

Report on the working of the payment of  
wages act in the province of madras  
for the year 1947



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# REPORT ON THE WORKING OF THE PAYMENT OF WAGES ACT IN THE PROVINCE OF MADRAS FOR THE YEAR 1947.

*Extent and application.*—The provisions of the Act were made applicable to all factories covered by sections 2 (j) and 5 (1) of the Factories Act, 1934, and during the year they were extended to the Tramways, Motor Omnibus Services and Plantations in the Province. Particulars so far received are incorporated in Return I. Returns were not received from the Plantations and some of the Motor Omnibus Services. Action will be taken to see that the returns are obtained from all these establishments in the ensuing year.

Annual return forms were sent to 3,737 factories. Out of 3,460 factories which worked during the year, only 2,715 factories submitted the returns in time. Managers of factories who have failed to submit the returns for no valid reason are being prosecuted. The average total number of persons employed during the year in all industries from which returns were received was 265,856. The total amount of wages paid in those industries including deductions under clauses (d) to (j) of sub-section (2) of section 7 of the Act was Rs. 12,44,82,699. In some cases the wages paid to workers included the money value of concessions given in kind and also benefits given in cash. Full details are given in Return I appended to this report.

*Inspections.*—Inspections as usual were made along with the inspections under the Factories Act. Special visits were also made by the Factory Inspectors for purposes of enquiring into complaints of non-payment or delayed payment of wages or illegal deductions from the wages of workers.

*Payment of wages.*—Provisions of section 5 of the Act were generally complied with. In the cases of non-payment or delayed payment of wages, the paymasters were warned for strict compliance of section 5 of the Act and in a few cases the parties concerned were advised to apply to the authority for a direction under section 15 (3) of the Act. One application for deduction from wages was filed before the authority and it was disposed of. The details are given in Return II.

*Wage period.*—Provisions of section 4 were generally complied with. In cases where the wages were not paid on the dates prescribed, the attention of the paymasters was drawn to the provisions of the Act.

*Deductions from wages.*—Deductions from wages of workers made under clauses (e), (i) and (j) of sub-section (2) of section 7 of the Act were all authorized and were in accordance with the provisions of the Act.

A sum of Rs. 34,772-4-11 was deducted from the wages of workers as detailed below:—

|                                             | RS.    | A. | P. |
|---------------------------------------------|--------|----|----|
| Deductions under fines .. .. .              | 9,165  | 1  | 6  |
| Deductions under breach of contract .. .. . | 23,375 | 14 | 2  |
| Deductions under damage or loss .. .. .     | 2,231  | 5  | 3  |
| Total .. .. .                               | 34,772 | 4  | 11 |

The details are furnished in Return I.

*Registers and notices.*—Maintenance of registers and display of notices were generally satisfactory.

*Prosecutions.*—In all 12 prosecutions were launched for failure to display notices, to maintain registers properly and for non-payment of wages. Particulars are given in Return III.

Statistics of Railway factories are not included in the report.

MADRAS,  
22nd May 1948.

R. M. SUNDARAM,  
Commissioner of Labour and Chief Inspector of Factories.

## REPORT ON THE WORKING OF THE

## APPENDIX.

DEDUCTION FROM WAGES FOR THE CALENDAR YEAR 1947.  
RETURN I.

