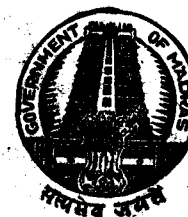


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# MADRAS LABOUR GAZETTE



VOL. I No. 3

MAY 1959



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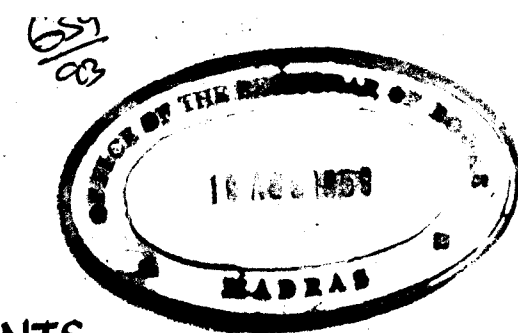
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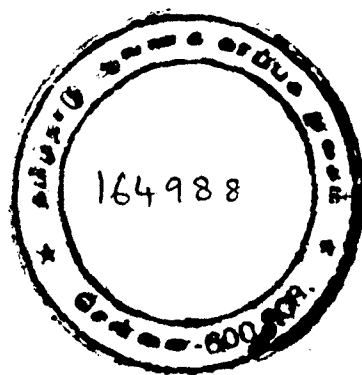
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## ARTICLES

# THE MADRAS LABOUR GAZETTE

Vol. I]

MAY, 1959

[No. 3

## SOME ASPECTS OF FACTORY INSPECTION\*

By

SRI V. BALASUNDRAM, I.A.S.,

*Commissioner of Labour and Director of Employment.*

Upto the end of the 19th century, there was no State control over the conditions of employment in any industrial concern. The employers were free to do what they liked with the result that labour was exploited to the fullest extent possible. Hours of work were inordinately excessive, rates of wages unduly low and other conditions of employment as bad as they possibly could be. With the growth of the industrial population and the development of industries, the need for regulating the conditions of work in factories was first recognised. The first Indian Factories Act was passed in 1881. With the increase in the number of factories, various amendments were subsequently made to the Factories Act. After the formation of the International Labour Organisation, its conventions became the guiding factors for improving the working conditions in factories and other industrial establishments. The new reforms introduced by the Government of India Act, 1935, established provincial autonomy in the provinces. The Indian National Congress which won the elections with a large majority initiated a policy, with a view to securing to the industrial workers, a decent standard of living, hours of work and conditions of labour in conformity, as far as the economic conditions in the country permitted, with the international standards, suitable machinery for the settlement of disputes between employers and workmen, protection against the economic consequences during sickness and unemployment and the right of workers to form unions and to strike for the protection of their interests. This policy was implemented and several legislative measures for the protection and welfare of workmen and for regulating their working conditions were passed from time to time. With the advent of Independence, labour welfare has been fully recognised as an integral part of social welfare and the above policy has been further elaborated and enshrined as the directive principles of State policy in the Indian Constitution.

The various Labour Laws now cover and afford protection to a large majority of industrial population in this State. One of the important labour legislations is the Factories Act, 1948, which seeks to regulate labour in factories with particular reference to their health, safety and welfare.

\* Reproduced from the "Madras Information."

## INDUSTRIAL HEALTH.

As regards Industrial Health, the following summary of an analysis by Dr. E.R.A. Merryweather, a senior Medical Inspector of Factories in the United Kingdom, will be of interest.

Industrial health, if it is to be approached in a scientific way should be regarded as a composite subject comprising the health, safety and welfare of man in his working environment. Problems of industrial health therefore require for their solution services of Doctors, Engineers, Chemists, Physicists, Psychologists, Welfare and Personnel Experts, Dieticians and other specialists. It is very necessary to study the individual environment of every worker not only during day but also during nights. The Factories Act and the rules thereunder lay down guiding principles in regard to the health of the industrial workers. A personal and close study of every aspect of health conditions in local factories is a condition precedent to a proper understanding of the problems of industrial health. Such a special knowledge combined with close observation will go a long way in helping those concerned in successfully and satisfactorily solving industrial health problems.

Approached from this angle an average factory has (1) buildings, (2) machinery, (3) electrical gear (4) materials used and manipulated and (5) personnel.

Under the first item, viz., buildings, the main points to be observed are (1) cleanliness, (2) space, (3) general ventilation, (4) lighting, (5) drainage and floors, (6) sanitary conveniences, (7) washing accommodation and (8) cloak rooms, mess-rooms, etc.

Machinery and electrical gear cause most frequently accidents in factories and the prevention of such accidents is discussed below under "Safety Provisions."

Materials used and manipulated are responsible for health risks in industry. Although the recognition of medical risks in industry is obvious, it takes a long time to realise the effects of some dangerous poisons, dusts, etc., on the worker, in view of the fact that such effects are insidious and slow in action. Substances vary much in their capacity in causing ill-health and in their mode of action and some give warnings before they strike and others none at all. However, by close study and observation certain risks can be identified and the possibilities of others noted. Materials used and manipulated in factories may be either solids, liquids or gases. They may produce dusts, fumes, gas and rays which may be inhaled, swallowed, absorbed by or attack the skin and cause harmful effects.

The personnel, i.e., the workers in the factory are the most important and indispensable component. Since a worker spends about 1/3 of his life in his working environment, the points discussed above have a continuing and cumulative effect on his life and consequently on the quality and efficiency of his work. Dust, gas, fumes, abnormal temperature, bad lighting and other influences exert their maximum effects on the workers in such circumstances. The points to be noted in a factory are therefore (1) general environment of the worker and any general influence which will militate against his optimum efficiency and well-being, (2) special environments of the workers and an exposure of them normally or by accident, (3) dusts, fumes, gas and other deleterious influences, and (4) the nature of these deleterious factors and their potentialities for harm and their mode of action.

Remedial measures should include a standard of protection which should be sufficient to prevent disablement due to the work during an average working

lifetime and prevent any shortening of the expectation of life from the same cause.

In accordance with these criteria, proper and adequate special measures of protection and prevention in addition to the general measures mentioned previously such as adequate space, general ventilation, lighting, etc., should be taken. Such special measures for protection should include (1) substitution of innocuous materials for noxious, (2) enclosure and mechanisation, (3) regularised exhaust ventilation, (4) vacuum cleaning or wet cleaning, (5) smooth non-absorptive floors and surfaces, (6) avoidance of extremes of temperatures, (7) prohibition of food and smoking in work-rooms, (8) protective clothing including protection of the eyes, (9) special first aid measures, (10) respirators, breathing apparatus, (11) periodical medical examination, (12) alternative employment and restriction of length of continuous exposure to the risks, (13) exclusion of women and young persons from work in certain process and (14) education of the personnel (especially the young workers).

## SAFETY PROVISIONS.

The prevention of accidents in factories is of vital importance because they interfere with production, bring pain and suffering to the worker and his family, waste man-power, spoil material and cause disorganisation and waste of time. Various provisions (sections 21 to 41 and rules thereunder) exist in the Factories Act, 1948, for safeguarding machinery and ensuring safety for the workers. Accidents may be classified as machinery accidents and non-machinery accidents.

Machinery accidents may be due to failure of the plant itself, by the breakdown of machinery, explosion of boilers, etc., or it may be due to the general body of the machinery in which workers are caught and trapped from which they come off worse. In the second case the machinery itself does not break down but the construction and nature of the machinery are such that there is danger of workers being caught and entangled in the process.

Non-machinery accidents occur in the ordinary normal human ways while machinery accidents are mutilating accidents. Non-machinery accidents are minor ones such as falls on the heads, hits by falling articles, injuries in handling hard tools, stepping on striking objects, etc. But such accidents, though minor in nature, may lead to a large number of fatal cases. Apart from proper training, protective clothing, goggles, screen, helmets to protect eyes and face, gloves and hand-protectors, protective boots and steel caps are some of the things used by workers for safety. Optimum temperature is also suitably regulated to prevent accidents in the case of light workers as well as heavy workers. It is considered that delicate colouring of machinery parts, e.g., pipe line, etc., and the walls and ceiling is a good method to prevent accidents. A psychological method is to train the workers and make them determined not to get into accidents. Posters which are attractive and humorous, not gruesome, help the workers to realise the dangers of accidents. Such posters should be semi-technical and snappy and should be positive. Some of the devices for safeguarding machinery are: (1) fixed or adjustable guards, (2) inter-locking devices, (3) sweep-away guards, (4) instantaneous stop mechanism, (5) double hand-controls, (6) reversing mechanism, (7) automatic or remote feeding system, (8) mechanical appliances to replace any operations, (9) clutches, and (10) safety devices in the designing of the machine itself.

A successful campaign against accidents in factories should comprise (1) support of management, (2) centering safety work in one responsible person, (3) establishment of safety committees, (4) inspections and investigations and (5) propaganda and statistics.

In spite of the fact that considerable improvement has been made in safeguarding machinery by means of statutory regulations, administrative action, greater interest on the part of employers and manufacturers, accidents are still common in factories. Legislation alone cannot solve the problem ; but safety organisations within the industry and in each factory set up in co-operation with employers and workers can go a long way in preventing accidents. A safety officer whose duty it will be to enlist co-operation of managers and foremen, to educate and train workers in safety, to investigate dangerous practices and unguarded parts of the machinery, to collect statistics of accidents and generally to be in touch with safety committees, is very necessary in every factory. He should be assisted by a safety committee which should be set up in each factory and should consist of representatives of employers and workers (representing various departments in the factory).

The function of a safety committee is to create and maintain interest in the workers in the matter of preventing accidents. The committee should investigate accidents and see that dangerous parts of machinery are guarded ; that machinery is kept in good condition always and give judicious publicity of accident cases, etc., by display of posters and by collecting and maintaining reliable statistics about accidents. Atmospheric conditions and bad lighting and the indifference and ignorance of the workers may also cause accidents. One of the most important items of work that should be done by Factory Inspectors is the prevention and investigation of accidents and prosecution in accident cases.

#### LABOUR WELFARE.

The importance of labour welfare cannot be too strongly emphasised. While labour welfare generally refers to all matters affecting health, safety, comfort and well-being of workers, it is now particularly associated not with those arrangements which are specially directed towards the problem of accidents and the establishment of healthy working conditions in factories but with those measures intended to secure comfort and general well-being of workers.

The problems of industrial fatigue with its bearing on production should be subjected to scientific research. Legislative measures such as the Factories Act, etc., were passed to improve the welfare conditions. Joint consultative machinery like the Works Committees were established in many factories. The appointment of welfare officers in important individual factories has contributed towards the improvement of labour welfare in those factories.

