

ITEM NO. 19/10/NC-46 (Meeting held on 15-5-10)
SUBJECT: RESTRICTED HOLIDAYS FOR THE EMPLOYEES
WORKING IN THE INDUSTRIAL ESTABLISHMENTS

The staff side stated that as per the Govt. of India instructions on the subject of holidays to be observed in Govt. offices, the employees are entitled to avail any two holidays as restricted holidays in addition to the 14 compulsory holidays and three holidays decided by the Central Govt. Employees coordination committee in the State capitals. However, the Employees working in the industrial Establishments are eligible for 16 holidays in a year including 3 National Holidays. The employees of Industrial Establishments are thus deprived of one holiday. Apart from this, the various Ministries are not allowing two days restricted holidays for the employees working in the Industrial Establishments especially under the Ministry of Defence. This is a clear discrimination, since the Govt. of India instructions on this subject do not prohibit restricted holidays for the employees of the Industrial Establishments.

In view of the above, the staff side demanded that the employees working in Industrial Establishment may also be given 17 holidays and 2 Restricted holidays.

The Official Side stated that there is a fundamental difference between the way the holidays are decided for Central Government administrative offices and the industrial establishments. While no substitute holiday is provided to the employees of the Central Government administrative offices in case a regular holiday occurs on another holiday or weekend, this is not the case in respect of the employees working in the industrial establishments. Therefore, the effective number of holidays in a year are more in case of the industrial establishments than that of the Central Government administrative offices. Therefore, the demand of the Staff Side for granting 17 holidays to the employees of the industrial establishments cannot be agreed to.

At this point of time, the Staff Side stated that while they agree with the decision of the official Side not to increase the number of gazetted holidays from 16 to 17, demanded that at least the benefit of two restricted holidays in a year may be granted to them. On this issue, the Official Side informed that a decision was taken in 1961 that only those offices which were having more than 23 holidays prior to 1960 shall be eligible for 2 days restricted holidays in a year.

Since industrial establishments in the Ministry of Defence had less than 23 holidays prior to 1960, they are not eligible two days restricted holidays. The Staff Side stated that in the list of holidays issued by the Department of Personnel & Training every year, it is nowhere stated that employees of the industrial establishments are not eligible for restricted holidays and therefore demanded that there is a need to review the existing practice. The Official Side agreed to re-consider the matter relating to grant of two days restricted holidays to employees of industrial establishments.