of lead. The basis of the task system upon irrigation works is that in ordinary times, when the lift does not exceed 4 feet, and the lead does not exceed 50 feet, 100 cubic feet of black or red soil can be excavated and disposed of by one man, one woman, and one child, and, therefore, at the present time, 75 cubic feet only is to be exacted, and the work is measured out accordingly every day to correspond with the strength and composition of the gangs, and so on, making the necessary additions for additional lift and lead, and for the different soils to be dealt with. This agrees (omitting the cost of baskets, &c.) with Captain Marryat's tables, and would now cost, say—

	Annas.
1 man	2
1 woman	1½
1 child	1
Annas...	4½ for 95 cubic feet.

I, therefore, am of opinion that, under the existing orders of Government, the present task set by Colonel Finch in his memorandum, item A, is too high, and should be reduced to 75 cubic feet for Public Works Department, and to 50 cubic feet for Civil Agency works. On the other hand, items B and C work out sufficiently correctly for present task purposes, using Captain Marryat's tables and the scale of relief wages. The other items of work in the memorandum are not in general use in the Irrigation Department, and my opinion thereon would not be worth anything.

4. As regards the mustering of the gangs, as long as there is no contract or piece-work system in force on the works, I consider that the *entire* gang should be mustered in regular departmental style with very small detached working parties; the family or village system adopted by Major Lee may be successful, and save a great deal of trouble, but I rejected it when proposed to me by Major Penny for the Nehr and Pingli Tanks, and I should not like to see it introduced upon our large irrigation works. It would result practically in a piece-work system, which, however suitable and desirable in ordinary times, is not properly applicable to works under construction purely for purposes of affording relief.

5. I append copy of a memorandum and table prepared under the orders of Mr. Burke for arranging "task work" on the Ashti Tank. I have gone into the question with him, and believe the table only requires some few modifications to make it a very good form for all works of the kind. Mr. Burke is going to have some very careful experiments made upon the work, when the table will be revised accordingly. As far as the work has gone at present, it answers remarkably well, and I can confidently assert that the tasks are very fair and the reverse of oppressive to the people: at any rate, they are, as far as black and red soil are concerned, 25 per cent. below those fixed by Colonel Finch in his memorandum, and we know that the people can perform them without over-exertion or suffering: indeed, if allowed to do "piece work," we know that they would earn something over the relief wages. It may be satisfactory to Government to learn that, during my visit to this work, I received no complaints whatever, and the people appeared quite contented and cheerful.

6. I have not yet received any satisfactory report regarding the introduction of task work on the relief works in the Poona Collectorate, but I hope to do so shortly. On the Matoba, Pátas, and Shersophal Tanks there should be no difficulty whatever, and I see no reason why the results should not be as good as on our other tank works in Sholápur, Satara, and Dharwar. On the Mutha Canal the results will probably not be quite so satisfactory, as that work was overcrowded at the outset, and tasks were not enforced till January, when the people had got into a slovenly way of working; and, besides, it is rather more difficult to arrange task-work on a canal with varying conditions, than on a heavy tank embankment. The subject has been engaging my attention for some time past, and I hope soon to be able to report some decided improvement in the tasks and rates upon this work.

7. I beg to return all original papers, and to be, &c.

(Signed) C. J. MERRIMAN, Colonel, R.E.,

Chief Engineer for Irrigation.

MEMORANDUM ON THE SYSTEM OF "TASK WORK" TO BE OBSERVED ON THE ASHTHI TANK WORK.

1. Each gang must be numbered, and consist of 50 people. The relative numbers of men, women, and children must, as far as possible, be maintained, vacancies in each being filled up, as they occur, by fresh comers. This will preclude the necessity of changing the fixed quantity of work required to be done by each gang. Where vacancies cannot at once be filled up, allowance must be made according to the fixed scale.

2. The nature of the soil to be excavated having been observed, and the quantity of work to be done by each gang calculated from the annexed "Table," the muccadums must be informed, in round numbers, of the length, breadth, and depth of the excavation required from his gang, and the kárkun the same from each gang under him. Both these men will, to some extent, be held responsible for the work being done.

3. For the "Puddling" a gang or gangs must be selected, and every 3 men must puddle, and cover with 1 foot of dry material a length in the trench of 12½ feet, doing one-half of that amount in the morning, and the other in the evening.