| Industry.                               | Average number of workers employed daily. | Deductions on account of                                                                      |           |                     |                 | Concessions *                                                  |           |                                                                    |           |
|-----------------------------------------|-------------------------------------------|-----------------------------------------------------------------------------------------------|-----------|---------------------|-----------------|----------------------------------------------------------------|-----------|--------------------------------------------------------------------|-----------|
|                                         |                                           | Total wages paid including deductions under sections 2 (a) to 2 (g) but not other deductions. | Fines.    | Breach of contract. | Damage or loss. | Included in the figure of wages. Money value of concessions in |           | Not included in the figure of wages. Money value of concessions in |           |
|                                         |                                           |                                                                                               |           |                     |                 | Kind.                                                          | Rs.       | Kind.                                                              | Rs.       |
| (1)                                     | (2)                                       | (3)                                                                                           | (4)       | (5)                 | (6)             | (8)                                                            | (9)       | (10)                                                               | (11)      |
| A. PERENNIAL.                           |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| I. GOVERNMENT AND LOCAL FUND FACTORIES. |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Clothing                                |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Breweries and distilleries              |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Carpentry                               |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Cotton mills—Convict labour             |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Deckwards                               | 812                                       | 6,20,032                                                                                      | 3 0 6     |                     | 29 13 6         |                                                                |           |                                                                    |           |
| Electrical engineering                  | 984                                       | 5,51,003                                                                                      | 3 0 0     |                     | 0 13 0          |                                                                |           |                                                                    |           |
| Engineering (General)                   | 1,953                                     | 10,11,182                                                                                     | 9 7 0     |                     | 3 8 0           |                                                                | 1,277     |                                                                    |           |
| Forage presses                          |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Gas works                               |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Kind                                    |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Ordnance factories                      | 1,356                                     | 11,54,653                                                                                     | 32 11 0   |                     | 16 8 0          |                                                                |           |                                                                    |           |
| Printing presses                        | 1,879                                     | 11,35,422                                                                                     | 51 10 0   |                     |                 |                                                                |           |                                                                    |           |
| Railway workshops (not included).       |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Saw mills                               |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Stone dressing                          |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Tanneries                               |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Telegraphs                              |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Water-pumping stations                  | 103                                       | 74,168                                                                                        |           |                     |                 | 1,471                                                          |           | 532                                                                |           |
| Woolen mills                            | 45                                        |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Miscellaneous                           | 1,764                                     | 8,29,446                                                                                      | 31 14 6   |                     | 86 5 0          |                                                                |           |                                                                    |           |
| Total, Perennial                        | 8,896                                     | 53,75,911                                                                                     | 131 11 0  |                     | 138 15 0        | 1,471                                                          | 7,122     | 532                                                                |           |
| Forage presses                          |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Miscellaneous                           | 53                                        | 4,451                                                                                         |           |                     |                 |                                                                |           |                                                                    |           |
| Total, Seasonal                         | 53                                        | 4,451                                                                                         |           |                     |                 |                                                                |           |                                                                    |           |
| B. SEASONAL.                            |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| II. ALL OTHER FACTORIES.                |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Textiles—                               |                                           |                                                                                               |           |                     |                 |                                                                |           |                                                                    |           |
| Cotton spinning                         | 91,457                                    | 6,12,68,919                                                                                   | 8,473 8 9 | 5,522 14 0          | 1,266 10 11     | 15,263 1 8                                                     | 63,41,026 | 2,88,575                                                           | 16,60,361 |
| Hosiery                                 | 2,040                                     | 9,09,925                                                                                      | 40 0 0    |                     | 0 5 0           | 40 5 0                                                         | 40,140    | 79,430                                                             | 1,98,765  |
| Jute mills                              | 6,857                                     | 33,02,840                                                                                     | 33 8 0    |                     | 0 13 3          | 34 5 3                                                         |           | 1,23,406                                                           | 5,20,266  |
| Silk mills                              | 315                                       | 45,698                                                                                        | 4 0 0     |                     | 11 2 0          | 15 2 0                                                         | 19,703    |                                                                    |           |
| Woolen mills                            | 325                                       | 57,320                                                                                        |           |                     |                 |                                                                |           |                                                                    |           |
| Miscellaneous                           | 510                                       | 1,61,635                                                                                      |           |                     |                 |                                                                |           |                                                                    |           |
| Total                                   | 101,604                                   | 6,57,62,241                                                                                   | 8,551 0 9 | 5,522 14 0          | 1,278 15        | 15,352 13 11                                                   | 83,00,899 | 3,91,411                                                           | 23,21,005 |

