

G.O.No. 613, Dt. 10.3.1938, Development Dept.

Dev. Dept.

Desk 2389
21-6-37

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:
T. V. KALIYANASUNDARA MUDALIAR

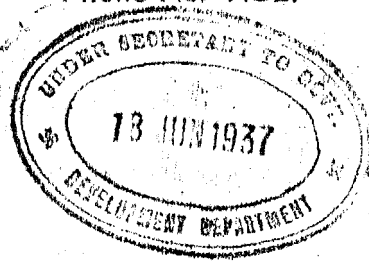
Phone No. 4132.

136, STRAHAN'S ROAD,
PERAMBUR BARRACKS,

Hon. President:
B. SHIVA RAO, M.A.

MADRAS.

General Secretaries:
G. SRIVAPATHY CHETTY.
G. RAMANJOLEU NAIDU.



Dated, 12th June 1937

Treasurer:
G. RAMANUJAM.

K. V. Reddi
43/6

Dev. 1007-D
22-6-37

613/1

To

The Hon'ble Sir K.V.Reddi Naidu Garu,
Chief Minister to the
Government of Madras.

Sir,

We beg to submit the following grievances of the labourers hoping to have them redressed during your Chief Ministership:

You are aware that the working hours of the labourers in the Mills are 9 hours a day. The employers especially the Buckingham Mill and the Carnatic Mill employers in order to extract more work from less number of workers ask the labourers to work for 9 hours during the night without paying over time or any compensatory allowance. Due to this system the workers suffer a lot and their health is very much affected. Therefore we request you to put an end to this system of working in the night. If more people were to be employed there is no necessity to work in the night. The correct hours of work are from 7 A.M. to 5 P.M. Your honour should see that all the workers should work only in the day time except those who are working in the Boilers.

The employers ask one batch of workers to resume work from 5-30 A.M. and another batch from 7-30 A.M. and the last at 7 A.M. at different periods without any reason or cause. On account of this the workers fail to take their midday meals in proper time and find

4

5

Dr. J. H.

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:

T. V. KALIYANASUNDARA MUDALIAR.

Phone No. 4132.

136, STRAHAN'S ROAD,

PERAMBUR BARRACKS,

MADRAS.

Hon. President:

B. SHIVA RAO, M.A.,

General Secretaries:

G. SELVAPATHY CHETTY.

G. RAMANJULU NAIDU.

Dated, 193

- 2 -

Treasurer:

G. RAMANUJAM.

difficulty in returning home in the night.

6/3/2

Even in the Boiler department they employ less number of men but extract abnormal work. In the Dye House department and in the Buckingham Mill the workers are asked to work in the nights as a result of which they fall victims to innumerable diseases. It is regrettable to note that even in other departments some workers are working in the night. The employers are adopting a new system called "Temporary system" in the Mills by which most of the workers have to work temporarily throughout their lifetime. The workers are not permitted to avail themselves of casual leave. There is no increase of pay to the workers in the Buckingham, Carnatic and the Choolai Mills. The workers suffer a great deal when they become old and weak after having lost their strength by working in the Mills during their lifetime when there is no financial assistance to them. To remedy the above defects we pray that Government should establish old age pension or insurance system as in other civilised countries so that the workers at their old age earn their livelihood peacefully.

Further the workers names for trivial mistakes are entered in their Service Books as a sort of warning and immediately they are discharged from their service.

Therefore we request you Sir that you may be pleased to appoint some men as representatives of labour to investigate and

4



Dr. J. S. ...

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:
T. V. KALITANASUNDARA MUDALIAR.

Phone No. 4132.

186, STRAHAN'S ROAD,
PERAMBUR BARRACKS,
MADRAS.

Hon. President:
B. SHIYA RAO, M.A.,

General Secretaries:
H. SELVAPATHY GHETTY.
G. RAMANJULU NAIDU.

- 3 -

Dated, 193

Treasurer:
C. RAMANUJAM.

b13/3

do justice to the workers in such cases as mentioned above.
Hoping to have an early redressal of the same and thanking you.

We beg to remain,
Sir,
Your Most Obedient Servants.

Handwritten note at top right corner.

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:
T. V. KALIYANASUNDARA MUDALIAR.

Phone No. 4132.

136, STRAHAN'S ROAD,
PERAMBUR BARRACKS,
MADRAS.

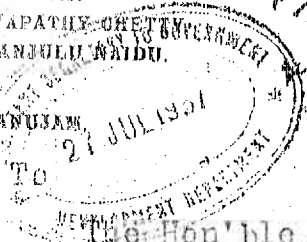
Hon. President:
H. SHIVA RAO, M.A.,

General Secretaries:
G. BELVAPATHY CHETTIAR
G. RAMANULLU NAIDU.

Treasurer:
G. RAMANUSAM.

Dated, 15th July 1937

Handwritten notes:
see report
labour Commission
may be asked to
signatures + report
V.V.G
26/7/37
6/8/37



The Hon'ble Mr. V.V.Giri,
Minister for Labour,
Government of Madras.

Handwritten notes:
Date. 1377-2
27.7.37

Dear Sir,

In many of the departments in Buckingham and Carnatic Mills the Shift System is being observed with a view to turn out more amount of work out of lesser number of labourers. The usual hour of work for an ordinary labourer is from 7 A.M. to 5 P.M. But if the labourer is engaged in work at other times than this, the work turned out could be considered as overtime work. For every hour of work extracted from the labourers at other than the usual hours extra wages is to be paid to him. This is a well known method and it was being adopted in your mills under the previous management.