Some of the important items of work that should be attended to in order to ensure labour welfare in factories are as follows :—

*Drinking water.*—Wholesome drinking water from the public main or other approved source should be provided for factory workers at accessible points. The water should be in clean vessels with sufficient number of cups or glasses with which to drink and there should be facilities for washing the cups, etc., in drinking water. A healthy and convenient method is to arrange for water to be delivered in an upward jet.

*Washing facilities.*—Washing facilities should include soap (preferably in the form of liquid, powder or jelly) and towels or other means of cleaning or drying, e.g., hot air driers. Circular washing fountains with water from an overhead tank flowing in jets from a central pipe controlled by mechanical means will enable a number of persons to wash at the same time. Proper drainage arrangements should be made for the removal of dirty water.

*Baths.*—Baths should be provided in some dangerous trades like Chemical Works, Lead Works, Oil Cake Mills and Sugar Factories. Soaps, preferably

in tabloid forms, and clean towels are essential. Foot baths are necessary particularly in Cotton Textile Factories in view of the fact that workers in those factories do lot of walking and standing in dirt and dust and hot floors.

*Cloak room facilities.*—Cloak room facilities should include a separate peg or locker (with the name of the worker and his work number noted) for the worker, space for changing, provisions for drying especially in wet weather, the whole cloak room being kept clean, well-ventilated and lighted.

*Sitting facilities.*—These are essential especially for women and girls working in factories for taking advantage of opportunities for resting. The need for sitting facilities is felt especially in Cotton Textile factories where space is limited. Several kinds of seats can be conveniently provided such as canvass folding seats, strap seats, tip-up seats and wooden seats, which may serve as box also.

*First Aid.*—The benefits of effective first aid service for industrial workers are obvious. Apart from alleviating suffering, the workers who meet with slight accidents are enabled to return to work almost immediately in comfort and with a sense of security and the minor accidents are prevented from developing into serious injuries. The first aid box or cupboard should be in readily accessible places. A qualified person should be in charge of first aid. A regular hospital service with trained medical man or nurse is common in the factories in industrially advanced countries.

*Protective clothing.*—The supply of protective clothing is of vital importance. Apart from preventing the workers' clothes from becoming soiled, it should protect them from excessive dirt, acids and other dangerous solutions. The protective clothing should be designed according to the nature of work done. It should, however, be light and pleasant and capable of being easily washed.

*Mess rooms and canteens.*—It is undesirable to allow workers to have their meals in the workspot and amidst machinery, materials, dust, etc. Separate and suitable mess rooms, equipped with necessary furniture, drinking and washing facilities should be provided. Canteens should be generally well-equipped and should serve wholesome hot meals at reasonable rates.

*Creches.*—With a view to enabling women workers with children to attend to their work without being worried by children, creches should be provided in factories where women workers are employed. A trained nurse should be generally in charge of creches and a high standard should be maintained in not only affording general comfort to children but also in the matter of feeding them and generally attending to their needs and requirements.

*Recreational facilities.*—Adequate amenities should be provided for the recreation and entertainment of the workers. The amenities should include music concerts, radio equipment, indoor and outdoor games, periodical excursions and other cultural activities.

## ORIGIN, GROWTH AND FUNCTIONS OF TRADE-UNIONISM IN INDIA

By

T. RAMALINGAM.

Ancient India, for causes yet mainly unexplored and for which history has yet only very scanty records, seems to have developed a comparatively high order of labour-relations, as is evidenced by certain passages in Kautilya's "Arthashastra" and other contemporary works. But the progress was abruptly arrested for a period spreading over millenniums. For all practical purposes, the credit of developing labour-relation laws in modern times must unquestionably go to the United Kingdom.

Wages were extremely low and working hours horribly long. Labourers had no conveniences. They were generally on the verge of revolt. The impetus to overthrow an intolerable social order comes most often from hunger and revolutionary frenzy whether for socialism, chartism or communism-and readily seizes those whose stomachs are empty or whose aspirations are shattered or who suffer from some kind of acute frustration.

It is to be observed that at that very remote age industrial processes must have remained far less complicated than to day. Steam power or electricity was unknown and factories had not come into existence. There is clear evidence of the existence of workmen's guilds and the majority of these guilds and the corresponding sub-castes were either practically identical or co-extensive. An interesting account of trade guild in ancient India is given by Sri S. D. Puneka in his book "Trade Unionism in India".

"In many respects our guilds resemble to those of Europe in the middle ages. A number of our trade unionists believe the ancient guilds and the function of the castes as a crude form of early Indian trade unionism. Rao Sahib Chandrika Prasad in his presidential address at the 7th Session of the All India Trade Union Congress at Delhi in 1927 observed that trade unionism in India had been in vogue from the ancient times." The fourfold classification of Manu was the basis of our labour. The numerous castes which grew subsequently were so many labour guilds. In India the guilds as industrial or trade organisations did not come into existence as the caste in its secular aspect was itself an occupational guild. The caste system served one useful purpose of unifying in a class a number of persons belonging to a particular occupation and thus made the bonds of occupational guilds practically dissoluble. It must, however, be clearly noted that trade guilds of the great polytechnical cities of India were not always exactly coincident with the sectarian or ethnical caste of a particular class or artisans. Sometimes, the same trade was pursued by men of different castes and its guilds generally included every member of the trade it represented without strict reference to caste. The term "Sreni" that is to say, a guild, is defined as a corporation of people belonging to the same or different castes, but following the same trade or industry.

The origin of our guilds is in the mystic past. Dr. R.C. Majumdar in his "Corporate Life in Ancient India" gives a detailed chronological description of guilds, from the Jataka period, 700 B.C. to the 8th Century A.D. Professor Rhys Davids mentions 16 different types of guilds including as many crafts, in the Buddhistic times. The membership of the guild was generally hereditary.

In the foregoing paragraphs we saw how the trade union was started in the early days. Now, we can see how the growth of trade-unionism was impeded by the foreign invasion in India. With the onrush of foreign invaders, arson and loot became common features. The capital cities and neighbourhood were deserted. Artisans ran away to distant villages for comparative safety. Frequent political upheavals were detrimental to industrial progress. During the Mohamadan rule, the life of the Indian labourer seems to have undergone a good deal of degradation. Slavery, which was never tolerated by the Hindu law-givers and Hindu rulers except in most exceptional circumstances appears to have existed widely during the Moghul days. There was also a widespread system of feudalism throughout the length and breadth of the country and agricultural labourers were reduced to a great extent to serfdom. During the Moghul rule the state was the highest entrepreneur and all highly skilled artisans and craftsmen were moved to the Government workshops. Workmen had no free will of their own. They were compelled to move when ordered to move and compelled to stay when such was the master's order. The State was the biggest and often the only capitalist. There were bankers at the capital and different Sabhas, but their only function was money-lending and transmitting money under strict watch and supervision of the King. The bankers transacted business in *Kothis* and were known as *Kothavals*. They did not engage any large labour forces and manufacture anything on a large scale as the modern scale was then unknown. The manufactures were essentially domestic and hereditary industries and were conducted by special castes of Hindus or particular sect of Muslims. Labourers had no power and no position. Hence the long centuries of Mohammadan rule was barren, inasmuch as they failed to evolve any laws governing labour relations or associations of workmen.

As we have seen above, the Moghuls left the legacy of serfdom and slavery. The conditions of labourers were deplorable. In a country where the labourers were regarded as slaves it mattered little, if the masters were British or Indian. The establishment of the British rule in India was extended over a period exceeding 100 years from the battle of Plassi to the annexation of Upper Burma. But the battle of Plassi may be regarded as the turning point in the history of India marking her transition from mediaevalism towards modernism. Though that revolution was to come to India a 100 years after Plassi, yet with the beginning of gradual establishment of political stability, came the incentive for large-scale production for commercial purposes. Management-labour relations came into play by the end of the eighteenth century. Government attitude to labour's aspirations which had been one of opposition during the first stage of industrialism in almost all other countries, was doubly so in India for two main reasons. First there was the inherent attitude of governmental *laissez faire* formed from the British Government at home; and secondly in the racial context, it would be only natural to expect governmental sympathy and support for British and European managements in the different plantations and later on in the different manufactures and mining industries to be much more to exceed the sympathy and support for the working classes belonging to a different race. Owing to a combination of these two main causes an era of unprecedented human misery and degradation of ruthless exploitation and oppression began practically all over the Indian sub-continent. It lasted roughly for a hundred years from the seventies of the 18th century to the seventies of the nineteenth century until the Government, faced with nation-wide resentment expressed by Indian social workers, philanthropists, publicists, playwrights, newspaper editors and literary men, was compelled to bring about legislation for factory inspection (1881) and for laying down of minimum stan-

dards of safety and well-being of factory workers and miners. Thus from 1881, the governmental attitude of opposition gave place to an attitude of toleration.

It is a tragedy that almost in every industrial country, workmen and women came from the lowest and the most unfortunate grades of people. But in India, the tragedy has been much more pronounced. In big industrial cities like Calcutta and Bombay where the greatest concentration of labour existed, the labourers were not indigenous but mostly drawn from different parts of the country. Nearly all the factory labourers came from remote villages, leaving their families at home. They themselves returned to their villages at intervals of a few years and would finally return there at the end of their period of service. In coal mining most of the labourers consisted of Bauris, Santals and other primitive or aboriginal classes. In Central Provinces, a very large percentage of factory labour was recruited from low caste groups. The same was the case at Sholapur, Ahmedabad and Bombay. Then again, there were circumstances from which a reasonable suspicion might arise that some managements had perhaps some hand in breaking the solidarity of the labour force. Thus in many jute mills in Calcutta the number of Bengali women had systematically decreased. For example, one mill in particular which in 1896 employed 80 per cent. Bengalis employed only 25 per cent. in 1926. Therefore these workmen, consisting mostly of illiterate classes and coming from far different places speaking different languages with different modes of living, lacked solidarity and could not combine.

The concept that the solidarity of purpose is the first prerequisite of a successful combination amongst workmen and that, where it lacked, unless it has been created through tireless propaganda and education, concerted action would be impossible, was learnt by labour leaders of our country only after numerous failures spreading over a century.

Among the pioneers of labour movement, mention must be made of the Bramo Samaj of Bengal which started the working men's mission as early as in 1878; of Mr. Sashipada Banerjee who started the Baranagar Institute for promoting education and social welfare among jute workers of the locality and of Mr. P.C. Majumdar, the celebrated Bramo preacher who established several night schools in Bombay for educating the factory and mill workers of that city. None of these associations, institutes or missions were trade unions. These little groups of workers though not fit to be called as trade unions in the strict sense of the term, were much more akin to trade unions than the so-called organisations with high sounding titles formally established and with imposing lists of Presidents, Secretaries, Treasurers and other office-bearers. Mention may be made of two such organisations which were unearthed by Morrison Commission in Bengal in 1907-08 "Mohamedan Association" and "The Indian Labour Union"; both not mainly associating with labour activities.