## II. ALL OTHER FACTORIES.

## Textiles—

## Cotton spinning

## Hosiery

## Jute mills

## Silk mills

## Woolen mills

## Miscellaneous

## Total

## Forage presses

## Miscellaneous

## Total, Seasonal

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## Total

## Forage presses

## REPORT ON THE WORKING OF THE

## PAYMENT OF WAGES ACT FOR THE YEAR 1947

| Industry.                     | Average number of workers employed daily. | Total wages paid including deductions under sections 2 (d) to 2 (g) but not other deductions. | Deductions on account of |                     |                 | Concessions * |                                                                |                                                                    |
|-------------------------------|-------------------------------------------|-----------------------------------------------------------------------------------------------|--------------------------|---------------------|-----------------|---------------|----------------------------------------------------------------|--------------------------------------------------------------------|
|                               |                                           |                                                                                               | Fines.                   | Breach of contract. | Damage or loss. | Total.        | Included in the figure of wages. Money value of concessions in |                                                                    |
|                               |                                           |                                                                                               |                          |                     |                 |               | Kind.                                                          | Not included in the figure of wages. Money value of concessions in |
| (1)                           | (2)                                       | (3)                                                                                           | (4)                      | (5)                 | (6)             | (7)           | (8)                                                            | (9)                                                                |
| <b>Paper and printing—</b>    |                                           | RS.                                                                                           | RS. A. P.                | RS. A. P.           | RS. A. P.       | RS. A. P.     | RS.                                                            | RS.                                                                |
| Paper mills                   | 696                                       | 2,25,896                                                                                      |                          |                     |                 | 22 9 0        |                                                                |                                                                    |
| Paper pulp                    | 9,128                                     | 55,6,713                                                                                      | 681 4 2                  | 12 0 0              | 790 17 2        | 19,735        | 9,3-9                                                          | 80,843                                                             |
| Printing and book-binding     | 547                                       | 1,86,024                                                                                      |                          |                     |                 | 4,671         | 357                                                            | 13,701                                                             |
| Miscellaneous                 |                                           |                                                                                               |                          |                     |                 |               |                                                                |                                                                    |
| Total                         | 10,371                                    | 59,38,623                                                                                     | 120 2 0                  | 681 4 2             | 12 0 0          | 813 6 2       | 24,406                                                         | 9,706                                                              |
| <b>Wood, stone and glass—</b> |                                           |                                                                                               |                          |                     |                 |               |                                                                |                                                                    |
| Bricks and tiles              | 8,279                                     | 29,42,814                                                                                     |                          |                     |                 | 100 12 6      | 699                                                            | 11,348                                                             |
| Carpentry and cabinet making  | 1,012                                     | 3,87,534                                                                                      | 4 12 6                   |                     |                 | 4 12 0        |                                                                | 277                                                                |
| Carpet, fine and potteries    | 3,807                                     | 14,62,377                                                                                     | 1 5 6                    |                     | 55 2 3          | 53 7 3        |                                                                | 44,223                                                             |
| Glass                         | 1,133                                     | 4,12,904                                                                                      |                          |                     |                 |               |                                                                | 2,32,759                                                           |
| Saw mills                     | 1,842                                     | 8,27,926                                                                                      |                          |                     |                 |               |                                                                |                                                                    |
| Stone dressing                | 443                                       | 2,10,777                                                                                      |                          |                     |                 |               |                                                                |                                                                    |
| Miscellaneous                 | 1,922                                     | 8,41,324                                                                                      |                          |                     |                 |               |                                                                |                                                                    |
| Total                         | 17,938                                    | 70,85,656                                                                                     | 106 13 9                 |                     | 52 2 3          | 159 4 6       | 689                                                            | 2,92,275                                                           |
| <b>Grain and presses—</b>     |                                           |                                                                                               |                          |                     |                 |               |                                                                |                                                                    |
| Wool baling presses           | 5,601                                     | 10,48,324                                                                                     |                          |                     |                 |               |                                                                | 26,041                                                             |
| Miscellaneous                 | 5,604                                     | 10,48,324                                                                                     |                          |                     |                 |               |                                                                | 26,041                                                             |
| Total                         |                                           |                                                                                               |                          |                     |                 |               |                                                                | 205                                                                |
| <b>Skins and hides—</b>       |                                           |                                                                                               |                          |                     |                 |               |                                                                |                                                                    |
| Leather and shoes             | 139                                       | 72,127                                                                                        | 24 2 6                   |                     | 91 10 0         | 115 12 6      | 1,339                                                          | 6,990                                                              |
| Tanneries                     | 7,796                                     | 22,42,394                                                                                     |                          |                     |                 |               |                                                                |                                                                    |
| Miscellaneous                 | 60                                        | 6,824                                                                                         |                          |                     |                 |               |                                                                |                                                                    |
| Total                         | 7,935                                     | 23,21,345                                                                                     | 24 2 6                   |                     | 91 10 0         | 115 12 6      | 1,339                                                          | 6,990                                                              |
| <b>Miscellaneous—</b>         |                                           |                                                                                               |                          |                     |                 |               |                                                                |                                                                    |
| Rope works                    | 529                                       | 1,74,304                                                                                      |                          |                     | 0 6 6           | 0 6 6         |                                                                |                                                                    |
| Miscellaneous                 | 2,631                                     | 15,30,051                                                                                     |                          |                     |                 |               | 7,590                                                          |                                                                    |
| Total                         | 3,160                                     | 17,08,355                                                                                     |                          |                     | 0 6 6           | 0 6 6         | 7,590                                                          |                                                                    |