Only with a view to facilitate the labourers with more rest after their work the Government has passed the 9 hours rule. The chief aim of passing that rule was to make the labourers to be healthy and not to be overworked. We do not complain here that you are extracting of them work more than 9 hours but you keep them engaged no doubt for 9 hours. The meaning of the rule is that but not the spirit of it. It does not believe of you to extract the same period of work even during the nights. As is at present the labourers are found to be treated as machines.

Some labourers are asked to go to work early at 5-30 in the morning; some at 6 A.M. some at 8 A.M. some at 8-30 A.M. some at

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:

T. V. KALIYANASUNDARA MUDALIAR.

Phone No. 4132.

136, STRAHAN'S ROAD,

PERAMBUR BARRACKS,

MADRAS.

Hon. President:

B. SHIVA RAO, M.A.,

General Secretaries:

G. SELVAPATHY CHETTY.

G. RAMANJULU NAIDU.

Treasurer:

G. RAMANUJAM.

- 2 -

Dated, _____ 193

6/12
10

11.15 A.M. and so on. After they serve for 9 hours of course with an interval of one or two hours in the middle they are sent home. Again a labourer who was working in the morning in a certain week is changed to the evening shift. During the nights they are supposed to have interval of time for rest. In one or two hours of the interval time they cannot be expected to sleep and to take rest. At that part of the night they cannot take food and get it digested. After all timely meals alone will keep men in hale and healthy condition. As a result of all these turn out system and change of hours system most of the labourers fall easily a prey to sickness and other diseases such as Tuberculosis chest pain diarrhoea etc.

If you are to investigate about the causes of the premature death of these labourers ^{you} will find that it was due to these diseases resulting out of the shift system and other out-of-way methods that the mill authorities adopt. Labourers are also human beings. They should also live long and healthy. So in the name of sympathy on the part of these labourers and justice we appeal to you to abolish this shift system and make arrangements to pay special wages to the special labourers employed in the nights. Thanking you in anticipation,

Yours faithfully,

G. R. Ramanaiah

8

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:

T. V. KRISHNANASUNDARA MUDALIAR.

Phone No. 4132.

136, STRAHAN'S ROAD, 2-8-7-37.

Hon. President:

H. SHIVA RAO, M.A.,

PERAMBUR BARRACKS,

MADRAS.

General Secretaries:

G. SELVAPATHY CHETTY.

G. RAMANJULU NAIDU.

Dated, 26th July 1937.

Treasurer:

G. RAMANUJAM.

To

The Hon'ble Mr. C. Rajagopalachariar
Premier,
Government of Madras,
Madras.

Respected Sir,

In the Madras City there are only three big textile Mills of which the Buckingham Mill and the Carnatic Mill -- now amalgamated into Buckingham and Carnatic Mill -- are under the control and guidance of the English proprietors and constituted in the Binny & Co and the Madras Spinning and Weaving Mills Ltd otherwise called the Choolai Mill is managed by Bombay capitalists. In Buckingham and Carnatic Mills there are about 8000 people working and in the Choolai Mills 2500 labourers working.

BUCKINGHAM AND CARNATIC MILLS

General

These mills were once considered to be the best mills in the whole of India when there was a better management. There were very good directors who after seeing how the workers work hard and suffer without proper facilities in their life have enabled the poor labourers to have some of the conveniences such as model housings, gratuities, bonus etc., The labour Union agitated against the ill treatment of some of the Europeans masters and some improvements had been effected. Afterwards a change in the management by the appointment of Mr. W.E. Bentley as the Manager of the Mills has launched the people in a dangerous predicament. A counter labour organisation was established. The clerks Maistries and others have in order to get the favour of the masters became the members of the organisation. Yet our Labour Union went stronger. Then the Management organised a Welfare institution by employing an ex Sub Inspector who had helped the capitalists a great deal in the "Lock out" time in the capacity of a Sub Inspector as the head of the Institution.

Under the auspices of this institution the members of the institution are supposed to discuss about the ways and means to look after the welfare of the labourers. It has actually helped the managing authorities to divide them and disunite the labourers and extract of them more work

Recd. 2/8/37
26/7-37

QNA-1390-II

MLT
Development
Call for a reform
1/1/37
28/7/37

613
8

CC
28-7-37

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1936.)

President:

T. V. KALYANASUNDARA MUDALIAR.

Phone No. 4132.

136, STRAHAN'S ROAD,

PERAMTHUR BARRACKS,

MADRAS.

Gen. President:

H. SHIVA RAO, M.A.,

General Secretaries:

G. BELVAPATHY CHETTY.

G. RAMERJULU NAIDU.

Dated, 193

Treasurer:

G. RAMANUJAM.

- 2 -

6/3/9

on very poor salaries. Under this Bently's regime several spies were employed to find out what the labourers were doing. These spies sometimes on false evidences take the labourers to the managers and without proper enquiries and justification these masters dismiss them. The mill management has adopted a different course by which they can have a very big amount of rupees as profit. As a matter of fact they had Rs9,50,000/- as profit in the year 1935-36. On the plea of retrenchment and dismissal for the alleged mistakes the labourers had committed as per the version of these employed spies they remove those labourers from the mills those labourers that have put in a long number of years of service and in their places they employ the retrenched people on a temporary scale on the lowest wages possible. A smaller number of labourers are asked to do a work which was being done by a large number and to effect the same rate of production. The mill authorities are really sapping the labourers. Where can these poor labourers go for work in these hard days if they cannot say their assent to work harder in their work. They work and work and that too for a poor paltry amount of money. Even then they are under the mercy of their masters and the spies. They are to be under the dread that they would be asked to go out or be dismissed at any moment.