Thus trade unionism as such did hardly exist in India before the first world war. The world war had been fought with the declared objective of safeguarding the right of the weak against the right of the powerful. It was therefore natural that Indians as a whole, like all other subordinate or subservient nations of the world, should demand their right to be free and Indian working classes in particular, like all other working classes of the world, their right as an equal partner to the industry. Therefore, the importance of labour organisations throughout the world came uppermost in the Treaty of Versailles and as a result the International Labour Organisation came into existence at Geneva. Workers Organisations had the right to send delegates to Geneva to formulate International Labour Policies and principles which would be morally binding on all the subscribing national Governments of the world. All these causes

contributed to a rapid growth of Trade unionism in India to which the greatest impetus was supplied by the mounting cost of living and inadequate wages against a background of phenomenal profits.

Trade unionism advocated direct action and in consequence there was an epidemic of strikes in India during this period. In India in 1919 there was the general strike in Bombay, the Cawnpore Woollen Mills strike and the Jabalpur Railway Workers' strike. In 1920 more strikes followed in the Bengal Jute Mill Workers' strike, the Sholapur Mill Workers' strike, the Tata Iron & Steel Workers' strike, Madras Mill Workers' strike, Ahmadabad Mill Workers' strike, etc.

Prior to 1922, as a general rule, strikes were short-lived and successful. This favoured increased trade union activity particularly in Madras in 1918. The Madras Textile Labour Union under the presidentship of Mr. B.P. Wadia had come into existence in 1918. It has not only the honour of being regarded as the first trade union in India properly so-called, but it has also historic association with the first Indian Trade Unions Act. Following a strike and lock-out in Messrs. Binny & Company, the Managing Agents of the Buckingham Mills sued Mr. Wadia and other members of the union in the High Court of Madras in 1920 for dissuading the workers from working and thus causing serious loss to the company. The Madras High Court regarded the trade union as an illegal conspiracy and granted an injunction pending the disposal of the suit. The suit was eventually withdrawn on compromise, the terms being that all the workers except thirteen ring leaders were to be taken back to service and all outsiders including Mr. Wadia would sever connection with the union.

The granting of the injunction by the Madras High Court came as a rude shock to the Indian Trade Unions now rapidly growing in number. The need for a Trade Unions Act for India was now abundantly clear. The British Labour Government's Secretary of State for India said "you cannot have industrialisation of a great empire like India, without the assistance of organised labour and therefore just as you have got to use capital and research you have got to try and see that labour is properly and carefully organised. Therefore not only ought we to welcome the new Trade Union movements in India, but we ought to recognise them as one of the essentials of Indian developments". And in the same year the Government of India accepted Mr. N. M. Joshi's resolution for introducing trade union legislation in the Assembly. But due to opposition from employers, Trade Unions Act was not passed until 1926. The first Trade Union Act was passed in India in 1926. Thus we see the birth of a new era to the down-trodden Indian labour community. From the very beginning, the movement could not free itself from politics. The 1926 Act dealt with the registration and the rights and liabilities of trade unions. Some of the main provisions of the Act are:

1. Registration of trade unions is optional. Registered unions are required to submit annual returns of their membership and financial position. In return, they were assured of several rights and privileges among which was immunity from civil and criminal prosecution in a number of instances.

2. It was unfair practice for a majority of members to take part in any irregular strike and for the executive of the unions to instigate such a strike. The penalty for such action was withdrawal of recognition.

3. The Act was amended in 1947 to provide for the compulsory recognition of representative unions by the employers; this has not been brought into force. The Union's claim to be representative is decided by the percentage of paying membership. This percentage differs from State to State. For example, under the Bombay Industrial Relations Act, 1946, for registration as a represen-

tative union for the industry in local area membership of not less than 15 per cent. of the total number of employees and the functioning of the union for three calendar months immediately preceding the calendar month in which it so applied are essential requisites. For a qualified union, membership of not less than 5 per cent. of total number of employees in the industry in the area and absence of a representative union are requisite conditions. A primary union needs all other conditions, i.e., absence of a representative and a qualified union, functioning before three calendar months and membership of not less than 15 per cent. of the total number of employees in any undertaking in such industry in the area.

The major All India Trade Union Organisations functioning in India at present are : (1) All India Trade Union Congress, (2) Indian National Trade Union Congress, (3) Hind Mazdur Sabha and (4) United Trade Union Congress. The membership figures as claimed by the respective organisations are furnished below : A.I.T.U.C.—14½ lakhs, I.N.T.U.C.—13 lakhs, H.M.S.—3½ lakhs, U.T.U.C.—1 lakh.

India has launched an ambitious Second Five-Year Plan the successful implementation of which depends upon various factors. Looking to the present difficult foreign exchange position and obstacles in mobilising the internal resources, it is necessary to aim at increased production on all fronts in order to accomplish the targets aimed under the plan. Much can be done towards achieving greater production by the efforts of one of the important factors of production, viz., labour, apart from a happy combination of other factors. An important reason for low productivity is frequent interruption in work on account of strikes, lock-outs and go-slow tactics. Though the right to strike is not in question in terms of law which governs industrial relations the exercise of that right has to be reviewed in relation to the consequences of stoppages of work for the economy of the country, the progress of the Second Five-Year Plan and the damage they cause to the workers' own interest.

The most essential requirement of the day is growth of a healthy democratic trade union movement with strong internal leadership striving to increase the collective bargaining power of the workers and at the same time educating the workers in their duty towards the nation.

## WORKING CONDITIONS AND PRODUCTIVITY

By

SRI S. PARAMANAYAKAM, B.E.

Much is being said of increasing productivity by applying the principles of time study, motion study, method study, etc. But it is well to bear in mind that the emphasis laid by the I.L.O. Productivity Mission to India was that productivity can often be increased simply by improving the working conditions before method study techniques are applied. It is essential to ensure that the conditions under which the workers have to perform their tasks are such that they can do without strain. It is no use making elaborate investigations in the improvement of working methods if lighting is so bad that operatives had to strain their eyes to see what they are doing or if the atmosphere is hot and humid or so charged with noxious fumes and dust that they have constantly to go out into the open air to refresh themselves. Bad working conditions contribute to a good slice of ineffective time which is due to short-coming on the part of management. Bad working conditions are uneconomic and improvements, often quite small, produce marked increase in productivity. It must be remembered that the general working condition in a factory affects everyone working there. Method study and work measurement are usually applied to a single operation. These may bring a cent per cent. increase in productivity in that operation but when compared to the productivity of the whole factory, it may mean overall rise of only a fraction of 1 per cent. whereas improved ventilation, lighting and comfort in work may easily result in an increase in production for the whole factory of 5 per cent. To increase the productivity by 5 per cent., under method study, various operatives may have to be studied for improving the productive capacity of a number of workers.

Physical working conditions depend on many factors ; the site of the building ; the layout, ventilation, lighting, temperature, sanitation, nature of floors, equipment installed, working hours, rest pauses and personal factor of the workers. Many of these factors are taken care of by the provisions of Factories Act, 1948. What is required is an intelligent appreciation of the concepts of the Factories Act and a realisation that a judicious application of the provisions of Factories Act in earnest, is bound to increase the productivity of the worker. It is worth while to touch upon the various factors in passing just to indicate how output and productivity are closely related to improvement in the conditions.

Good lighting speeds up production. It is essential to the health, safety and efficiency of workers. Without it, eye damage will occur, accidents, and spoilage of material will increase and production will slow down. The efficiency of lighting depends on its quantity and quality. Factors determining quality include glare, diffusion, direction and uniformity of distribution of light, colour and brightness. The quantity of illumination required for various types of work can be known by a glance at the recommended values of illumination by American standard practice.

Glare is bad for the eyes and for production alike. Direct glare may be reduced by decreasing the brightness of the light source or by increasing the brightness of the area round the source of glare or by increasing the angle between the source of glare and the line of vision. Windows can be shaded. Lamps may be placed high or lowered that the angle between the

source of glare and line of vision is increased or the glare cut by a shade provided properly. Faint shadows are desirable for distinguishing objects but sharp shadows should be avoided. Perception of detail depends on the brightness, difference between the detail and its background. The greater the difference, the easier is the detail. Adopting colour schemes for painting the background and detail will go a long way to help increase the perception. In many factories, a great deal of light is lost through dirt, cleaning the skylights and window-panes often ensure better lighting, perhaps the effect of such good house-keeping is not well understood or recognised and hence it is pertinent to note the case quoted by Oakely in which the more regular cleaning of 16,000 s. ft. of skylight increased output by 6 per cent, reduced errors by 5 per cent. and cut accidents by 10 per cent. The illumination in factories even for rough work is often inadequate so that although the workers can see their work they are producing less than they might do. In a factory doing tile pressing, a little more than  $\frac{1}{2}$  a ft. candle of light was provided. With 3 to 4 feet candle, the worker could see the work adequately. But the illumination was increased upto twenty times this value, the output was seen to improve progressively. The increase of illumination gave a more cheerful appearance. That light has an effect on the mind has been known for ages. Arranging a few units of lighting to lit the roofing in a system of several lighting adds to the conditions of cheerful lighting.

When local lighting is provided for specific works, glare from and reflected light of the materials of work often interfere with the rate of output. For example, when the work involves handling and inspecting polished articles, direct lighting with high bright sources can cause an appreciable reduction of output. That is one of the primary disadvantages of artificial lighting. It was found by noting the hourly output records that during the period of artificial light, the fall in output is 6.7 per cent. and 5.6 per cent. for two workers respectively. Both the colour and brightness of the background were unsuitable and "failed to provide the contrast which is essential to comfort and efficiency." Machines are usually painted black or battle-ship grey. So there is often too little brightness or colour contrast between the work and parts of the machine forming the background. If these parts are finished with light coloured paint contrast is improved and it is much easier to see the work. To avoid troublesome shadows, the whole machine may be painted a uniform pale colour, so that the machines themselves will reflect the light to adjacent area, but of course not to cause glare. Lighting is a special science and once in a well-lighted factory, a visitor was taken round. When he came out, he was questioned by the manager "How did you like the lighting?" He replied "What lighting?". He had to be taken back to the factory to be convinced that the factory entirely depended on artificial lighting. "The highest art conceals the art". The more thoroughly an industrial lighting installation does its job the less notice will it attract.

