



No. 7/33/67-NCL(C)
Government of India
National Commission on Labour
D-27, South Extension Part II

.....

New Delhi-3, dated the 2nd Feb., 1968.

To

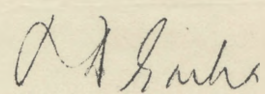
✓ The Chairman and the Members
of the Commission.

Sir,

I am directed to forward herewith a copy of notes on observations, visits and record of informal discussions which some Members of the Commission had with parties in the State of Madras.

Yours faithfully,

Encl: as above.


(P.D. Gaiha)
Director

(Seen by 29/2/68)
for NCL file
L

RC/2.2

NATIONAL COMMISSION ON LABOUR

Observation visits in Madras State

(CAMP: COIMBATORE)

21-12-1967

I

Asbestos Cement Company Limited.

1. The Asbestos Cement Factory near Coimbatore (established in 1953) has attracted its labour from the neighbouring District which belongs to Kerala State. Most of the work has been mechanised but there is possibility of further mechanisation if such is permitted; the stacking of sheets and their transportation are amenable to mechanisation. The policy of the present Government with regard to mechanisation is stricter than that of the former Government.

2. Cement and Asbestos are mixed in the required proportion with water and the mixture is pressed through rollers. Water is then sucked out in the process and drying and binding of the mixture takes place. In its wet form itself it is pressed into sheets of proper size. The A.C. pipes require a piece of cloth as a catalytic agent. On this piece layers of the mixture of asbestos and cement are fixed and water taken out again through the vacuumatic suction process. Once the pipe is so prepared, cloth is taken out.

The pipes as well as sheets are then seasoned before being stacked for transporting elsewhere.

3. Raw material in the form of asbestos used in manufacturing corrugated sheets is still imported; mostly from Canada, Russia, Rhodesia and U.S.A. It has not been possible so far to find substitutes for it within the country; whatever is available is so inferior that small quantities of it have to be fixed with imported material in larger quantity to make it usable. Apart from sheets the Company is also manufacturing various types of pipes and ancillaries to roofing material etc. One of the important raw materials viz., cement is purchased by the Company from the Associated Cement Company (A.C.C.) in bulk; 25% of the shares of the Asbestos Cement Company are held by the A.C.C.

4. The factory works three shifts of 8 hours each with half an hour break for lunch. There are about 965 workers employed in the various departments. About 220 workers work in each shift excluding the office staff.

5. The Company has constructed 120 houses for its staff. Of these 80 have been allotted to ordinary workers including 18 for the watch and ward staff. The Company has not taken advantage of the industrial housing scheme though availability of land for housing is no problem. They approached the Government but could not get funds because of the national emergency. The factory manufactures most of the material required for housing. But only about 10% of the workers of this factory are housed. Last year was one of depression for the industry. On being asked why it could not have used its own products for housing its workers, the manager had no satisfactory reply to give.

6. All workers are paid according to time rate system. An ordinary worker gets Rs. 1.50 per day as basic wage. D.A. at current rates comes to about Rs. 166/- per month per worker. In addition to this workers get

bonus also. There are three unions in the Company. These are affiliated to INTUC, AITUC and D.M.K. respectively.

7. There was accumulation of stocks last year due to shortage of demand. As a result, the Company was forced to curtail its production. As compared to 1965 production of sheets has been reduced by about 25% at present and that of pipes by about 33%. Because of excessive stocks production was stopped in October-November 1966. The workers were laid off and were paid half the wage during this period. In November 1966 Company resumed production with 3 machines working for one week as against the total of 6 machines working for 4 weeks in normal time. On the intervention of the Deputy Commissioner for Labour in June 1967, the Company started working 2 machines for 2 weeks. There has been some improvement in demand and at present (December 1967) 2 machines are working for 4 weeks.

8. The fall in demand is considered a temporary phenomenon by the Company because of overall recession in the economy and it is hoped that it will soon pick up. The laid off workers were offered alternative employments in other departments. 13 workers who were members of the A.I.T.U.C. affiliated Union did not agree to work in other departments and struck work. They also instigated other workers and 'gheraoed' the management for about one hour on 8th June 1967. The gherao was lifted when police intervened. The management has dismissed 11 workers which include President and Secretary of the A.I.T.U.C. affiliated Union. The case was referred for conciliation. The conciliator recommended voluntary arbitration. The recommendations of the conciliator are under consideration of the management.