Since the introduction of the 9 hours system into these mills the Masters extract work from the labourers like anything. The spy is at the heel of every labourer and the workman is caught up and taken before the master if he were to speak to any other man and suspected to have wasted his time if by getting tired he were to keep quiet. In some of the departments they are not allowed to go to the latrine also when there was an urgent necessity they should obtain pass from their superior, go to the latrine and return within the prescribed time or else they would be fined or dismissed. Due to hard work the labourers very often become victims to some disease. When they approach the medical officer of the Mill Dispensary the officer very often says that they were alright and that they will not get any leave or exemption. Against his orders if any were to plead he will be at once taken to the Master and got dismissed. A world of worries and a lot of difficulties these poor labourers are to undergo every day in the Mills.

Again these labourers do not get leave even if their closest relatives were to die. It is very difficult to get leave from the mill masters easily. If any were to absent without taking leave he would be dismissed. If any labourer is

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:
T. V. RAJYANASUNDARA SUBBALAR.

Phone No. 4132.

185, STRAITAN'S ROAD,

Asst. President:
B. SIVAKUMAR SAHAI.

PERAMBUR BARRACKS,

General Secretaries:
S. SELVAPATHY CHETTY.
S. RAMKUNJILAL RAJAI.

- 3 -

Dated, 1933

Treasurer:
G. RAMANUJAM.

6/10

ailing from sickness and if he approaches the master for leave he will be sent to the Medical Officer. This medical officer is not diagnosing the disease very well. If his ailments are very serious then alone he will recommend for leave. Suppose a man while at home gets sick and suppose that this man leaves about 3 or 4 miles away from the Mills he has to come all along the way to the Mill and get himself examined by the Mill doctor. Only with his permission the leave is granted. The production of a sick certificate from the native doctor of the village where the workman lives will not suffice. There are so many cases where several sick workers were dismissed for absenting themselves without taking the mill medical officer's leave inspite of their producing certificates from the native medicos.

There are several instances to prove that the labourers are actually driven to the necessity of going home to do the ceremonial rites for their dead relatives or to take the corpses to the funeral grounds. Usually the labourers are fixing up Sundays on what ever day it might turn up for performing the Karumandiram rites.

Leave is not granted whenever it is required even though there is a leave period in their credit unavailed of. This difficulty in getting leave granted is due to the fact that the number of workmen in the department is not proportionate to the heavy work in it. If any one of the workers dares ask for justice or remedy he is victimised by an indirect way of punishment. Sick leave is granted for one or two days without considering the seriousness of the disease distance and means of conveyance of the man who approaches for leave. Every trip to the mills for leave costs to the sick man a certain sum of money when he is penniless after spending a major portion of his income on the purchase of provisions from the Mill provision stores. Further they are not treated with respect and sympathy.

Workers are dispensed with from service all on a sudden without any consideration of their faithful or regular service in the past and the remaining workers are to bear the burden of heavy work caused by the reduction of staff which results in heavy work to them and in course of time in their serious illness. As a matter of fact the mills produce the same amount of cloth that they were producing some years ago. New machines are introduced and with the help of those they turn out enormous quantity of new variety of clothes of very fine

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:

T. V. KALYANASUNDARA MUDALIAR.

Phone No. 4132.

135, STRAHAN'S ROAD,

PENNINGTON BARRACKS,

Vice-President:

B. SHIVARAO, M.A.,

MADRAS.

General Secretaries:

G. SELVAPATHY SHETTY

G. EEDIMANJULU NAIDU.

Dated, 193

- 4 -

6/12/11

Treasurer:

G. RAMANUJAM.

texture. One such variety is the popular 'Anti-crease Hanaya' This is sold at a higher rate and to an extensive scale. This as an instance is shown to prove that they get enormous amount of profit. To speak the truth the mill owners have purchased almost all the surrounding vacant lands it is not known for what purpose. So why should there be any retrenchment.

Again they have resorted to another trick. Knowing full well the ignorance of the labourers they remove off most of the workers who have put in long years of service in the name of retrenchment and employ them again temporarily in a lower grade of salary. This is a trick to deprive these hard working poor labourers of their Bonus gratuity etc. This temporarily appointing system is very much prevalent at the present moment. Since there is the acute unemployment everywhere the labourer who had been working on a permanent basis on a higher salary readily accepts to work as a temporary cooly. What to do? He cannot fight for his right. Every labourer feels as though he would be sent off at any moment and without any cause. The Labourers as a whole are in a panic stricken condition.