4. For the "Ramming" also a gang or gangs must be selected, allowing one rammer for every 150 cubic feet excavated.

5. For the "Watering" no decided task or rate can be fixed; but a number of trips, in proportion to the distance from the nullah, must be made, circumstances deciding that number.

6. For the "Carts" 10 annas will be allowed for 100 cubic feet of material carried 500 feet, and 1 anna for every additional 150 feet up to ½ mile, and for every 300 feet beyond.

7. The overseers and sub-overseers must measure up the work of each gang every evening, and report those who have not done their full amount, stating what that amount is, and how much has been done. The pay of each individual of the gang will be cut in proportion to his or her daily rate of wages for the work short; but it is hoped that, by proper supervision, and judicious management, the necessity for doing so will not occur.

8. The measurement books of the overseers and sub-overseers must be clearly kept, and the work totalled up at the end of each week.

TABLE shewing quantity of work required daily from a man, a woman, and a child under different "Lifts" and "Leads" in black or red soil.

Lift.	Lead.	Man.	Woman.	Child.	Lift.	Lead.	Man.	Woman.	Child.	Lift.	Lead.	Man.	Woman.	Child.	Lift.	Lead.	Man.	Woman.	Child.
ft.	ft.	c. ft.	c. ft.	c. ft.	ft.	ft.	c. ft.	c. ft.	c. ft.	ft.	ft.	c. ft.	c. ft.	c. ft.	ft.	ft.	c. ft.	c. ft.	c. ft.
4	50	33	24	18	7	50	28	20	16	10	50	25	18	15	15	50	21	15	12
...	100	25	19	14	...	100	22	16	30	...	100	19	14	11	...	100	16	11	9
...	150	20	14	10	...	150	19	13	10	...	150	16	11	8	...	150	13	9	7
...	200	17	12	10	...	200	16	11	9	...	200	13	9	8	...	200	11	8	6
...	250	14	11	8	...	250	13	9	7	...	250	11	8	6	...	250	9	7	5
...	300	12	9	7	...	300	11	8	6	...	300	10	7	6	16	50	20	14	12
...	350	11	8	6	...	350	10	7	6	...	350	9	6	5	...	100	16	11	9
...	400	10	7	6	...	400	9	6	5	...	400	8	6	5	...	150	12	9	7
...	450	9	7	5	...	450	8	6	5	...	450	7	5	4	...	200	11	8	6
...	500	9	6	5	...	500	7	5	4	...	500	6	5	3	...	250	9	6	5
5	50	31	23	18	8	50	27	19	6	11	50	24	17	14	17	50	20	14	11
...	100	24	17	14	...	100	21	15	12	...	100	18	13	11	...	100	15	11	8
...	150	19	14	11	...	150	16	11	9	...	150	14	10	8	...	150	12	9	7
...	200	16	11	9	...	200	14	10	8	...	200	12	9	7	...	200	10	7	6
...	250	14	10	8	...	250	12	9	7	...	250	11	8	6	...	250	8	6	5
...	300	12	9	7	...	300	11	8	6	12	50	23	17	14	18	50	19	14	11
...	350	11	8	6	...	350	10	7	6	...	100	18	13	10	...	100	14	10	8
...	400	10	7	6	...	400	8	6	5	...	150	14	10	8	...	150	11	8	7
...	450	9	7	5	...	450	8	6	4	...	200	12	8	7	...	200	10	7	6
...	500	8	6	5	...	500	7	5	4	...	250	11	8	6	...	250	8	6	5
6	50	30	21	17	9	50	26	19	15	13	50	22	16	13	19	50	19	14	11
...	100	23	16	13	...	100	20	14	12	...	100	18	13	10	...	100	14	10	8
...	150	20	13	11	...	150	15	11	9	...	150	14	10	8	...	150	11	8	7
...	200	15	11	9	...	200	14	10	8	...	200	11	8	7	...	200	10	7	6
...	250	13	9	8	...	250	12	8	7	...	250	10	7	6	...	250	8	6	5
...	300	11	8	7	...	300	10	7	6	14	50	21	15	12	20	50	19	13	10
...	350	11	8	6	...	350	9	7	5	...	100	16	12	9	...	100	14	10	8
...	400	9	7	5	...	400	8	6	5	...	150	13	9	8	...	150	11	8	6
...	450	9	6	5	...	450	7	5	4	...	200	11	8	6	...	200	9	7	5
...	500	8	6	4	...	500	6	5	4	...	250	10	7	6	...	250	8	6	4