9. Contract labour is at present employed only for bringing cement from A.C.C. and loading it in the Silo. They are paid Rs. 2.50 to Rs. 3.50 per day and get employment for about 3 to 4 days in a week. Formerly contract labour was employed for loading of finished products but this has since been stopped; the work is now done by regular workers.

10. The Company is running a canteen for workers in the factory premises. Tea/Coffee and snacks are sold in the canteen at subsidised rates. Because of difficulties in procuring rationed articles, particularly cereals, the Company is not able to serve full meals in the canteen. The canteen is well maintained. The factory premises are also well ventilated and spacious.

11. Some workers were interviewed. They appeared to be satisfied with the working conditions. Workers who were members of the A.I.T.U.C. affiliated Union expressed their dissatisfaction when asked to work in other departments at the time of cutting on production. They were unhappy about the dismissal of 11 workers which included the President and Secretary of their Union. Some workers, however, felt that working in a different department was better than being laid off. They complained that they were not being given night allowance and also wanted houses to be provided to all workers.

22-12-1967

II

Viscose Rayon Factory:

12. The factory was established in 1957-58 with an initial capital of Rs. 10 crores. Pulp required for the manufacture of rayon was

imported but efforts were made to produce it locally right from the beginning. A team of experts from the United States visited India in 1959 at the invitation of the Government of India and located Kashmir and Nilgiris as the possible sources for supply of hard wood needed for the manufacture of rayon pulp. Though pulp can be prepared from different types of wood, euclyptus wood is considered as the most suitable for this purpose. The cost of imported pulp has gone high particularly after devaluation. Because of the foreign exchange difficulties the factory was asked to purchase pulp being manufactured by Birlas in India. This pulp which is being manufactured from bamboo is not considered so good for manufacturing rayon fibre. However, the factory started using this by taking some extra steps for dissolving it. Birlas increased the price of the pulp from Rs. 1450 per tonne to Rs. 2200 per tonne within a short spell of time. Even at this price there were difficulties in getting the pulp. As this made the products very costly Government was approached to grant licence for import of pulp and since 1966 imported pulp is being used in the factory again. However, the Company is setting up a plant of its own for the production of pulp from the euclyptus wood available in the Nilgiris District. It is expected that this pulp will be as good as the imported pulp and will cost about Rs. 1100 per tonne only. Wages amount to 10 to 11% of the total cost of production. One of the reasons for setting up the factory in this area is availability of water from the adjoining river. The Company needs about 40 lakh gallons of water every day. The other important consideration is that the Company wants to utilise the euclyptus wood available in the Nilgiris District.

13. Minimum educational qualification for recruitment is Matriculation. The Company has training programmes for workers for various types of technical jobs. This helps the workers in improving their skill. An unskilled worker gets a salary of Rs. 200/- per month. Bonus to the extent of about 13% of basic wage was also paid. Recruitment is generally done from the surrounding areas. Married workers usually live in the surrounding villages and pay rents varying from Rs. 25/- to Rs. 50/- per month. Some workers consider this rent to be on the high side. Emoluments of most of the workers varied from Rs. 200/- to Rs. 350/- per month.

14. The workers appeared to be satisfied with the working conditions and the attitude of the management towards them. Most of them desired that adequate number of houses be constructed to provide a house to every one. Those in surrounding villages had not only to pay higher rents but also higher electric charges. Members of the office staff wanted the factory to give them uniforms as were being given to workers. They also complained that rent charged by the concern from the clerical staff was high. It was pointed out that while a clerk paid Rs. 60/- per month as rent, engineers paid Rs. 27/- only per month. The clerical staff also desired that they should be paid overtime allowance as against the present practice of being given compensatory leave. There are a good number of female employees in the factory. Many of them have joined one or the other union. They appeared to be satisfied with the working of the unions and also about labour management relations in the factory.