It is commonplace that many factories have "unbearable working conditions". This is not merely my personal view but the view expressed by Members of the I.L.O. Productivity Commission. Much headway has to be made in increasing the conditions of comfort, ventilation and temperature in workrooms of the factories, especially in a hot country like ours. It is established beyond a shadow of doubt by experiments that excessively high temperature and inadequate ventilation reduce productivity through sickness, discomfort and lowered vitality of the workers. It is not merely the greater concentration of carbon-dioxide that is breathed out but more the reduced rate of heat loss from the body to the surroundings, that causes discomfort. The role of physiology in increasing production by reducing fatigue has not been brought

to the forefront. The limitation of human system to perform work under varying climatic conditions is a factor, that should be taken into prime consideration. Under stress, men may be goaded to work to rise up to certain expectations for a time but the harm that is done to the physiological make-up of the man is much more and more wasteful in point of productivity of the man. Bodily comfort of the workers depends on the rate of movement of air in workroom, the temperature of the room and the humidity. At least 500 c. ft. of air per individual is required for optimum comfort and this scale is laid down under the Factories Act. But superficially viewing the problem, it may appear that the cost of effecting the improvement in ventilation and temperature is not commensurate with the result, that may be achieved. Experiments performed show that the contrary is often the experience.

What is often required is not elaborate structural constructions involving high costs but minor alterations in the work place of workers so as to ensure their working in a reasonable degree of comfort suited to their physiological needs. Very often store-rooms and godowns are constructed with no windows but covered on all sides by masonry walls. Later on as exigencies required, a small lathe is installed and turning work is carried on. When the air is stagnant, there is not that degree of comfort which gives the optimum output on the part of the worker. Perhaps, by the removal of two walls on two sides, or by providing windows, better conditions can be ensured. Actually, there was an increase in production when such means were adopted, which bore no comparison to the cost involved. It may be difficult to estimate statistically the loss due to the defective character of the environment: but it presents itself in higher absenteeism loitering while at work, sickness, fatigue and even industrial unrest, which means a huge loss. If the survey of the existing conditions are done by experts, "even on comparatively superficial lines, the results would be such as to persuade the most conservative that here a field of enormous potentialities lie open to exploration". So says the fifth annual report of the Industrial Fatigue Research Board. In England, in tin-plate manufacture, output has been found to vary as much as 20 to 30 per cent. between the coldest and hottest weeks of the year. Even in well ventilated factories, it is not uncommon to find bags stacked obstructing all ventilating openings which only shows that this aspect of productivity to ventilation is not understood.

In one instance, men were found to perform 28 per cent. less physical work in an atmosphere of 86° F. dry bulb and 80 per cent. humidity than in one with 68° F. and 50 per cent. humidity. Studies conducted at the Ashve Research Laboratory demonstrated that (1) men at hard work (90,000 Ft. Lbs. per hour) are unable to compensate physiologically for the increased heat production at effective temperature above 80° F.; (2) for subjects at rest the upper limit of main ability to compensate for atmospheric condition is about 90° F. effective temperature and (3) the comfort zone of men normally clothed and working at 33.075 Ft. Lb. per hour is 46 to 64 effective temperature and the comfort line is 53 effective temperature. There are certain maximum temperatures above which the average worker cannot compensate for atmospheric conditions. The suggested maximum values are about 87 E. T. for lights and sedentary work and 80 for manual labour. In Massachusetts a value of 86 E. T. is used as the maximum allowable temperature above which control measures should be employed to reduce it.

Various industries give rise to different types of smoke, fumes, dust and other obnoxious substances. These should be arrested at the source of emanation, collected and disposed of not merely to protect the health of worker but

more so from the point of view of productivity. When such systems for collecting them, are not installed, the worker cannot put in his best and a good deal of time he has to spend in refreshing himself in open air while at work. The cost involved in fitting dust-collecting or fume collecting equipment is offset by the daily gain in output from the workers after the equipment is fitted. Oakley refers for instance in his "Men at Work" to a perfume factory at which output increased by 15 per cent. consequent upon an improvement in the extraction of ammonia fumes.

Noise is also a factor of importance in relation to the efficiency of worker. It causes fatigue, irritation and consequent loss of output. A group of experienced workers assembling 80 temperature regulators produced sixty faults. The room in which they were working was next to a boiler shop. They were moved to a quieter place where they did 110 regulators the time formerly required to do 80 and with only seven faults. Protection against unavoidable noise may be provided by ear plugs. If possible, the mounting of noisy machines on resilient bases may be resorted to. It has long been recognised that people subjected to continued excessive noise in an enclosed space are liable to permanent damage leading to hardness of hearing. The effect of noise in weaving industry was studied. Ear-defenders of such a nature that conversation can be carried on was used. The noise in a weaving shed is a continuous roar and clatter. The effect of the noise normally associated with weaving is to lower the output by about 3 per cent. of that obtainable when the noise was subdued. This is the result of experiments carried on for two spells of 24 weeks and 52 weeks. In terms of personal efficiency, that is allowing for the part under the control of the worker as against the machine, this is equivalent to an increase of about  $7\frac{1}{2}$  per cent. with subdued noise.

It is obvious that no worker can be efficient unless he has sufficient space in which to work, to lay down his tools and materials and to move without being hindered by fellow workers, other machines or stacks of materials. By judicious application of method study, the efficiency of the work can be increased by positioning the tools and materials to be handled. The prime factor is to avoid needless movement of the worker. Prolonged standing at the work is one of the most common sources of avoidable discomfort or fatigue; seats should be provided. It should be recognised that the prevention of unnecessary fatigue promotes efficiency. It is only commonsense to conserve energy which the worker expends by constant standing so that he can have more energy available to put into productive work. No greater emphasis can be laid in ensuring the correct posture of work and the correct method of performing work. Much depends on the correct machine design too. A machine ought to be constructed with regard to the probable physiological requirements and should not necessitate awkward or painful movements. Supposing a writer had to use a pen that is of considerable weight, efficiency of writing will suffer in quality and quantity. The analogy should be borne in mind in analysing a machine for its proper quality viewed from the angle of affording the least strain to the worker.

Boredom is bound and found to have a direct effect on the output. When repetition in work has become the order of the day, boredom has become inevitable. Introduction of a change in work at intervals helps to increase output by reducing effects of boredom. In bicycle-chain making, an alteration of work increased the output of each of four workers by 2.4 per cent. to 5 per cent. Since we have to accept repetitive work as essential the movement themselves cannot be made interesting. There remains the environment in which they are done. That can be changed, that is, the interest is attached

to something outside the actual movements. The scheme of Music-while-You-work-introduced by B. B. C. has actually resulted in increasing the daily output from 2.6 per cent. to 6 per cent.

Importance of good house-keeping in factory has not been fully realised. It embraces cleanliness, tidiness and general state of repair. The accumulation of odd raw materials and other materials no longer in use often fetch a good deal of money. A very large engineering firm has been able to find £ 750,000 by having a thorough clear up of the materials on the floor of the factory.

It is the rule of method study of materials handling that nothing should be put on the floor unless absolutely necessary as it has to be picked up again by someone.

It should be remembered that productivity is likely to be increased quite as much by cutting out unnecessary loss of time as by improvements to process and methods. The total time lost due to accidents is considerable in a factory and 85 per cent. of the accidents that happen are preventable. Apart from the direct loss of time when work is actually stopped due to an accident, unsafe conditions may slow up working, since operatives and others have to be on their guard and so move and work more carefully and with less assurance than they would, if the danger points did not exist. In the field of material handling above, method study can play a notable part in reducing accidents simply by reducing the number of times and the distance over which the material is handled. In 1950, in Britain no less than 53,378 factory accidents happened while handling material. If method study is applied to eliminate all unnecessary handling, as high as 50 per cent. of accidents would never have happened because the goods would not have been handled.

I have been handling materials that are responsible for reducing output for a fairly long period and have reached the land of fatigue. Work is still conditioned by the worker in spite of all marvels of modern machinery, planning equipment and the rest. Work, output, production must all rise or fall with the workers' physical fitness for his task. Many experiments in the shortening of working hours have yielded impressive results. The most economic production is attained by employing men only so long as they are at their best. When that stage is passed, there is no true work in their continued work. For optimum efficiency in weight lifting, it has been experimentally found that a first class workman can only be under load 43 per cent. of the day when handling pig iron of 92 lbs. weight. He must be entirely free from load during 57 per cent. of the day. The tendency is to drive people to load as quickly as possible without caring for the science of fatigue. A gang was found to load only  $12\frac{1}{2}$  tons per day but after applying the principles of fatigue study and requiring the workers to work and rest as directed by fatigue study expert, i.e., by putting the men on load only for 43 per cent. of the time, the worker was seen to handle 47 tons per day. The stored up energy in a muscle gets depleted while working at heavy manual labour at a rapid rate and ample time at frequent intervals should be given for the physiological system to recoup the energy for the muscle by restoring the metabolic equilibrium. Moreover when work is performed by a muscle, waste products are generated and the rate at which the human system is capable of expelling the waste products outside the body has also a limitation and when exertion is carried beyond this limit, waste products accumulate and poison the entire physiology of the system, thereby lowering the capacity to perform work.

Another consideration that has to be reckoned in evaluating the effects of fatigue is the hours of work. There is a popular notion erroneously held widely that the longer the number of hours of work, the greater the output

and the longer the hours of work for a piece-rated worker, the larger his earnings. A study of history of legislation regarding working hours for industrial workers all the world over shows that reduction in hours of work have been arrived at, not merely because of considerations of conserving the health of workers but because of realisation of the naked truth that long hours mean lessened output. Instances are many but to quote one: 233 piece workers of the Zeiss optical works in Germany were required to work 9 hours per day for a year and 8 hours per day for a year and the result showed that the earnings of the worker in 9 hour system was 345,899 marks whereas in 8 hour system the earnings rose to 366,484 the ratio of increase being 100 : 116.2. In eight hour system the daily output was 1/30 more than in 9 hours system. In other words 30 men did the work which required 31 men under 9-hour system, *i.e.*, each man did ten days more work during the year of short hours. This seems paradoxical. Results tabulated showed that increase in efficiency is largest in coarser kinds of work. Another noteworthy feature was that during the four weeks of 9 hours system of work, the average amount of power transmitted was 49.2 K.W. By a special contrivance it was estimated that the hourly waste of power was 26 K.W. The actual amount used being 23.2 K.W. per hour. After the 8-hour day was introduced the amount and power transmitted rose from 49.2 K.W to 52 K.W. per hour. The actual amount of power used rose to 26 K.W. per hour as against 23.2 K.W. the ratio of increase being 100 : 112. This is the evidence of cold statistics. Many would not believe that the workers produced more in 8 hours than in 9 hours until shown the proof. The data is confirmed by reference to the energy used.