## B. SEASONAL.

|                                                                            |          |              |           |           |             |           |           |          |           |
|----------------------------------------------------------------------------|----------|--------------|-----------|-----------|-------------|-----------|-----------|----------|-----------|
| <b>Food, drink and tobacco—</b>                                            |          |              |           |           |             |           |           |          |           |
| Coffee                                                                     | 1,245    | 1,55,896     |           |           |             |           |           |          |           |
| Ice and aerated waters                                                     |          |              |           |           |             |           |           |          |           |
| Rice mills                                                                 | 2,425    | 7,35,578     |           |           |             |           |           |          | 27,486    |
| Sugar                                                                      |          |              |           |           |             |           |           |          |           |
| Tea                                                                        | 797      | 83,003       |           |           |             |           |           |          |           |
| Tobacco                                                                    |          |              |           |           |             |           |           |          |           |
| Miscellaneous                                                              |          |              |           |           |             |           |           |          |           |
| Total                                                                      | 4,467    | 9,34,477     |           |           |             |           |           |          | 27,486    |
| <b>Chemicals and dyes—</b>                                                 |          |              |           |           |             |           |           |          |           |
| Rone mills                                                                 |          |              |           |           |             |           |           |          |           |
| Indigo                                                                     |          |              |           |           |             |           |           |          |           |
| Lac                                                                        |          |              |           |           |             |           |           |          |           |
| Oil mills                                                                  |          |              |           |           |             |           |           |          |           |
| Total                                                                      |          |              |           |           |             |           |           |          |           |
| <b>Wood, stone and glass—</b>                                              |          |              |           |           |             |           |           |          |           |
| Bricks and tiles                                                           |          |              |           |           |             |           |           |          |           |
| Total                                                                      |          |              |           |           |             |           |           |          |           |
| <b>Gins and presses—</b>                                                   |          |              |           |           |             |           |           |          |           |
| Cotton ginning and baling                                                  | 700      | 83,709       |           |           |             |           |           |          |           |
| Cotton ginning                                                             | 5,427    | 8,46,539     |           |           |             |           | 129       | 18,085   | 23,706    |
| Cotton ginning and pressing                                                | 390      | 1,30,571     |           |           |             |           |           | 41,465   |           |
| Cotton pressing                                                            | 628      | 2,52,471     |           |           |             |           |           |          |           |
| Yute presses                                                               | 411      | 3,32,471     |           |           |             |           |           | 16,298   | 7,472     |
| Miscellaneous                                                              | 399      |              |           |           |             |           |           |          |           |
| Total                                                                      | 10,785   | 13,74,308    |           |           |             |           | 129       | 75,848   | 34,177    |
| <b>Miscellaneous—</b>                                                      |          |              |           |           |             |           |           |          |           |
| Rubber                                                                     | 4        | 1,536        |           |           |             |           |           |          |           |
| Miscellaneous                                                              |          |              |           |           |             |           |           |          |           |
| Total                                                                      | 4        | 1,536        |           |           |             |           |           |          |           |
| <b>Total Seasonal. (Including Government and Local Fund Factories)</b>     | 15,312   | 23,57,772    |           |           |             |           | 129       | 75,848   | 34,177    |
| <b>Total Non-seasonal. (Including Government and Local Fund Factories)</b> | 2,50,544 | 12,21,24,927 | 9,159 1   | 2,231 5 3 | 34,766 4 11 | 19,29,119 | 75,05,083 | 5,6,071  | 38,49,705 |
| <b>Grand total</b>                                                         | 2,65,856 | 12,44,82,699 | 9,165 1 6 | 2,231 5 3 | 34,772 4 11 | 19,29,248 | 75,80,981 | 5,6,418  | 49,09,368 |
| <b>Motor Omnibus Services</b>                                              | 4,706    | 28,75,593    | 193 11 0  | 8,27 11 0 | 405 1 6     | 1,426 7 6 |           | 1,31,060 | 288       |
| <b>Tramways</b>                                                            | 1,033    | 8,49,024     |           |           |             |           |           | 46,993   |           |

\* Figures are given to the nearest rupee.

REPORT ON THE WORKING OF THE PAYMENT OF WAGES ACT  
FOR THE YEAR 1947

RETURN II (a).

CASES BEFORE THE AUTHORITY.