15. The representatives of South India Viscose Company Workers Union, Sirumugai and South India Viscose National Workers Union, Sirumugai gave their representation regarding fixation of wages etc. These are enclosed as Appendix 'A' & 'B' respectively.

III

Visits to Plantations

16. Labour in the two plantations visited, on the whole, appeared

to be vocal. When we expressed our desire to see the housing in this area, the employer took us round some of the huts he had constructed. Thereupon the workers wanted us to inspect a number of other colonies which were somewhat away from the main road, and which presented a somewhat dismal picture. It was thus a mixed impression, the road-side housing being much better.

17. According to the workers representatives, the important change which has taken place in this area in the last 10 years is that workers would now speak in the presence of the manager without any fear. Formerly, they dared not do so. They can now say things which are unpalatable to the owner to his face. One of the two managers we met on these estates was old. He had known the workers in the past but took all their frank talk now with grace; at least it appeared so to us.

18. There has been a change in the clothing habits for the better. Workers in almost every family which we interviewed sent their children to the schools. None of them wanted their children to undergo the drudgery which was the lot of the parents. A woman worker stated that her daughter was a teacher; another mentioned with some satisfaction that she has sent all her three daughters to Senior School. Our talks with the school teacher also corroborated the statements. We saw a creche which appeared to be dolled up for us. The important visual change was in workers' houses. We could see pictures on the wall - maybe of film stars unlike olden days. One could see in place of earthen utensils, pots and pans made of metal, brass, aluminium and even stainless steel. What was striking was the manner in which the utensils were arranged. The habit of going to pictures was not uncommon. A stray hut even had a transistor.

19. On the whole, one could see that there have been some qualitative changes in the way in which workers live irrespective of the statistical proof of improvement in the real standards. Details regarding visits to individual plantations are given below.

IV

Glenbern Estate

20. There are tea, coffee and rubber plants on this estate but most of the area is under tea. The management showed us how rubber is manufactured. Tea and Coffee Plantations take about five years to grow into a plant from which plucking of leaves or berries can be done. There is a good number of women employees. A woman is paid Rs. 1.80 paise plus dearness allowance at the rate of 10.5 paise per day. As against this a man is paid Rs. 2.25 plus a dearness allowance of 10.5 paise per day. The workers are also paid an incentive wage of 7 paise per Kg. if they pluck more than the minimum of 10 Kgs leaves per day. A good number of workers are able to pluck about 10 to 20 Kgs more than the minimum when the crop is plentiful. This estate is not a member of the United Planters Association of Southern India; but rates of wages etc. are the same. The women leave their children in the creches which are maintained by the estate. The children are given free milk and some refreshment. Some residential quarters have also been constructed. The area of each Quarter is 120 sq. feet consisting of a living room of the size of 5 ft x 7 ft. a varandeh and a kitchen. Most of the employees of the estate are adivasies; they are also members of the union. INTUC has a good following in this industry. Some workers knew how the union

functioned and were appreciative of it. According to the workers interviewed the union is able to solve its problems with the management by direct negotiations.

Tattapullum Estate:

21. The manager of the estate explained the working of the tea factory and the various stages of manufacture of tea from tea leaves. It was explained that the workers are expected to pluck two leaves and the bud. A woman worker is paid Rs. 1.00 plus dearness allowance of 10.5 paise per day. A male worker is paid Rs. 2.25 plus dearness allowance of 10.5 paise per day. A worker is expected to pluck 10 Kgs of leaves a day. If the plucking is more than 10 Kgs the worker is paid an incentive wage of 7 paise per Kg. There is no practice of fall back. April, May & June and August, September & October are the good months for pluckers. In these months 90% of workers are able to pluck 10 to 30 Kgs of additional leaves. The estate has an area of 750 acres. A creche for children was also maintained by management. Maintenance was poor even when it was known that we were to visit it. There were no baby cots. Even the roof appeared to be leaking and this can be serious in a creche for plantation workers. There is a recognised school where free education is given to the children upto 5th class. Some of the students also go for higher education. About 15 students - children of workers - passed the S.L.C. examination and are employed as clerks at various places in Coimbatore etc. A free meal consisting of some rice, sambar and milk is given to the children in schools. This is common in all schools in Madras State.