One of the conclusions reached is that the workman incurs a certain amount of perfectly passive fatigue irrespective of his actual production. The modern worker sits or stands hour after hour in exactly the same unchanged attitude unvaryingly subjected to the same noise and the same need of attention when he works near moving machinery. These things are extremely fatiguing even if no work were to be performed. Moreover since metabolic equilibrium is regained only by rest and recuperation, the length of working hours is of critical importance. This introduces the question of rest pauses. In heavy work, it is physically impossible to continue for long periods of work without a break. Such workers take rest at frequent intervals which is estimated to amount to anything between ten to twenty minutes an hour. Apart from physiological impossibility in heavy manual work, in light work too introduction of rest pause of a few minutes at more frequent intervals than once in four hours, has been seen to increase output. A group of 17 girls were labelling small packages working on 8 hours arranged from 8 A.M. to 12-30 P.M. and from 1-30 P.M. to 5 P.M. It was decided to introduce a rest pause of 10 minutes to watch the result in output. At 10-30 A.M. all work was stopped for ten minutes. The average hourly production was 13 per cent. more than before. Of the 17 labellers, different workers showed different rate of rise in productivity. Classifying them as quick workers, medium workers and slow workers, it was found that the five quick workers showed an improvement in productivity of 8.2 per cent. the six medium workers productivity of 12.8 per cent. and the slow workers showed a productivity of 17 per cent. which again shows that slow workers are not slow in work because of any other reason than physiological set-up of their system.

Last but not least is the relation of productivity to good industrial relations. All said and done, the desire to work comes from within. How to draw out more work from people is an art. How to drive people to do more work has become an out-moded doctrine more harmful than useful. That pre-

valence of good human relations in an industry causes more productivity can only be visualised and no statistics can be collected. At any rate, indirect study shows that in two institutions run by the same management under identical conditions, the productivity in one is higher than the other. Analysing the reason, it was discovered that the institution which was giving less productivity, was manned by a manager whose relations with the workers were far from being pleasant. The art of human relations in industrial management needs closer study if productivity is to be accelerated.

In fine, industrialist should do well to bear in mind that the legislation that are on the statute designed to regulate labour, have in the long-run been conceived with an eye for increase in productivity and an intensive study of them would reveal this naked truth.

## COIMBATORE EMPLOYMENT MARKET REPORT FOR THE QUARTER ENDED 31<sup>st</sup> DECEMBER, 1958.

### I. SUMMARY.

1. 1,416 establishments in the *private sector*, employing ten or more workers, reported a decrease in employment from 124,145 to 122,779 during October-December, 1958. This is a decrease of 1.1 per cent. as compared with the total employment during the previous quarter. The index of employment (31<sup>st</sup> December, 1957=100) in the private sector as a whole excluding construction declined from 100.2 to 98.8 during this period.

2. Cotton textiles reported once again a fall in employment although it was not so bad as in the previous quarter. There was, however, a reversal in cotton weaving and spinning which recorded an increase after 9 months, whereas cotton ginning experienced a decline owing to seasonal factors. The manufacture of foodstuffs including rice hulling and husking, showed a rising trend in employment. Also the manufacture of pumpsets and textile accessories maintained its steady employment rise. As against this, there was a pronounced fall in employment in the tea plantations, in cotton ginning and personal services. Under construction the rise in employment has been maintained throughout this quarter also.

3. Employment in the *public sector* registered a slight decline during this quarter. 206 establishments reported a decline in employment from 42,590 to 42,413 at the end of December, 1958, which is a fall of 0.4 per cent. The index of employment (31<sup>st</sup> December, 1957=100) in the public sector declined from 107.2 to 106.8 during this period. Increase in employment was noticed in the Government cinchona plantations, generation of electricity, insurance, railway transport and the administrative departments of Central Government. On the other hand, distribution of electrical energy, banking, and educational services registered a fall during the quarter. The rise in administrative departments of State Government was nominal. Employment in medical and health services remained static.

4. The traffic at the Coimbatore Employment Office during the quarter indicated no improvement in the employment situation. Although there was a slight decline in the number of applicants seeking registration at the Exchange, the cumulative number of persons remaining unemployed at the end of the quarter recorded an increase. The total number of persons registered during the quarter ended December, 1958, was 3,268 as against 3,660 in the previous quarter. The decrease could not be attributed to any special reason. The number of new entrants to the employment market, was, however, slightly high compared to the previous quarter. The total number of persons remaining on the active rolls of the Coimbatore Employment Office rose from 6,702 in September to 6,904 at the end of December, 1958. The number of educated unemployed seeking work showed a slight increase over the previous quarter.

5. Compared to the previous quarter, more vacancies were notified to the Coimbatore Employment Office than in the previous quarter. The State Government departments as before, with a share of 46 per cent. of the vacancies, top the list of customers, followed by quasi-Government (43 per cent.) and the

Union Government departments (8 per cent.). Vacancies from private employers has been negligible, amounting hardly to 3 per cent. Though vacancies during the quarter have shown a welcome increase, it has not been adequate to relieve the pressure of applicants in the employment market. It is, therefore, inevitable that the imbalance between supply and demand continued. At the same time some of the employers in the area experienced shortages of personnel in the following occupations: Draughtsman, Sheet-metal worker, Structural fitter, Turner, Miller, Grinder, Precision fitter, Town-planning Inspector, Engineering Technologist, Statistician, Industrial Psychologist, Textile Technologist, Health Visitor, Pharmacist, Nurse, B.T. (Science and Maths.) Assistant, Medical Officer and Stenographer.

### II. A. EMPLOYMENT IN THE PRIVATE SECTOR.

6. The *private sector* which has been showing a downward trend in employment for the last two quarters has shown no improvement. This was revealed by returns received from 1,416 employers, employing ten or more workers, who reported a decrease in their employment from 124,145 at the end of September to 122,779 at the end of December, 1958 or a fall of 1.1 per cent (See Appendix I). The employment index (31<sup>st</sup> December, 1957=100) in the private sector as a whole, excluding construction declined from 100.2 at the end of September, 1958, to 98.8 at the end of December, 1958. 1,538 employers were addressed during the quarter, of whom 1,416 responded based on which this analysis has been made. The details of employers addressed and responded are given at Appendix V. An industry-wise analysis shows that while construction recorded a further improvement over the previous quarter, plantations, mining and quarrying, manufacturing, trade and commerce and services declined in employment.

#### PLANTATIONS.

7. As forecast in the last quarter, employment in tea plantations declined from 31,019 at the end of September to 30,191 at the end of December, 1958, or a decrease of 2.7 per cent. This is due, mostly, to seasonal fluctuations inherent in this industry. This unfavourable trend, however, is expected to change for the better during the next quarter, as it would synchronize with the active season in this industry.

#### MANUFACTURING.

8. In the manufacturing sector, employment declined from 79,701 at the end of September, to 78,799 at the end of December, 1958, representing a decrease of 1.1 per cent. While employment increased in rice-milling (+224); and production of other food products (+99); cotton spinning and weaving (+378) carpet weaving (+39); manufacture of electrical motors (+43); domestic pumps (+8); textile accessories (+80); pencils, buttons, gold jewellery, sundry cutlery and sundry hardware, and synthetic gems (+94); there was a decline in employment in cotton ginning and pressing (-1,466); dyeing and bleaching (-39); handloom weaving (-38); printing of cotton textiles (-13); hosiery manufacture (-23); manufacture of household bell-metal and brasswares (-17); and printing (-27).

9. Cotton weaving and spinning industry, which constitutes the hub of Coimbatore industrial economy and which has been experiencing a bad spell during the last 9 months, has registered a welcome recovery and return to liveliness. True to our anticipations employment in this industry rose from

49,953 at the end of September, to 50,331 at the end of December, 1958. The prospects for employment in this industry for the next three months are also promising.

10. Cotton ginning, which is seasonal in character, true to expectations, continued its downward trend in employment. This unfavourable trend, purely due to seasonal causes, is expected to be arrested and employment in this industry, coinciding with the active season during the next quarter, is expected to be favourable.

11. The hosiery manufacture during this quarter showed a decline in employment. However, the prospects for employment during the next quarter are reported to be bright.

12. Manufacture of textile mill stores and machinery, true to expectations, showed a rise in employment during the quarter. This industry will continue to enjoy a favourable employment position during the next quarter also.

13. Manufacture of furniture recorded a further decline in employment. This was as expected. The slump in this industry is due to the prevailing high cost of materials. The prospects, however, in the next quarter are reported to be favourable.

14. The cotton carpet weaving industry, which has been showing a steady upward trend, since the last two quarters, has maintained its improvement. This squares with the earlier forecast for this industry. Indications for the next quarter reveal that this rising trend in employment will be maintained.

15. Employment in the manufacture of foodstuffs, as forecast earlier, improved from 4,344 at the end of September, to 4,551 at the end of December, 1958. Establishments engaged in coffee-curing reported an increase in employment from 888 persons at the end of September to 987 at the end of December, 1958. The increase is due to purely seasonal factors. Also the employment rise in flour-mills and bakery products maintained their steady increase. On the other hand, the groundnut decorticating industry suffered a net loss in employment amounting to 122 during the quarter. The employment prospects in rice and flour-mills, ground-nut oil decortication and coffee garbling and curing are expected to improve while bakery products may remain static during the next quarter.

16. Manufacture of electrical motors and pumpsets has come to stay in this area as a significant industry. The rising trend in employment in this industry, true to anticipations, has been maintained during this quarter also. 15 establishments reported an increase in employment of 45 persons during this quarter. Employment prospects in this industry for the next quarter hold out promise. Auto-servicing has continued its rising employment trend as also the manufacture of buttons and synthetic gems.

#### CONSTRUCTION.

17. The construction industry in the private sector has recorded substantial gains during the quarter. Employment in this industry rose from 1,668 at the end of September, to 2,086 at the end of December, 1958. This information collected from 41 establishments, is not, however, truly representative of the employment situation and as such the data needs to be treated with some reserve. Nevertheless, the trends are unmistakably that employment in construction has been increasing steadily. Employment position in the succeeding months, however, is reported to be no quite so favourable.

#### TRADE AND COMMERCE.

18. As anticipated in the previous quarter, trade and commerce showed a tendency to decline. This unfavourable trend is mainly caused by decrease in employment in wholesale and in retail trade. Insurance and banking remained almost static. In this group only the motion picture industry has showed some liveliness (11). However, the prospects for employment in banking during the next quarter are favourable. The motion picture industry on the other hand does not hold out much promise.