(a) Claims arising out of deductions from payment of wages during the calendar year 1947.

| Nature of claim.                                                                                              | Delay. | Deduction. | Recovery of award. | Remarks. |
|---------------------------------------------------------------------------------------------------------------|--------|------------|--------------------|----------|
| (1)                                                                                                           | (2)    | (3)        | (4)                | (5)      |
|                                                                                                               |        | RS. A. P.  |                    |          |
| Pending at the beginning of the year.                                                                         | ..     | ..         | ..                 | ..       |
| Instituted during the year                                                                                    | 7      | ..         | ..                 | ..       |
| Total amount claimed in cases in columns (2) and (3) in respect of wages and deduction, but not compensation. | ..     | 670 13 5   | ..                 | ..       |
| Number of claims allowed                                                                                      | 3      | ..         | ..                 | ..       |
| Amount allowed—                                                                                               |        |            |                    |          |
| (i) Wages                                                                                                     | ..     | 670 13 5   | ..                 | ..       |
| (ii) Compensation                                                                                             | ..     | 30 0 0     | ..                 | ..       |
| Number of claims dismissed                                                                                    | 3      | ..         | ..                 | ..       |
| Vexatious or malicious applications—                                                                          |        |            |                    |          |
| (i) Number of cases in which penalty was imposed.                                                             | ..     | ..         | ..                 | ..       |
| (ii) Amount of penalty                                                                                        | ..     | ..         | ..                 | ..       |
| Number of cases pending at the end of the year.                                                               | ..     | ..         | ..                 | ..       |

RETURN II (b)—RAILWAYS.

CASES BEFORE THE AUTHORITY.

(b) Claims arising out of deductions from payment of wages during the calendar year 1947.

| Nature of claim.                                                                                             | Delay. | Deduction. | Recovery of award. | Remarks. |
|--------------------------------------------------------------------------------------------------------------|--------|------------|--------------------|----------|
| (1)                                                                                                          | (2)    | (3)        | (4)                | (5)      |
|                                                                                                              |        | RS. A. P.  |                    |          |
| Pending at the beginning of the year.                                                                        | ..     | ..         | ..                 | ..       |
| Instituted during the year                                                                                   | 1      | ..         | ..                 | ..       |
| Total amount claimed in cases in columns (2) and (3) in respect of wages and deduction but not compensation. | ..     | 737        | ..                 | ..       |
| Number of claims allowed                                                                                     | ..     | ..         | ..                 | ..       |
| Amount allowed—                                                                                              |        |            |                    |          |
| (i) Wages                                                                                                    | ..     | ..         | ..                 | ..       |
| (ii) Compensation                                                                                            | ..     | ..         | ..                 | ..       |
| Number of claims dismissed                                                                                   | ..     | ..         | ..                 | ..       |
| Vexatious or malicious applications—                                                                         |        |            |                    |          |
| (i) Number of cases in which penalty was imposed.                                                            | ..     | ..         | ..                 | ..       |
| (ii) Amount of penalty                                                                                       | ..     | ..         | ..                 | ..       |
| Number of cases pending at the end of the year.                                                              | Nil.   | ..         | ..                 | ..       |

RETURN III.

(a) Convictions for the calendar year 1947.

| Number of convictions during the year. |                        |                               | Total. | Remarks. |
|----------------------------------------|------------------------|-------------------------------|--------|----------|
| Payment of wages.                      | Deductions from wages. | Notice registers and returns. | (4)    | (5)      |
| (1)                                    | (2)                    | (3)                           |        |          |
| 1                                      | ..                     | 11                            | 12     | ..       |

(b) Convictions for the year ending 31st March 1947 for the Railway factories—Nil.

Government of Madras

DEVELOPMENT DEPARTMENT

G.O. No. 3080, 9th June 1948

Acts—Payment of Wages Act, 1936—Annual report on the working for the year 1947—Recorded.

READ—the following paper:—

From the Commissioner of Labour and Chief Inspector of Factories, dated 22nd May 1948, No. B. 1739/48.

Order—No. 3080, Development, dated 9th June 1948.

Recorded.

(By order of His Excellency the Governor)

W. R. S. SATTTHIANATHAN,  
Secretary to Government.

To the Commissioner of Labour and Chief Inspector of Factories.  
" Government of India, Ministry of Labour (with enclosure).  
" Director, Labour Bureau, Simla (with enclosure).  
" Superintendent, Government Press, for printing and distribution as specified in G.O. Ms. No. 981, Development, dated 28th February 1948.