22. Workers colonies were also visited. It was noted that most of the houses except those on the road side are in a bad shape having leaking roofs. Some new houses recently constructed were however good. There is no difficulty in regard to the availability of land. Labour is also cheap and houses could be constructed with stones, locally available, at reasonable cost. Because of the heavy rainfall and cold climate good houses are necessary in this area. Workers appear to have large families. Number of children varies from 5 to 9 in many cases. This was a subject of a shy remark of the owner that some incentives should be now provided against improvident maternity.

23. The office bearers of the I.N.T.U.C. affiliated union claimed that out of a total of about 35,000 workers working on various plantations in the Nilgiris District about 22,000 are members of this union. Efforts have been made by different parties to organise more unions but they have not been able to enroll many members. Prior to Independence these estates were considered as private property and trade union workers were not allowed to enter these areas. It was only a little before Independence that the I.N.T.U.C. workers were able to organise a union of plantation workers. Annual subscription for Union members is Rs. 4.00 per member. The union has paid workers for the office work. Office bearers of the union do not draw any salary but get some honorarium. There is a large number of women employed in these estates. 50% of the union members are said to be women workers.

24. The union is running a cooperative store. A Cooperative Bank known as the Nilgiris District Plantation Workers Cooperative Bank Ltd., Coonoor, is also being run by the Union. The Bank has an authorised share capital of Rs. 3 lakhs. The paid-up share capital was Rs. 2,02,650/- at the end of November 1967. The value of each share is Rs. 5.00. The Bank advances loans to the members which are repayable in 20 monthly instalments. The loan instalment together

with a compulsory deposit of Re.1.00 is recovered from the salary of workers every month. The Bank has been making profits and declaring a dividend of 6% every year.

VI

Meeting with farmers

25. As a side-experience, Member Secretary saw a group of farmers from Ahmednagar at Coimbatore Station. On being asked the reason for such a large group at the Station, he was told that they all came from the area which supplies cane to the Cooperative Sugar Factory in the District. The group consisted of about 450 persons covering families numbering about 200. They belonged to different castes and were on an all-India tour of 6 weeks. Each one had spent Rs. 500 for the ticket. In addition the party had taken with it a contractor for cooking food, paying him Rs. 5000. Expenditure per head, according to the persons interviewed, came to about twelve to fifteen hundred rupees. Most of them were enthusiastic about what they saw in the country - progress in animal husbandry in Saurashtra and Punjab, fertilizer factories in Nangal, Sindri and other places; Cooperative Sugar Factories in Andhra Pradesh and agricultural Research Centres elsewhere. The farmers interviewed were anxious to use whatever good they saw in their visit on their own farms. The Sugar Cane Research Centre, Coimbatore, was of special interest to them and was specifically mentioned. They were hopeful of undertaking similar and more purposeful tours in the years to come. This experience of living together perhaps is confined to the more prosperous peasants. How far it reaches the lower level of peasantry it is difficult to imagine.

23-12-1967

(CAMP: MADURAI)

VII

General

26. The T.V.S. in Madurai shows what a scientific management can achieve. From the account which was given to us it appeared that no minor details even escaped the notice of the management. Every screw and washer gets accounted for and so do quantities of wood to be used in body building, the economy which could be effected in it and so on. The purchasing arrangements in the T.V.S. are all geared with the sole object of efficiency. There was cleanliness everywhere and much more so in the canteen which supplies wholesome food at subsidised rates. This accounted for industrial peace over the last so many years. Many persons who are now holding senior positions in the T.V.S., even members of the owners family, had to undergo the shop floor drill. This has conditioned them better in understanding workers' problems.

27. Neither the T.V.S. nor the Southern Roadways experienced any work-stoppage since Independence. The latter carries delicate articles like radio as also articles which are not so delicate to any distances and run to a time schedule fixed by the company. The care which they take for continuous testing of drivers was worth noting. Arrangements for checking over-speeding on the road also appeared to be interesting. Their office looked like a railway parcel office but perhaps run more efficiently. Good deal of personal attention at every stage - receiving articles, putting them at appropriate place for transportation and arranging delivery at right places - have been carefully looked into.