#### SERVICES.

19. In the services group as a whole, employment decreased from 6,107 at the end of September to 6,077 at the end of December, 1958. While general education (16), health services (3), recreation (1) showed increases, technical education (19), personal services (31) recorded a decline. However, the employment prospects in educational and personal services are reported to be favourable.

#### CONTRACT (INDIRECT) LABOUR.

20. Information was also collected from the private employers regarding labour engaged through contractors. 80 private employers reported the employment of contract labour which accounted for 7,726 mandays of work in the last week of the quarter. This could be regarded as equivalent to the employment of 1,288 persons, which is a little over 1 per cent. of the total number of direct employees in the private sector.

21. The industries employing contract labour together with other details are shown in Appendix II. The practice of employing contract labour appears to be widespread in rice-mills for paddy boiling, drying and hulling, coffee curing, garbling and picking, beedi manufacture for drying of beedi leaves, puring and beedi rolling, cotton ginning for kapas picking, cotton ginning, waste cotton sorting, weighing, packing, loading and unloading, hosiery manufacture for stitching hosiery, fertiliser manufacture for manure mixing, packing, loading and unloading, glass industries (refractories), and in wholesale trade for such work as pressing and mixing of cotton, loading and unloading.

#### STRIKES/LOCKOUTS.

22. As evidenced by the records of the State Labour Department, 14 strike/lockouts closures were declared of which 13 occurred in Textile mills involving 11,119 workers. The total mandays lost consequent on these stoppages were 30,773.

#### B. EMPLOYMENT IN PUBLIC SECTOR.

23. The level of employment in the public sector, for the first time since this series of enquiries started, has shown a downward trend. 206 establishments in the public sector reported a decrease in employment from 42,590 at the end of September to 42,413 at the end of December, 1958. (See Appendix III). Consequently the employment index (31st December, 1957=100) in the public sector as a whole which continuously rose to 107.2 in September, 1958, recorded a decline to 106.8 at the end of December, 1958. The decrease of employment was caused primarily by a fall of 1,028 under distribution of electrical energy. There was a slump in Quasi-Government establishments; the increase in employment under local bodies was nominal. The statement showing the changes in employment under these sub-sectors is given in Appendix IV.

## MADRAS LABOUR GAZETTE.

## PLANTATIONS.

24. The cinchona plantations recorded an increase over the previous quarter by employing 287 persons more. This is due to the recruitment of casual workers for incidental and maintenance work, unconnected with cultivation.

## CONSTRUCTION.

25. Under construction, the rising trend in employment continued in this quarter. 14 establishments reported that employment under them have increased from 3,218 at the end of September to 3,255 at the end of December, 1958. The increase is due to the recruitment of casual labour in some of the projects.

## ELECTRICITY, GAS, WATER AND SANITARY SERVICES.

26. Two establishments in this industry reported a decrease in employment under them from 5,494 at the end of September, to 4,525 at the end of December, 1958. While the generation of electricity has shown an increase (59) in employment, the bulk of the fall (1,028) took place in the distribution of electrical energy. This is due to the retrenchment of the casual workers recruited in connection with the construction of transmission lines.

## TRADE AND COMMERCE.

27. 14 establishments reported employment increase of 41 persons over the previous quarter. The Life Insurance Corporation accounted for an increase of 29 persons.

## TRANSPORT AND COMMUNICATION.

28. There has been an increase in employment under Transport and Communication. 11 establishments reported an increase of 20 persons under them over the previous quarter. Most of the increase has occurred in Railways (19), and State Information and Broadcasting (2). Air Transport remained static, while Post and Telegraphic communication was very nearly so.

## SERVICES.

29. The services group, consisting of 157 establishments, showed an increase in employment from 28,764 at the end of September to 29,130 at the end of December, 1958. The chief contributors to this increase were Central Government administrative offices (272) and State Legal Services (23). There was also a slight increase in general educational services (16). The increase in Local Bodies and State Government Offices was nominal.

## III. PERSONS SEEKING WORK.

## REGISTRATIONS AT THE EMPLOYMENT EXCHANGE.

30. The number registering for work with the Coimbatore Employment Office decreased slightly. 3,268 (including 455 women) registered themselves for work at the Employment Office during the quarter, ended December, 1958, as compared to 3,660 (including 550 women) in the preceding quarter. Of those registered during the quarter new entrants to the employment market formed 66 per cent. while 3 per cent were from agriculture, 2 per cent from manufacturing, 12 per cent from services and the remaining 17 per cent of registrants were from other industries. The

total number of unemployed remaining on the active rolls of the Employment Office increased from 6,710 (inclusive of 994 women) to 6,904 (inclusive of 901 women) during September-December, 1958. At the end of December, 1958, 10 per cent sought professional, technical, administrative and executive jobs, 11 per cent. skilled work, 35 per cent. of clerical work, and the remaining 44 per cent. sought unskilled work. There has been a significant increase in the number of applicants seeking clerical occupations while on the other hand the skilled craftsmen have recorded a slight increase during the quarter. Persons seeking professional, technical, administrative and executive occupations were fewer during this period.

31. The number of educated unemployed seeking employment assistance, increased from 2,130 at the end of September to 2,227 at the end of December, 1958. Matriculates accounted for 89 per cent. of the total, which is an increase both in absolute and relative terms compared to the previous quarter.

32. An analysis of the applicants on the Live Register at the end of December, 1958, by broad age groups shows that 520 applicants were under 18 years of age; 6,069 between 18 and 25; 245 between 25 and 45, and 70 over 45 years of age. It is significant that about 87 per cent. of the applicants were in the 18-25 age group.

## IV. DEMAND FOR PERSONNEL.

## A. Vacancies Notified to the Exchange.

33. There is an increase in the number of vacancies notified to the Coimbatore Employment Office during the quarter. 809 vacancies were notified the Employment Office as compared to 592 in the previous quarter. Of total, 376 vacancies were from the State Government departments. 346 from quasi-Government and Local Bodies, and 66 from Central Government Offices. The private sector vacancies were limited to a bare 21.

## B. Vacancies Pending with Employers.

34. Information was also collected from the employers about the number of vacancies remaining unfilled on the date of this enquiry. From the returns received from the employers in the private sector, it was noticed that there were 80 vacancies of which six were already notified to the Exchange and 5 more notified after establishing contacts with the employers. Similarly establishments of the State Government, quasi-Government and Local Bodies reported the existence of 190 vacancies, of which 111 were notified to the Exchange. It may be mentioned that the notification of vacancies is compulsory on the part of Central and State Government organisations but not with others. Some of the selected occupations in which vacancies existed on the day of enquiry were as follows:

## PUBLIC SECTOR

Boiler Attendant  
Fitter  
Foreman  
Machine operator  
Blacksmith  
Pattern maker

## PRIVATE SECTOR

.. Labour Welfare Officer  
.. Machineman  
.. Painter  
.. Electrician  
.. Structural fitter  
.. Pattern maker

|                         |    |                                    |
|-------------------------|----|------------------------------------|
| Tracer                  | .. | Turner                             |
| Medical Officer         | .. | Winder                             |
| Pharmacist              | .. | Mason                              |
| Health Visitor          | .. | Painter, Salesman                  |
| Town-planning Inspector | .. | Pharmacist                         |
| Instrument repairer     | .. | Lecturer in mechanical engineering |
| Draughtsman             | .. | Workshop superintendent            |
| Artist                  | .. | Principal vocation instructor      |
| Librarian               | .. | Director of Physical Education     |
| P. T. Instructor        | .. | B. T. (Maths. & Science) Assistant |
|                         |    | Doctor, nurse                      |

### C. Number of Workers placed in Employment.

35. There has been an increase in the number of workers placed in employment during the quarter. 784 persons (inclusive of 50 women) were placed in employment by the Coimbatore Employment Office during the quarter as against 599 (inclusive of 22 women) in the previous quarter. Of the persons placed 683 were in services, 30 in agriculture, 31 in construction, 16 in manufacturing, 15 in trade and commerce, 8 in transport and communications and 1 in electricity, gas and sanitary services. An occupational analysis of the vacancies filled shows that 353 were in technical and administrative jobs, 38 in skilled occupations and 206 in unskilled work; 187 were placed in clerical occupations.

### V. WORKERS IN SHORT SUPPLY.

36. Reports received from the employers and the experience of the Coimbatore Employment Office suggest the following occupations as those in which shortage existed during the quarter.

Draughtsmen, Sheet-metal workers, Pattern-makers,  
Turners, Millers, Structural fitters, Doctors,  
Nurses, Pharmacists, B. T. (Science and Maths.) Assistants, Engineering Instructors.

### APPENDIX I.

Statement showing the changes in the Volume of Employment by Industries between 30th September, 1958 and 31st December, 1958, in the Private Sector in Coimbatore.

| Industrial Classification Code No. | Description of Industry.            | No. of reporting establishments. | Number of Employees as on |             | Increase (+) or decrease (—) | Percentage of increase or decrease. |
|------------------------------------|-------------------------------------|----------------------------------|---------------------------|-------------|------------------------------|-------------------------------------|
|                                    |                                     |                                  | 30-9-1958.                | 31-12-1958. |                              |                                     |
| (1)                                | (2)                                 | (3)                              | (4)                       | (5)         | (6)                          | (7)                                 |
| 01                                 | Plantations                         | ..                               | 31,019                    | 30,191      | -828                         | -2.7                                |
| 107                                | Mining and Quarrying                | ..                               | 919                       | 912         | -7                           | -0.8                                |
| 20                                 | Foodstuffs                          | 163                              | 4,344                     | 4,551       | +207                         |                                     |
| 21                                 | Beverages                           | 2                                | 44                        | 48          | +4                           |                                     |
| 22                                 | Tobacco                             | 51                               | 1,053                     | 1,031       | -22                          |                                     |
| 23                                 | Textiles (Cotton)                   | 264                              | 56,350                    | 55,067      | -1,183                       |                                     |
| 26                                 | Textiles (Silk)                     | 2                                | 17                        | 18          | +1                           |                                     |
| 27                                 | Textile Products                    | 155                              | 3,698                     | 3,636       | -62                          |                                     |
| 28                                 | Wood Products                       | 6                                | 80                        | 79          | -1                           |                                     |
| 30                                 | Printing and Publishing             | 43                               | 784                       | 757         | -27                          |                                     |
| 31                                 | Leather and leather products        | 14                               | 665                       | 642         | -23                          |                                     |
| 32                                 | Rubber and Rubber Products          | 3                                | 245                       | 233         | -12                          |                                     |
| 33                                 | Chemicals                           | 19                               | 386                       | 355         | -31                          |                                     |
| 34                                 | Brick, clay products                | 5                                | 1,827                     | 1,820       | -7                           |                                     |
| 35                                 | Non-metallic mineral products       | 3                                | 294                       | 320         | +26                          |                                     |
| 36                                 | Metal Products other than machinery | 13                               | 684                       | 666         | -18                          |                                     |
| 370-373                            | Machinery non-electrical            | 22                               | 5,328                     | 5,435       | +107                         |                                     |
| 374-379                            | Machinery electrical                | 24                               | 1,399                     | 1,390       | -9                           |                                     |
| 38                                 | Transport equipment                 | 34                               | 946                       | 1,000       | +54                          |                                     |
| 39                                 | Miscellaneous manufacture           | 17                               | 1,657                     | 1,751       | +94                          |                                     |
| Div. 2 & 3                         | Manufacturing                       | 840                              | 79,701                    | 78,799      | -902                         | -1.1                                |