To maintain this temporary system the mill authorities are adopting a new system. They have engaged one woman who entered with the mill people into an agreement to supply as many coolies as possible. Before she was pitched upon there were a number of bricklayers coolies and piece work boys in the service of the mills. All these people were sent away. Now this Ubbara woman supplies as many coolies Maistries Bricklayers etc as possible daily. Here also every cooly Maistry or Bricklayer has to bribe the woman for her taking the individual into work. Irrespective of the merits of the workers age and ability the labourers under this woman is paid the same salary. Those labourers whose services have been dispensed with and who had been taken again temporarily into service are treated in the same way as this Ubbara woman does. Woe unto the lot of these poor labourers.

Ever since the inception of this 9 hours system in the Buckingham and Carnatic Mills there is the system called the Shift System in some of the departments. This system so to say takes the life of the labourers. The usual hours of work for all the labourers is from 7 A.M. to 5 P.M. with an interval of 1 hour in the middle. But the machines are working throughout the day and night. Some labourers are asked to go early in the morning at 5 O'clock some at 6 A.M. some at 8-30 A.M. some at 5 P.M. and some at 2-15 P.M. They

12

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:

T. V. KALYANASUNDARA MUDALIAR.

Phone No. 4132.

136, STRAIGHT'S ROAD,
PERAMBUR BARRACKS,

Hon. President:

B. SHIVA RAO, M.A.,

MADRAS.

General Secretaries:

G. SELVAPATHY GHETTI

G. RAMANJULU NAIDU.

Dated, _____ 193

- 5 -

Treasurer:

G. RAMANUJAM.

6/12/12

are kept engaged at work for 9 hours from that time. The mill authorities do not seem to realise how difficult the work would be for the labourers to do during the nights without sleeping. They are kept engaged during the nights sometimes and during the days otherwise. Thus the system is not maintained throughout pertaining to a labourer. Thus there is sufficient reason to show that the labour gets himself due to this untimely and hard work extracted of him emaciated and very soon finds an earlier grave. Many labourers fall into sickness due to this method of work. As soon as the mill people see that the labourer is getting weaker he is found unfit for service without giving him the proper medical aid and sent home.

The labourers who go to the Mills at 6 P.M. get the meal hour somewhere in the midnight. He takes the food. That is not his timely meal and then he works at the machine. He is let off early in the mornings at 4 O'clock. He cannot go in the dark to his house. He has to remain in the premises of the Mills itself. Thus the major part of the day is spent in the work place. What is he to do in the day time after he goes home. He cannot have the sound sleep which is usually enjoyed by almost all the creatures created by god.

The mentality of the authorities shows to prove that they think that these labourers are merely machines and that the work can be extracted of them at any time they like and that they are the only human beings. Most pitiable is the life of a mill labourer.

In some departments such as boiler department the sufferings are acute. Each of the boilers has 4 ovens. For each of such boiler three men are employed. Formerly there were four persons. These three persons are to look after the maintenance of the steam pressure in the same standard. They have to break the coke or coal into pieces shove them into the oven see that the heat is not much higher and that the temperature does not rise high. The fireman's attention is to be constantly on the oven and on the pressure meter. Thus one fireman can look after only one oven. 3 Firemen can take care of three ovens alone. What about the 4th oven. When the petition was written to the managing authorities nothing favourable was done. The Government people also did not reply. Really these firemen suffer a great deal. This is an instance to show how the work is extracted of from the poor labourers. Appalling is the treatment given by these European Masters to these poor labourers.

13

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:

T. V. HALLAYASUNDARA MUDALIAR.

Phone No. 4132.

136, STRAHAN'S ROAD,

PERAMBUR BARRACKS,

MADRAS.

Hon. President:

E. SHIVA RAO, M.A.,

General Secretaries:

G. SELVAPATHY CHETTY.

G. RAMANJULU NAIDU.

Dated, 193

- 6 -

6/13/13

Treasurer:

G. RAMANUJAM.

All those complaints which we write very often to the Commissioner of Labour, the Factory inspector, the Director of Public Health, the Director of Industries and so on. They appear to have been appointed more to look after the mill owners masters and the higher officers than to sympathise and redress the grievances of the needy labourers. Why there was not a single case in the life of our labourers as a whole when these Government officers have interfered and helped any labourer in the Mill.

We have made arrangements to enable the Commissioner the Health Officer and the chairman of the Standing Committee (Health) to inspect the Mills. The report of the standing Committee Chairman will testify how appalling is the sanitary and other conditions of the Mills are.

Hence we appeal to you to go into these in detail make a detailed enquiry and abolish this shift system, undermanning system and other systems that have been introduced and enable the labourers to have the full privileges of availing leave get the bonus, gratuity etc.

Yours Obediently,

G. Ramanujulu Naidu
General Secretary.



LABOUR DEPARTMENT.

Received 19 .. Registered 19

Subject.

Labour -- The Buckingham and Carnatic Mills, Madras --
Working hours.

613
135

ENCLOSURES.
No.
Spec. copies

No. L.Dis. 3521/37.

Station M a d r a s, Dated the 31st July 1937. *kkx*

From (Name) G. W. Priestley Esq., I. C. S.,
(Designation) Commissioner of Labour and Rural Uplift, Madras.

To The Secretary to the Government of Madras,
DEVELOPMENT Department.

Fort St. George, Madras.