28. The Union in the T.V.S. was formed by insiders but they seek advice from reputed leaders outside. While all this is to the credit of the institution, some weaknesses did show up. Many union representatives were however somewhat dumb. Another which requires to be recorded is the operation of the joint management council. It is claimed that this is one of the more successful councils. But after examining the records one got the impression that the meetings were not so frequent; nor were workers representatives interested in understanding the working of the undertaking. This may be due to shortage of agenda items or the implicit faith which workers have in management but a joint management council is required to be more watchful.

29. The activities of the T.V.S. in Madurai are so extensive that one could almost equate the industrial life of Madurai with that of the workers in the T.V.S. A visit was also made to the T.V.S. hospital. T.V.S. has a colony which we did not visit but we saw a number of workers' colonies constructed under the Industrial Housing Scheme or otherwise. Most of them appeared to be models for similar colonies which should be constructed elsewhere. While some of them were occupied by low-paid clerical employees, a number of operatives were also occupying quarters side by side. Persons staying in this colony have been educating their children and cases where sons and daughters are taking advantage of college education were not rare at all. Details regarding visits to T.V.S. establishments and other mills and housing colonies in Madurai are discussed in the following Sections.

VIII

T.V.S. Hospital

30. The hospital was set up in March 1947. The medical officer incharge showed the various departments. It is a modern hospital well equipped to cater to the medical and surgical needs of the employees and the family members of T.V.S. & Sons, Southern Roadways, Sundaram Industries and other sister institutions located in Madurai and in Mofussil places. The hospital is divided into three segments viz., Out-patient department; In-patient department and E.S.I. utilisation dispensary. E.S.I. utilisation dispensary provides treatment to all workers coming under the purview of the Factories Act. Those who have completed 15 years of service even though they are covered under E.S.I. can take treatment at this hospital. All workers whether they are covered under E.S.I. or not are eligible for family treatment at this hospital provided they have put in five years of service. There are 63 beds in the In-patient department. Besides this branches have also been opened at Trichy, Tirunelveli and Pudikkottai to cater to the medical needs of workers and their family members stationed at these places.

31. Preventive aspect is also looked into. Almost all the children are immunised with Triple Antigen and Oral Polio Vaccine. Attention is also paid in educating workers and their wives about the need to have a compact but healthy and happy family by resorting to family planning methods. Some of the patients in the In-patient department of the hospital were interviewed. They included workers and their family members. The patients expressed their satisfaction with the treatment they were getting in the hospital. Family Planning programme of the hospital also appears to be working well. The workers contacted did not have large families. The number of children in most cases was about three. However the experience of the hospital is that while middle class families willingly adopt family planning methods there was some resistance from persons with lower levels of income where the need for family planning was more acute.

Southern Roadways Workshop

32. This is a modern workshop. It has different sections concerned with various processes of manufacture of chassis and parts as also servicing of auto vehicles. It is a spacious workshop with adequate amenities for workers. The company has a training programme for workers. This helps the workers in improving their skill. For filling vacancies in different categories of skilled workers preference is given to the locally trained employees if they are able to pass the required test. A good number of workers took benefit of this training programme. Workers appeared to be satisfied with the attitude of the management towards them.

33. The line staff like drivers, conductors and checking inspectors, workshop staff and store clerks in the counter duty are supplied two sets of uniforms a year. Woollen dresses and winter footwears are also supplied to watchmen in hilly places. All employees who have completed 5 years of service and more and who have defective vision are supplied spectacles at company's cost. All checking inspectors are provided with umbrellas and torch lights. Recreation facilities including reading rooms have been provided at various stations. Rest houses for the benefit of line staff have also been provided at halting stations. The management is running a canteen wherein employees can purchase food packets, tiffin, eatables, tea etc. at less than cost price.