| (1)    | (2)                              | (3)   | (4)     | (5)     | (6)    | (7)   |
|--------|----------------------------------|-------|---------|---------|--------|-------|
| 40     | Construction                     | 41    | 1,668   | 2,086   | +418   | +25.1 |
| 60     | Wholesale trade                  | 35    | 761     | 747     | -14    |       |
| 64     | Retail trade                     | 68    | 1,008   | 1,005   | -3     |       |
| 69     | Trade & Commerce General         | 50    | 1,208   | 1,216   | +8     |       |
| Div. 6 | Trade & Commerce                 | 153   | 2,977   | 2,968   | -9     | -0.3  |
| 701    | Transport & Communication        | 27    | 1,741   | 1,731   | -10    | -0.6  |
| 810    | Education-Technical & Vocational | 9     | 368     | 349     | -19    |       |
| 811    | Education-General                | 95    | 2,290   | 2,306   | +16    |       |
| 82     | Health Services                  | 15    | 432     | 435     | +3     |       |
| 85     | Business Services                | 4     | 59      | 59      | -      |       |
| 87     | Recreation Services              | 28    | 421     | 422     | +1     |       |
| 88     | Personal Services                | 167   | 2,537   | 2,506   | -31    |       |
| Div. 8 | Services                         | 318   | 6,107   | 6,077   | -30    | -0.5  |
| 900    | Miscellaneous Services           | 1     | 13      | 15      | +2     | +15.4 |
|        | All Divisions                    | 1,416 | 124,145 | 122,779 | -1,366 | -1.1  |

## APPENDIX II.

Statement showing Details of the Contract (i.e. indirect) Labour Employed in Private Sector, by Industries, during the Week ended 27-12-1958 (Quarter ended 31-12-1958).

| Serial No. | Industry Code No. | Description of Industry.                 | No. of establishments reporting Contract Labour. | Total mandays worked in the week by Contract Labour. | Nature of work performed by Contract Labour.                                                    |
|------------|-------------------|------------------------------------------|--------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| (1)        | (2)               | (3)                                      | (4)                                              | (5)                                                  | (6)                                                                                             |
| 1          | 01                | Tea Estates ..                           | 25                                               | 13,436                                               | Construction of new buildings, up-keep of building and roads etc.                               |
| 2          | 200               | Rice Mills ..                            | 12                                               | 880                                                  | Paddy boiling, drying and hulling.                                                              |
| 3          | 201               | Manufacture of Sugar ..                  | 1                                                | 162                                                  | Workshop work.                                                                                  |
| 4          | 207               | Oil Mills ..                             | 1                                                | 36                                                   | Oil-seeds crushing, drying & decortiating.                                                      |
| 5          | 209               | Coffee curing works ..                   | 1                                                | 320                                                  | Coffee curing, garbling and packing.                                                            |
| 6          | 21                | Manufacture of aerated water ..          | 1                                                | 48                                                   | Preparation & sale of aerated water.                                                            |
| 7          | 226               | Beedi manufacturing ..                   | 2                                                | 114                                                  | Tobacco curing and beedi manufacturing.                                                         |
| 8          | 230               | Cotton ginning ..                        | 16                                               | 2,578                                                | Kappas picking, cotton ginning, waste cotton packing, sorting, weighing, loading and unloading. |
| 9          | 270               | Carpet weaving ..                        | 1                                                | 52                                                   | Weaving carpets & bedsheets.                                                                    |
| 10         | 271               | Hosiery manufacture ..                   | 1                                                | 18                                                   | Stitching hosiery.                                                                              |
| 11         | 279               | Calendering of cloth ..                  | 1                                                | 20                                                   | Transporting & Collection.                                                                      |
| 12         | 310               | Tanning ..                               | 1                                                | 49                                                   | Elangaram, Barkmen, etc.                                                                        |
| 13         | 323               | Rubber & Plastic Products manufacture .. | 1                                                | 14                                                   | Cutting Rubber sheets.                                                                          |
| 14         | 332               | Fertilizer manufacture ..                | 6                                                | 469                                                  | Manure mixing, packing, loading & unloading.                                                    |
| 15         | 341               | Cement manufacture ..                    | 1                                                | 99                                                   | Building repairs & whitewashing.                                                                |
| 16         | 357               | Glass Industry ..                        | 1                                                | 286                                                  | Refractions.                                                                                    |
| 17         | 384               | Automobile repairs ..                    | 2                                                | 384                                                  | Servicing & repairs to fleet.                                                                   |
| 18         | 60                | Wholesale trade ..                       | 4                                                | 1,993                                                | Pressing & mixing of cotton, loading, unloading, painting and body works.                       |
| 19         | 810               | Education (Technical) ..                 | 1                                                | 155                                                  | Building construction.                                                                          |
| 20         | 85                | Business Services ..                     | 1                                                | 30                                                   | Assembling of tea-chest.                                                                        |
| TOTAL ..   |                   |                                          | 80                                               | 21,152                                               |                                                                                                 |

## APPENDIX III.

Statement showing the changes in the Volume of Employment by Industries between 30th September, 1958 and 31st December, 1958, in the Public Sector in Coimbatore.

| Industrial Code No.         | Description of Industry.                              | No. of reporting establishments. | No. of Employees as on |             | Increase (+) or Decrease (-). | Percentage of increase (+) or decrease (-). |
|-----------------------------|-------------------------------------------------------|----------------------------------|------------------------|-------------|-------------------------------|---------------------------------------------|
|                             |                                                       |                                  | 30-9-1958.             | 31-12-1958. |                               |                                             |
| (1)                         | (2)                                                   | (3)                              | (4)                    | (5)         | (6)                           | (7)                                         |
| 01                          | Plantations                                           | ..                               | 1,565                  | 1,852       | +287                          | +18.3                                       |
| 233                         | Cotton dyeing and bleaching                           | ..                               | 99                     | 114         | +15                           |                                             |
| 289                         | Manufacture of other wood & allied products.          | ..                               | 50                     | 67          | +17                           |                                             |
| 335                         | Manufacture of medicine, pharmaceuticals, preparation | ..                               | 53                     | 56          | +3                            |                                             |
| 369                         | Manufacture of sundry hardware                        | ..                               | 3                      | 4           | +1                            |                                             |
| 384                         | Repairing & Servicing of Motor vehicles               | ..                               | 51                     | 57          | +6                            |                                             |
| Div. 2 & 3                  | Manufacturing                                         | ..                               | 256                    | 298         | +42                           | +16.4                                       |
| 40                          | Construction                                          | ..                               | 3,218                  | 3,255       | +37                           | +1.15                                       |
| 500                         | Generation of electric energy                         | ..                               | 1,764                  | 1,823       | +59                           |                                             |
| 501                         | Distribution of electric energy                       | ..                               | 3,730                  | 2,702       | -1,028                        |                                             |
| Div. 5                      | Electricity, gas, water, sanitary services            | ..                               | 5,494                  | 4,525       | -969                          | -17.6                                       |
| 60                          | Wholesale trade                                       | ..                               | 73                     | 100         | +27                           |                                             |
| 693                         | Provident Fund & Insurance                            | ..                               | 395                    | 424         | +29                           |                                             |
| 695                         | Banking                                               | ..                               | 268                    | 253         | -15                           |                                             |
| Div. 6                      | Trade and Commerce                                    | ..                               | 736                    | 777         | +41                           | +5.5                                        |
| 700                         | Transport by Railway                                  | ..                               | 821                    | 840         | +19                           |                                             |
| 708                         | Transport by Air                                      | ..                               | 58                     | 58          | —                             |                                             |
| 730                         | Post & Telegraphic Communication                      | ..                               | 1,625                  | 1,624       | -1                            |                                             |
| 732                         | Information & Broadcasting                            | ..                               | 6                      | 8           | +2                            |                                             |
| Div. 7                      | Transport & Communication                             | ..                               | 2,510                  | 2,530       | +20                           | +0.8                                        |
| 802                         | Public Service in Air Force                           | ..                               | 224                    | 277         | +53                           |                                             |
| 803                         | Public Service in Police                              | ..                               | 2,598                  | 2,598       | —                             |                                             |
| 804                         | Public Service in Central Government                  | ..                               | 489                    | 761         | +272                          |                                             |
| 805                         | Public Service in Quasi-Government & Local Body       | ..                               | 5,649                  | 5,662       | +13                           |                                             |
| 809                         | Public Service in State Government                    | ..                               | 9,341                  | 9,354       | +13                           |                                             |
| 810                         | Education, technical & vocational                     | ..                               | 1,239                  | 1,210       | -29                           |                                             |
| 811                         | Education, general, non-technical                     | ..                               | 5,671                  | 5,687       | +16                           |                                             |
| 812                         | Scientific Services of Research                       | ..                               | 435                    | 445         | +10                           |                                             |
| 82                          | Medical & Health Services                             | ..                               | 2,478                  | 2,478       | —                             |                                             |
| 84                          | Legal Services                                        | ..                               | 620                    | 643         | +23                           |                                             |
| 89                          | Services not classified elsewhere                     | ..                               | 20                     | 15          | -5                            |                                             |
| Div. 8                      | Services                                              | ..                               | 28,764                 | 29,130      | +366                          | +1.3                                        |
| 900                         | Activities not specified elsewhere                    | ..                               | 47                     | 46          | -1                            | -2.1                                        |
| All Divisions : Grand Total |                                                       |                                  | 42,590                 | 42,413      | -177                          | -0.4                                        |

**APPENDIX IV.**  
Statement showing changes in the Volume of Employment in Public Sector between 30th September, 1958 and 31st December, 1958, in identical Establishments.

| Serial No.         | Type of Establishments.                    | No of identical establishments. | No of Employees as on |             | Increase (+) or Decrease (-) | Percentage of increase or decrease. |
|--------------------|--------------------------------------------|---------------------------------|-----------------------|-------------|------------------------------|-------------------------------------|
|                    |                                            |                                 | 30-9-1958.            | 31-12-1958. |                              |                                     |
| 1.                 | Central Government (including Railways)... | 27                              | 3,475                 | 3,830       | +355                         | +7.3                                |
| 2.                 | State Government                           | 111                             | 19,887                | 20,230      | +343                         | +0.72                               |
| 3.                 | Quasi-Government                           | 24                              | 7,380                 | 6,319       | -1,061                       | -14.3                               |
| 4.                 | Local Bodies                               | 44                              | 11,848                | 12,034      | +186                         | +1.5                                |
| <b>Grand Total</b> |                                            | 206                             | 42,590                | 42,413      | -177                         | -0.4                                |

## MARKET REPORT.

## APPENDIX V.

## Coimbatore Employment Market.

QUARTER ENDED 31-12-1958.