Sir,

Reference:-- Government Endorsement No. 1007-V/37,
(Development Department), dated
26-6-1937 on the Madras Labour Union's
letter dated 12-6-1937. *W. J. ...*

I have the honour to submit the following
remarks on the several points raised in the Union's
letter cited:--

1. The schemes of shifts are drawn in accordance with the provisions of the Factories Act, 1934 and no interference is called for.
2. With regard to the employment of less number of men and the introduction of a new system called "Temporary System", it may be pointed out that they are details

48/16

of internal administration requiring mutual appreciation of difficulties and adjustment to the prevailing conditions.


3. As regards old age pension and sickness insurance, the Government may probably contemplate some legislation.

Ad. p. 2

Of late, there have been more labour laws than the development of industries warranted. Before proceeding further to enact new laws to better the conditions, it seems to me that, at all events, we should make certain that the existing legislations work properly and effectively. Further, it would be

necessary to have accurate statistics to ascertain what portion of wages a worker can contribute towards the insurance scheme, whether the industry can bear additional taxation. If the state is to make a contribution to the scheme from the general revenues, it will have to be considered whether the mass of the population which already gets more amenities and more pay than the agricultural labour which is predominantly large in this province. In this connection, a reference is


invited to the Government of India letter No. L. 3019 (Industries and Labour), dated 1-5-1937, recorded in G.O.No. Ms. 1391, developed at, dated 22-6-1937 with regard to Sickness Insurance.

pp. 1-39 

have the honour to be,

Sir,

Your most obedient servant,



for Commissioner of Labour and Rural Uplift.

P.V.C. 2/8.

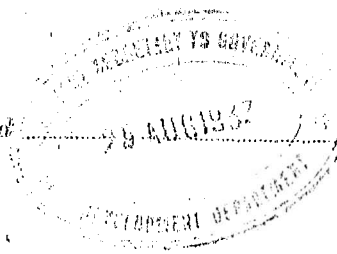
Gen. Dept.

*Reply to the O.M. at pages 7 & 14
dupes may be mounted*

*P.S.
6-8-37*

*an
7/8*

LABOUR DEPARTMENT.



Received 19 . Registered 19 .

Subject.

18 6/15 / 17

Labour - The Buckingham and Carnatic Mills - Workers - Grievances - Representation by the Madras Labour Union in its letters dated the 15th and 26th July 1937.

ENCLOSURES.
No.
Sp. copies

L.Dis.C-4-No. 4653/37

Station M a d r a s , Dated the 20th August 1937 19

From (Name) G.W. Priestley Esq., I.C.S.,
(Designation) Commissioner of Labour and Rural Uplift

To The Secretary to the Government of Madras,

DEVELOPMENT Department.

Fort St. George. Pilly Enkeri

Sir,

Ref:-Government Endorsement No. 1007-V/37-2 & 3 dated the 28th July 1937 and 3rd Aug. 1937.

I have the honour to state that the shift system which is complained of by the Madras Labour Union is in accordance with the provisions of the Factories Act, 1934 and no interference is called for. In no respects have Buckingham and Carnatic Mills violated the provisions of the Factories Act, 1934.

AI

2. The allegations about the spy system, the labour pass system, the difficulty for the labourers in obtaining leave from the management even for urgent private reasons

18

- 12 -

like death of a close relative, funeral rites, appointments and discharges of the workmen by the Management etc. - are all matters of internal administration with which the Factory Department cannot interfere.

3. The shift system against which complaint is made is working without particular difficulty in Coimbatore where there are large numbers of textile mills and elsewhere and is not an innovation peculiar to the Buckingham and Carnatic Mills.

The management of these Mills have for many years had an excellent reputation as being among the best of employers. It is a pity that the Union are unable to see anything good in anything they do. Continually quarrelling is rarely in the best interests of either of the parties concerned.

I have the honour to be,

Sir,

Your most obedient servant,

Hammill
2.9.37

for Commissioner of Labour and Rural Uplift

R.V. 28/B

Des. Insp.

SS. 3869 IV (- 1 2) 18.9.37

(18 pages of c.f)

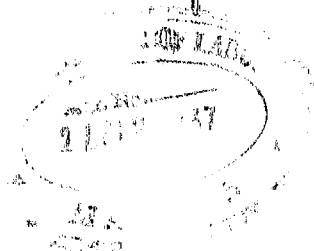
Returned to the Commissioner of Labour & R. for further remarks with reference to the discussion he had had with me yesterday.

Chad

17.9.37

To the Commissioner of Labour & R.

Secretary to Govt



THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Union Act 1926.)

Phone No. 4132.

136, STRAIDAN'S ROAD,
PERAMBUR BARRACKS,
MADRAS.

President:

T. V. KALIVANASUBRAMA MUDALIAR

Hon. President:

B. SIVA RAO, M.A.

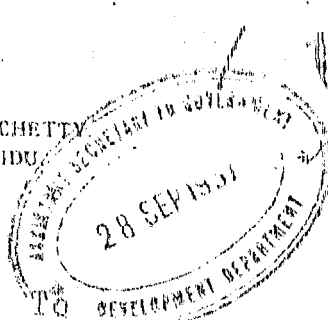
General Secretaries:

G. CHELVAPATHY CHETTY

G. RAMANJULU NAIDU

Treasurer:

G. RAMANUJAM.



Dated 24th Sep 1937

Dw. 2156 V
28.9.37

6/13/18

The Hon'ble Minister for Industries & Labour
to the Government of Madras,
Fort St. George,
MADRAS.