34. The employees are running cooperative stores wherein provisions, cloth and other articles are sold at almost cost price. A cooperative Bank is run by the employees. Deposits are received from the employees and loans are issued to them at a low percentage of interest. 5% interest on compulsory thrift deposits is being paid besides the dividend on share capital. A Cooperative Building Society has been started by the employees for provisions of tenements for workers. Most of the employees are members of the T.V.C. Workers Union affiliated to I.N.T.U.C. All office bearers of the Union are employees of the Company.

Joint Management Council

35. A unique feature of this concern is the working of the Joint Management Council. An agreement constituting this Council was signed between Southern Roadways (Private) Limited and T.V.S. Workers Union on 2nd September 1962. The agreement is on the lines of the draft model agreement suggested by the Second Seminar on Labour Management Cooperation. The Council has 12 members, six representing the Company and six the employees. The representatives of the Company are nominated by the Managing Director and those of the employees by the T.V.S. Workers Union. All worker nominees to the Council are employees of this Organisation. The quorum for the meetings is six, three being representatives of the Company and three employees. The Council has been invested with powers to appoint Standing Sub-Committees and ad hoc Sub-Committees for dealing with any subject falling within the scope of its functions. The tenure of the Council has to be renewed every two years with reconstituted members. For the past 5 years the Council has been functioning successfully. The working of

the Joint Management Council has added to the already existing good relationship between the Management and labour and has also helped the Management representatives to know the difficulties of the labour and the labour representatives to know the practical difficulties in administration of the organisation. This has raised the status of the Union because their representatives take part in the Management of the undertaking. It has also increased the sense of discipline and responsibility in the workers. Managing Director of the Company is the Chairman and General Secretary of the Union is the Vice-Chairman of the Council. In the absence of the Chairman Vice-Chairman presides at the meetings of the Council.

X

T.V.S. School

36. The T.V.S. Management founded the T.V.S. Nagar (workers colony) for the benefit of its employees with all up-to-date amenities for the residents of the colony. With a view to meet the educational requirements of the children in the T.V.S. Nagar the management opened an elementary school on June 13, 1962. With the rapid progress of the Elementary School, demand grew for a High School. Thus T.V. Sundram Iyengar High School was opened in T.V.S. Nagar on June 29, 1966 with the sanction of the Government. The present strength of the High School is made up of 350 boys and 300 girls. The school admits not only the children of the employees of the T.V.S. and group concerns but also outside children. The School has a library, reading room, laboratory and museum. The building is spacious and airy. The School building and the teaching equipment it provides as also library and laboratory facilities can be the envy of a College. There are both male and female teachers. Education is also accorded in road safety measures. With a view to make the children savings minded the Lakshmi Students Fund Scheme has been started in the school. Children can deposit amounts not less than 10 paise. They can withdraw money with the written consent of their parents for bonafide purposes. Regular pass books have been issued to the children. 600 students are having their accounts.

37. The Headmaster was very orthodox in his views about the responsibility of teachers. He strongly felt that all these new ideas of organisation of teachers on trade union lines will ultimately be harmful to the cause of education and it may not advance the interest of the teachers either.

XI

The Shree Meenakshi Mills Limited, Paravai.

38. This is one of the most modern textile mills. It has all modern equipment. The mill is spacious, clean and airy and has up-to-date techniques of control. It has all the facilities for workers to put in their best. As a result, there is a high standard of efficiency in the mills.

39. Most of the workers are members of the union affiliated to I.N.T.U.C. They are satisfied with its working. A worker gets about Rs.200 including D.A. The workers complained that according to the Coimbatore Wage Board they were being paid less. They were also not satisfied with the medical facilities provided by the Company and preferred to avail of E.S.I. medical treatment.

40. The management has another 15 mills under its care but this according to it is a prize piece. It has even got the opinions

expressed by visitors about the mill nicely printed.

41. An industrial housing colony has been put up by the mills in Madurai under the Government of India Subsidised Industrial Housing Scheme. There are about 160 houses in this colony with a total area of about 25 acres. It has broad roads and each house has been allotted plenty of open space. There are play grounds and recreation clubs in the open space. Each house has got a separate flush-out latrine and no unseemly open drains could be seen about the buildings. Each house has a water tap and electric connection. It was noted that many of the occupants had kept cows. A separate school provides compulsory education to all the children in the colony.