The above quantities must be multiplied for soft moorum by ·82 } Excavation.
" " average do. " ·64 }
" " hard do. " ·46 }
" " loose earth or sand " 1·25 } Spoil.
" " loose moorum " ·8 }

(Signed) C. T. BURKE, B.E.,
Executive Engineer for Irrigation, Sholapur and Ahmednagar.

B 835—c

Example to illustrate the "Table."

Assume a gang consisting of

20 men + 20 women + 10 children, to be working with a lift of 8ft. and lead of 200 ft. in soft moorum.

In the column for this lift and lead, the relative tasks for one man, one woman, and one child will be as follows:—14 c. ft., 10 c. ft., 8. c. ft., respectively.

Then $14 \times 20 = 280$ = Task for 20 men.

" $10 \times 20 = 200$ = " " 20 women.

" $8 \times 10 = 80$ = " " 10 children.

560 c. ft. total task to be executed by the gang, if the material were black or red soil; but, as the example is for soft moorum, the multiplier 0·82 (see foot-note to Table) must be used

∴ Total task $= 560 \times 0{\cdot}82 = 429{\cdot}20$ cubic feet, and this is given to the muccadum in round numbers. Thus, in the case of the puddle trench of the Ashti Tank works, where it is 10 ft. in width, the task would be given as follows:—

Length.		Width.		Depth.
43 ft.	×	10 ft.	×	1 ft.

(Signed) C. T. BURKE.

BOMBAY: PRINTED AT THE GOVERNMENT CENTRAL PRESS.

No. 779 F of 1877

Public Works Department,

Bombay Castle 21st April 1877

To,

The Secretary to the Government of Madras,

Revenue Department.

Sir,

In reply to your telegram of the 19th instant, I am directed to forward the Government Resolutions marginally noted, and to inform you that upon works under the Agency of the Public Works Department, the task work exacted is 75 per cent. of what the individual could do supposing he worked to the utmost of his ability. A man is paid one anna, plus the value of a pound of grain; a woman is paid half an anna, plus the value of a pound of grain; a child over 7 is paid half an anna, plus the value of half a pound of grain; and a child under 7 is paid a

G. R. No. 268 Cd. – 1038. Local. dated 18th December 1876. (with accompaniments)

G. R. No. 319 Cd. – 111th Local. dated 26th December 1876

G. R. No. 33. E–103. Local. dated 19th January 1877

G. R. No. 156 E.–546. Local. dated 10th March 1877. with accompaniment

a quarter of an Anna. These rates are for six days only, no payments being made for Sundays.

2. Upon works under Civil Agency upon which only the unable bodied are employed, the task work exacted is 50 per cent of what the individual could do supposing he worked to the utmost of his ability. A man is paid half an Anna, plus the value of a pound of grain; a woman is paid a quarter of an Anna, plus the value of a pound of grain; and a child under 7 is paid a quarter of an Anna. These rates too are for six days only, no payments being made for Sundays. The accompaniments to Government Resolution No 15 b, E-576 shows the scale of task work under varying circumstances of material and lead. The tasks are enforced by fines in the event of the work done proving, upon measurement, to be below what is required; some allowance being made at first, in the case of people newly arrived, upon the works. The payment of a quarter of an Anna to Children under 7 is made only to Children whose parents or guardians are upon Relief works; no work is exacted from these Children, but they are tended at some little distance from the work by women paid at the ordinary rates for relief labour.

3. This arrangement has been in force since the 26th December.

I have the honor to be,

Sir

Your most obedient Servant,

Major General,
R.E.

Secretary to Government

Rev. 1877 Dept

No. 2788

From

The Govt. of Bombay
P.W. Dept

Dated 21 } April 77
Rd 23 }

No 779

Forwg. in reply to the Telegram of the 19th inst. resolutions regarding the rate of tasht allowed & the wage given in the distressed districts of the Bombay Presy.

No 2976

Lodged
25 May 77

(26-5-77 (R 28-5-77)