Sir,

We beg to submit the following grievances felt by employees of Buckingham and Carnatic Mills, Perambur, for your information and necessary action:-

Turn system has been introduced in certain departments in these Mills and this shift or turn system is so arranged that workers meals time is affected. They have to take untimely meals and this untimely meals spoils their health. They suffer from indigestion, diarrhoea, head-ache, cough, fever and such other diseases which lead to some other dangerous disease.

After the introduction of this shift system the men affected are undergoing untold miseries and sufferings. Working hours of the shift workers are as follows:

Before the introduction of the shift system the working hours were from 7 A.M. to 5 P.M. with an interval of one hour between 11-30 A.M. and 12-30 P.M. After this system being introduced certain shift workers are to work till 12.30 P.M. and are to come out for their meals. There are no meals for them at this late hours.

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:

T. V. KALYANASUNDARA MUDALIAR

Phone No. 4132.

100, BRANCH STREET,
SINGAPORE MANUFACTURE,
MADRAS

Deputy President:

B. SHIVA RAO, M. A.

General Secretaries:

G. CHELVAPATHY CHETT

G. RAMANJULU NAIDU.

Treasurer:

C. RAMANUJAM.

- 2 -

Meals-carrying women bring meals only to those who come out in the interval between 11-30 A.M. and 12-30 P.M. There are no people available to carry single meal to the Mills at this late hour for a small sum and at the same time these workmen are not, you are aware, financially good to pay more to carry their single meal. Nor are these men in position to go home for their meals and return to work within the limited time, as they are living in far off places like Inavaram, kodungur, Madhavaram, Washermanpet etc.,. Due to these reasons these turn-workers starve for want of their meals.

Further we wish to say that certain other groups of workers are to come out at 10-30 at night; another group at 1 A.M. and some other group at 3 A.M. Besides, there are some other men who work between 6 to 10-30 A.M. and come out.

Their meals are not ready by this time. They are not as we have stated above financially able to engage a special women to bring their meals. Though they take their meals so early, as 10-30 in the morning they are not able to withstand this difficult nature of work till they are relieved in the evening. Certain other group of workers are forced to work between 11 A.M. and 9 P.M. with an

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act-1926.)

President:

T. V. KALIVANASUNDARA MUDALIAR.

Phone No. 4132.

136, STRAILAN'S ROAD,
PERAMBUR BARRACKS,
MADRAS.

Hon. President:

B. SHIVA RAO, M. A.

General Secretaries:

G. CHELVAPATHY CHETTY.

G. RAMANJULU NAIDU.

Treasurer:

G. RAMANUJAM.

Dated 1937

- 3 -

613/20

interval of one hour at 4 in the evening.

There is no ample time for these men also to go home for their meals and come back to work.

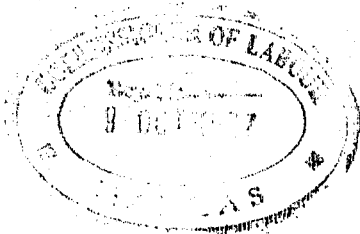
Therefore we beg of you to be good enough to enquire into the matter and to see that the troubles enumerated here are put an end to and help these poor workers.

Thanking you,

We have the honour to be,
Sir,

Your most obedient servants,

A. Ramanujulu Naidu



Done

also ...
... noted file

Encl. No. 2156-V/37-1, dated 7-10-37

Referred
to Commissioner of
Labour of Pondicherry

in accordance with Encl. No. 3869-V/37-1, dated 18-9-37

To the Commissioner of
Labour of Pondicherry

ACKNOWLEDGED
7/10/37
Under Secretary to Govt.

To the

The content may be transferred to

the section

8/11/37

2/10/37

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

Phone No. 4132

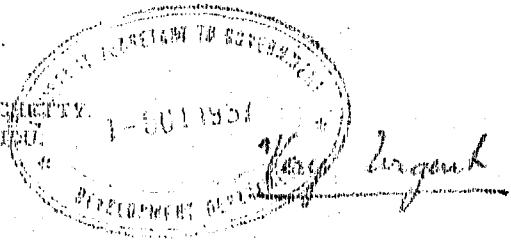
136, STRAHAN'S ROAD,
CHAMBUR BARRACKS,
MADRAS.

President:
C. V. KALYANASUNDAR MUDALIAR

Vice President:
E. SHIVARAO, M.A.

General Secretaries:
G. CHELVAPATHY CHETTIYAR
G. RAMANJULU NAIDU

Treasurer:
G. RAMANUJAM



Dated 24 Sep. 1937

D. 4129-10

1-10-37

612
101

Forward the Labour
Commissioner
copy. C.A.
30757

Hon'ble Mr. V.V. Giri.
Minister for Labour & Industries,
Fort St. George,
MADRAS.

Dear Sir,

You are aware that there are three Textile Mills in the Madras city - The Buckingham, Carnatic, and the Madras United Spinning and Weaving Mills. It seems that the Mill authorities adopt a strange system in enabling the labourers to go to the latrine to answer their calls of nature. In most of the departments the labourers are required to take passes from the departmental Maistries and go to the latrine. This system endangers the health of the labourers from different points of view. A labourer gets the instinct that he should go to the latrine. This impulse is actuated all on a sudden. If he controls the instinct it is detrimental to his health. He cannot control the impulse more than the required time. When the labourer feels that he should go to the latrine he has to go in quest of his Maistry and ask of him a pass. Usually the Maistry does not give the pass at once. He delays and minds his own business. The labourer has to go behind him. At times the Maistry drives him away.