XII

The Madura Mills Workers Cooperative Housing Colony:

42. For the purpose of constructing houses for the Mill Clerks and Maistries, the Madura Mills Workers Cooperative Industrial Housing Society was formed and registered on 31.12.1959 under the Government of India Subsidised Industrial Housing Scheme. The society purchased 13 acres of land. The construction of the first lot of 100 houses was taken up in August 1961 and completed in November 1962. Each house is a separate and self contained unit having two rooms, verandah, a separate kitchen and bath. The Colony has all the essential amenities viz. street and house electrification, protected water supply with taps to individual houses and separate latrines. The cost of construction of each house came to Rs. 5,300/- cost of amenities Rs. 1,375/- and cost of land Rs. 66/- i.e. in all Rs. 6741 per house. The subsidy and loan available from the Government came to about 50% of the total cost. For the balance the society approached the Mills for assistance. The mills gave loans and grants. Part of the funds were found from members individual Provident Fund. The water supply amenity to the colony is a gift by the Madura Mills costing Rs. 35,000/-. The Government loan is repayable in 25 years. On the whole it appeared to be a well laid-out colony but meant more for the higher income groups among workers than for poorer ones.

XIII

Meeting with representatives of different unions.

43. Local representatives of A.I.T.U.C., H.M.S. and I.N.T.U.C. met the Members in the hall of the Madurai Productivity Council. It was explained to them that the Commission was undertaking a comprehensive enquiry in the labour conditions, labour legislation as also the labour management relations particularly the developments since 1947. For this purpose the Commission is visiting various State Headquarters and some of the important industrial cities of the country to gather all the necessary information. Members of the Commission are working like a team irrespective of their affiliations. The recommendations of the Commission will certainly carry due weight with the Government.

44. The representatives of the unions welcomed the members and thanked them for selecting Madurai as one of the places for their visit. They hoped that the recommendations of the Commission will be accepted by the Government and will be useful as guide-lines for the formulation of labour policy in the coming years.

45. Certain questions were raised for discussion but most of them were procedural in character. The unions present in the meeting will be presenting their memoranda and appearing before the Commission in due course.

SOUTH INDIA VISCOSE COMPANY WORKERS UNION,

BAZAAR ROAD,
SIRUMUGAI

Date 22nd December, 1967.

We are the workers of the South India Viscose Company Workers Union affiliated with the All India Trade Union Congress submitting the following few lines for your Commission for consideration and necessary action.

We beg to inform you that even though our factory is one of the 'Heavy Chemical factory' is so far not been included in the groups of Heavy Chemical Factories.

Hence we beg to bring to your notice that necessary immediate action may kindly be taken to consider our application favourably and necessary action may kindly be taken to include our factory in the Groups of "Heavy Chemicals".

By this time we are only getting the pays and facilities as per the Textile mill groups.

If required we will submit necessary detailed particulars regarding the wages, nature of works, work loads to your Commission for favour of necessary action.

For President

Sd/- Illegible
for South India Viscose Company
Workers Union, Sirumugai.

SOUTH INDIA VISCOSE NATIONAL WORKERS' UNION

(REGD NO. 3561)

SIRUMUGAI

Dated 22nd December, 1967.

To

The Chairman,
Wage Board Committee.

Respected Sir,

We the workers working at M/S The South India Viscose Ltd. Sirumugai P.O. are very much happy to submit to your goodselves this appeal.

The Chemicals used in this factory are heavy one. After the working hours we feel tired very much, due to inhale of the chemicals etc.. We have to do the work very carefully. We have more responsibility in work. So eight hours duty may be reduced to six hours.

Basic Wages

The Basic wages may be fixed as allowed to the Central Government's heavy Industries.

Family Quarters

In the above factory there are nearly 1,200 workers are working. So far no family quarters were considered. Here getting a house for rent is a great difficulty. If available the rent is too much. Hence the construction of family quarters for the workers may be considered.

On behalf of the labour we request your goodselves to be good enough to do needful for better life and prosperity.

Thanking you,

Yours faithfully,

Sd/- P. Ragupati
Vice-President