THE MADRAS LABOUR UNION

FOR TEXTILE WORKERS.

(Registered Under the Indian Trade Unions Act 1926.)

President:

T. V. KALYANASUNDARA MUDALIAR.

Phone No. 4132.

136, STRADAN'S ROAD,
PERAMBUR BARRACKS,
MADRAS.

Hon. President:

B. SHIVA RAO, M. A.

General Secretaries:

G. CHELVAPATHY CHETTY.

G. RAMANJULAI NAIDU.

Treasurer:

G. RAMANUJAM.

Dated..... 1937

- 2 -

6/13/22

Again when he presses him further for it, he is given one. All this time he has to control his impulse. Will this method not tell upon^{the} health of the labourer? What will the labourer do if he is actuated to answer the nature's call all on a sudden?

Hence we kindly request you to investigate into the matters, and to see that the pass system is abolished as per the Municipal and health acts. Make arrangement to keep up the health of the labourers.

Thanking you,

Yours sincerely,

G. Ramanujam

Received 27 October 1937

Registered Dn 4529 R
27 October 1937

Subject.

Labour -- The Buckingham and Carnatic Mills -- Workers' grievances.

ENCLOSURES.
No. 7 Booklets
4 S-A files 24 pp
Two copies

No. D.Dis. C-4. 5501/37.

Station Madras, Dated the 20th October 1937.

From (Name) C. A. Henderson Esq., V.D., L.C.S.,
(Designation) Commissioner of Labour and Rural Uplift, Madras.

To The Secretary to the Government of Madras,
DEVELOPMENT Department.
Fort St. George, Madras.

Six,

Reference:-- Correspondence ending with the
Government Endorsement No. 2156-V/37-1,
Development Department, dated 7-10-1937.

In enclosing a copy of letter dated
19-10-1937 from the Director of the Buckingham and
Carnatic Co., Ltd., Madras, in reply to my predecessor's
letter No. C-4. 5501/37 dated 1-10-1937 (copy enclosed)
together with six annual reports of the welfare
Committee's work and the booklet, Industrial Welfare

in Madras, I have the honour to state that I can only endorse my predecessor's opinion that it is a pity that the Madras Labour Union can find nothing better to do than to persist in fomenting discontent by vilifying a management which has paid exceptional attention to the well-being of its employees as is well-known.

2. The Secretariat current file (24 pages) is returned herewith.

I have the honour to be,

Sir,

Your most obedient servant,



for Commissioner of Labour and
Rural Uplift.

VP
21/10
P.V.C. 21/10.

613/25

Copy of letter No. C-4. 5501/37 dated the 1st October 1937 from the Commissioner of Labour and Rural Uplift, Madras, to Messrs. Binny & Co. (Madras) Ltd., Armenian Street, Madras.

Yesterday I visited your office and had a conversation with Mr. Nuttall. As a result of that conversation, I am forwarding to you three petitions in regard to your Mills that have been sent to me for report by the Government. These petitions relate to matters regarding the working of the Mills which are outside the purview of the Factory Inspection staff. But I have to point out that very many petitions of this kind are being received from different quarters about different industrial concerns and that it seems to me very inadvisable that only one point of view in regard to these matters should be continually stressed before the Government. I am accordingly forwarding the petitions to you in the hope that you will see my point of view and will try, if it be possible, to let me have a statement of your view of the matters raised which I may lay before Government, so that they may not be left in entire ignorance of the point of view of the Management.

It is requested that the petitions may be returned with your reply.

Copy of letter dated the 19th October 1937 from the Director, The Buckingham and Carnatic Co., Ltd., Madras, to the Commissioner of Labour and Rural Uplift, Madras.

We have the honour to acknowledge receipt of your letter No. C-4. 5501/37 dated 1st instant enclosing three letters received by Government from the Madras Labour Union.

The complaints made in the Union's letters dated 12th June and 15th July are repeated in their letter dated 26th July to the Prime Minister, and in giving you our

613
2/26

an indication of the workpeople's feelings in the matter, we would mention that in the Annual Elections to the Welfare Committee every seat is keenly contested, and over 90 % of the workpeople exercise their right to vote.

With regard to the allegation about spies, like other large concerns, we employ our own Watch and Ward staff, but no person is dismissed for theft, smoking or other similar offences without a proper investigation, which is always conducted by the Staff Manager. Members of the Watch and Ward staff are not employed to spy on workers at their machines.

The statement is made that we have discharged long service hands and then re-engaged them on a temporary basis on a low rate of pay. Last year, for reasons of economy and efficiency, we carried out a measure of internal re-organisation and amalgamated the two Dyehouses, Engineering departments and Managers' offices, in which a total of 2825 people were employed. This necessitated the discharge of 244 hands, and in deciding whom we should dispense with, we were guided by considerations of service, age and utility. Every person discharged was given a month's pay in lieu of notice and the full amount standing to his credit in the Company's Gratuity Fund, although in the case of the latter payment they were not entitled to receive it under the rules. At the same time, a promise was made to those discharged that, in the event of our being able to provide them with work, they would be given preference over others, and since that date 33 have been re-instated on the permanent staff. We have also been able to find work of a temporary nature for some of these discharged men, and there are standing instructions that if the services of any temporary workers are required for over six months, they are immediately to be confirmed on the permanent roll. A recent investigation disclosed that these instructions had been misunderstood in one department, but this matter has now been

comments on these matters, we propose, for easy reference, to deal with them in the order in which they appear in that letter.

It is stated that there has been a change in the management and that as a result of this the workers are less favourably placed than before. It is also implied that certain amenities, previously enjoyed by the workpeople, have been withdrawn. These statements are entirely without foundation. Changes in the personnel of the supervisory staff have naturally occurred from time to time, but as the policy of the Company is dictated by the Managing Agents, such changes do not affect the general welfare of our ~~company~~ employees.

The Labour Union has also seen fit to attack the Welfare Committee, which, as Government is aware, was established in 1922 with the object of bringing the management and workpeople into closer contact, and for the discussion and settlement of all matters affecting the interests and general welfare of our employees. We do not propose here to enter into a detailed account of the useful work performed by this Committee, but the enclosed Reports will, we think, effectively rebut the allegation that the Committee "helps the managing authorities to divide and disunite the labourers and extract of them more work on very poor salaries". The officials of the Union in their public speeches and in the newspapers have shown themselves so consistently hostile to the Welfare organisation and so entirely devoid of any strict regard for truth, that we can only conclude that they look upon the measure of the Committee's success as the measure of their own failure in any way to promote the real interests of the workers, and the direct cause of the lack of interest in their own organisation, although there is nothing in the activities of the Welfare Committee to which they can take exception, and which could not be regarded as complementary to the genuine and legitimate activities of a Trade Union. As

been set right and the men concerned have been made permanent hands, as from the date of expiry of their six months temporary service.

It has all along been our aim to mitigate the effects of this retrenchment, and we shall not relax our efforts to find fresh employment for those people who are still without work and capable of further service.

On the introduction of the 54 hour week, if production was to be maintained and the wages of piece workers not substantially reduced, some effort had to be made to cut down the time spent by workers out of their departments. As piece workers could be relied on not to waste their time in the latrines and elsewhere, our attention was directed to those departments employing time workers, or a mixture of both time and piece workers. Latrine passes were instituted in some of these departments, and their number so fixed that 10 % of the strength could be absent at any time. We have received no complaint that the number of passes is inadequate, or that passes have been denied to workpeople when they have asked for them.

In the matter of leave, we have good reason to believe that our arrangements are far in advance of those obtaining elsewhere. All workers are allowed a reasonable number of days' leave per year. Holidays with full pay are given to every workman on the occasion of certain festivals, which average ten days in the year. In addition, privilege leave of 15 days per annum on full pay is given to those who have completed 5 years of service. This is exclusive of sick leave that may be taken on medical certificate for which a special sick allowance equal to approximately half pay is made.

In reply to the allegations that leave is difficult to obtain for sickness or domestic affairs, we give below a statement showing the holidays and leave granted over a period of six months

dismissed on the report of this staff

without a proper investigation which is

always conducted by the Staff Manager.

Members of the watch and ward staff are not

in any case employed to spy on workers

at their machines. It is understood that

an internal reorganisation carried out

last year of the Dye houses necessitated

the discharge of 244 hands out of 2825 people

employed in some of the departments amalgamated

out that these are being absorbed as

vacancies occur. On the introduction of

the 54 hour-week, some effort had to be

made to cut down the time spent by time

workers out of their departments; latrine

passes upto 10 per cent of the strength

of each department were issued for the

purpose and no complaints have so far been

made against the system to the supervisory

staff. In the matter of leave, the

arrangements of the Company appear to be

in advance of conditions obtaining

elsewhere; the Company are of course

37

6/3/49

-3-

reluctant to accept a village doctor's certificate as an excuse for absence, but it does not appear that men are discharged for such absence without proper investigation. In order to ensure that workers are able to take a reasonable amount of leave, it is reported that about 650 men are permanently employed in excess of actual requirements. Complaints have been made about the employment of an Ubbara woman by the Company. It is however reported that this Ubbara woman is no new comer to the Mills, that she has been employed for long as a labour contractor; that she engages her own people and that if any ex-employees had accepted service under her they did so of their own accord; that they are not in favour of night shift work and will not therefore relax their efforts to minimize it and that in any case, extra allowance is paid for such work and that they pay cash

bonus and maintain a gratuity fund at their cost for those earning less than Rs. 100/- . ~~There is night shift work~~ in the Mills when this is found absolutely necessary, but the Government understand that people engaged in night shift are paid extra wages.

3. In the circumstances the Government are not convinced that the numerous allegations made by the Union are well founded. In the event of the Union having to make further representations the Government consider that these representations should in the first instance be made to the Commissioner of Labour.

4. The Commissioner of Labour is informed that enquiries into the allegations made by Labour Unions should be conducted in the manner laid down in G.O.No.2799 of 1937, vide Government Order, dated 16-12-1937.

To the General Secretary,
The Madras Labour Union,
136, Strahan's Road,
Perambur Barracks,

M a d r a s
(P.L.U. - 300/37)

To the Commissioner of Labour.

Cia
28.2.38