## A. Response from private employers by industry.

| Industry Code No. (Division). | Description.                           | No. addressed. | No. responded. | Percentage of response. |
|-------------------------------|----------------------------------------|----------------|----------------|-------------------------|
| 0                             | Plantations ..                         | 38             | 35             | 92.1                    |
| 1                             | Mines & Quarries ..                    | 4              | 1              | 25.0                    |
| 2 & 3                         | Manufacturing ..                       | 887            | 840            | 94.8                    |
| 4                             | Construction ..                        | 95             | 41             | 43.2                    |
| 6                             | Trade & Commerce ..                    | 156            | 153            | 98.0                    |
| 7                             | Transport & Communication.             | 27             | 27             | 100.0                   |
| 8                             | Services ..                            | 328            | 318            | 97.0                    |
| 9                             | Activities not classified elsewhere .. | 3              | 1              | 33.3                    |
| Total ..                      |                                        | 1,538          | 1,416          | 92.0                    |

## B. Response from private employers by size of establishments.

| Size of Establishments. | No. addressed. | No. responded. | Percentage of response. |
|-------------------------|----------------|----------------|-------------------------|
| 1-9                     | 874            | 802            | 91.7                    |
| 10-19                   |                |                |                         |
| 20-49                   | 408            | 369            | 90.4                    |
| 50-99                   | 102            | 94             | 92.1                    |
| 100-249                 | 62             | 61             | 98.4                    |
| 250-499                 | 20             | 18             | 90.0                    |
| 500-999                 | 39             | 39             | 100.0                   |
| 1000 and above          | 33             | 33             | 100.0                   |
| Total ..                | 1,538          | 1,416          | 92.0                    |

## C. Response from public sector by type of establishments.

| Type of establishments. | No. addressed. | No. responded. | Percentage of response. |
|-------------------------|----------------|----------------|-------------------------|
| Central Government      | 27             | 27             | 100.0                   |
| State Government        | 111            | 111            | 100.0                   |
| Quasi-Government        | 24             | 24             | 100.0                   |
| Local Bodies            | 44             | 41             | 100.0                   |
| Total ..                | 206            | 206            | 100.0                   |

## APPENDIX VI.

Index of Employment in Private and Public Sectors in Coimbatore  
(Base 31st December, 1957=100).

| Quarter ending. | Private Sector (excluding Construction). |                                 |                                |        | Public Sector. |                                 |                                |        |
|-----------------|------------------------------------------|---------------------------------|--------------------------------|--------|----------------|---------------------------------|--------------------------------|--------|
|                 | No. of Estts.                            | Employment in previous quarter. | Employment in current quarter. | Index. | No. of Estts.  | Employment in previous quarter. | Employment in current quarter. | Index. |
| March, '58 ..   | 884                                      | 98,425                          | 102,111                        | 103.7  | 204            | 17,395                          | 17,903                         | 102.9  |
| June, '58 ..    | 1,197                                    | 119,953                         | 119,017                        | 102.9  | 207            | 31,908                          | 32,451                         | 104.7  |
| Sept. '58 ..    | 1,331                                    | 123,771                         | 120,509                        | 100.2  | 195            | 36,352                          | 37,215                         | 107.2  |
| Dec. '58 ..     | 1,375                                    | 122,477                         | 120,693                        | 98.8   | 206            | 42,590                          | 42,413                         | 106.8  |

## LABOUR NEWS

## INDUSTRIAL RELATIONS

April, 1959.

The labour situation in the State during the month of April, 1959, was generally satisfactory except for 4 strikes and 1 lock-out in the Textiles, 2 strikes in Plantations, 8 strikes in Engineering establishments and 11 strikes and 2 lock-outs in other industries, affecting 1,868, 265, 3,424 and 1,632 workers respectively. The man-days lost as a result of the above stoppages were 3,806, 370, 15,842 and 6,787 respectively. The details in respect of the more important strikes and lock-outs are furnished below and the details of the strikes are furnished in the statistical portion.

## TEXTILES.

299 reelers of the Indira Cotton Mills (P) Ltd., Chromepet, Chingleput district, struck work on 19th April, 1959, demanding that they should be given work on the same reels as they were working before. The management consequently declared a lock-out on 20th April, 1959. The lock-out continued at the end of the month.

215 workers of Sri Balasubramania Mills Limited, Singanallur, Coimbatore District, struck work on the morning of 30th April, 1959, as a protest against the suspension of one worker. The workers resumed work the same evening on the intervention of the Labour Officer.

## PLANTATIONS.

160 workers of the Vaikundam Estate (Rubber), Marthandam Post, organised a strike in protest against the introduction of contract system in field work. The workers resumed work the same day on the intervention of the Labour Officer.

105 tappers of the Kanthimathi Estate (Rubber), Kaliel Post, struck work on 27th April, 1959, protesting against the alleged refusal of weekly Kanjee advance of Rs. 5 by the management. The workers resumed work voluntarily on 29th April, 1959.

## ENGINEERING.

1,016 workers of the Binny's Engineering Works (P) Limited, Meenambakkam, Chingleput District, struck work on the 30th March, 1959, demanding bonus for 1958. The workers resumed work on 3rd April, 1959, on the mediation of the Personal Assistant to the Commissioner of Labour, Madras.

116 workers of the Binny's Engineering Works (Harbour), Madras, struck work on the 30th March, 1959, demanding bonus for 1958. The workers resumed work on the 3rd April, 1959, on the mediation of the Labour Officer.

104 workers of the above concern again struck work on the 15th April, 1959, as no settlement was reached on the question of bonus for 1958. The workers resumed work the same day, after direct negotiation with the management.

992 workers of the Binny's Engineering Works, Meenambakkam, Chingleput District, struck work on the morning of 15th April, 1959, demanding bonus for 1958. The workers resumed work the same evening on the advice of the Commissioner of Labour. 1,020 workers struck work again on 18th April, 1959, for the same reason. The strike continued at the end of the month.

104 workers of the Binny's Engineering Works (P) Limited (Harbour), Madras, struck work on 18th April, 1959, as no settlement was reached on the question of bonus for 1958. The strike continued at the end of the month.

41 workers of Sri Ganesa Engineering Works, Madras, staged a stay-in-strike on 11th April, 1959, demanding a month's basic wages as bonus before New Year's day. The workers resumed work on 13th April, 1959, on the mediation of the Labour Officer.

#### TRANSPORTS.

The strike and subsequent sathyagraha by the workers of the M.S.N.S. Transports, Tiruchirapalli, from the 24th March, 1959, ended on 20th April 1959. The workers resumed work on the intervention of the Assistant Commissioner of Labour.

#### OTHER INDUSTRIES.

40 workers of the Kundah Hydro Electric Scheme, Kundah (Forebay Dam) struck work on 30th March, 1959, demanding the maintenance of service registers, payment of proper wages, overtime wages, etc. The workers resumed work on 8th April, 1959, as a result of a settlement arrived at between the parties before the Labour Officer.

120 workers employed under 5 boat owners at Tuticorin struck work on 30th March, 1959, demanding increase in wages. The workers resumed work on 8th April, 1959, on the advice of the Labour Officer.

80 workers of the Hajee Abdul Wahab & Sons, Tannery, Pernambut North Arcot District, struck work on 1st April, 1959, as a protest against the non-payment of retrenchment compensation to 15 workers. The workers resumed work on 3rd April, 1959, on the intervention of the Labour Officer.

427 workers of the 'Hindu', Madras, struck work on 10th April, 1959, at 4.30 P.M. demanding that the work of printing all the formes given to an outside press on contract should be given to them. The workers called off the strike at 7.30 P.M. the same day on the advice of the Commissioner of Labour.

88 workers of the Paramount Studios, Salaigrammam, Chingleput District, struck work on 10th April, 1959, demanding the reinstatement of certain discharged workers. The workers resumed work on the 11th April, 1959, on the mediation of the Labour Officer.

53 workers of the Rapid Industries, Kovur, Chingleput District, struck work on the 16th April, 1959, protesting against the discharge of a worker. The strike continued at the end of the month.

#### CENTRAL SPHERE.

There was no strike or lock-out in any of the industrial establishments under the "Central sphere" during the period under review.

The President, Madras Port Trust Employees' Union (H.M.S.) Madras, served a notice on 16th April, 1959 to the Chairman, Madras Port Trust,

Madras, stating that if the grievances of the employees like restoration of payment of leave pay for all types of leave including holiday, size of 'A' and 'B' categories of shore labour, reference of all local issues to arbitration, liberal implementation of some of the Government's decisions on Choudhri's report, reinstatement of discharged lascars, etc., are not done immediately, the Union would be compelled to organise a protest strike towards the end of May, 1959.

#### CONCILIATION UNDER THE INDUSTRIAL DISPUTES ACT, 1947.

The Conciliation Officers enquired into and settled 760 disputes during the month of April, 1959. 61 of these were industrial disputes in which settlements were recorded under section 12 (3) of the Industrial Disputes Act. Details of the disputes settled by conciliation are given in the statistical supplement.

In addition to settlements under section 12 (3) of the Industrial Disputes Act, mentioned above there were 11 agreements arrived at between the managements and the workers themselves as set out in the statistical supplement of this Gazette. Of these settlements, mention may be made of the following:—

(1) The management and the workers of the Craigmere Estate, Kullakumby P.O. entered into an agreement on 31st March, 1959, regarding employment of workers as supervisors.

(2) The management and the workers of Gitanjali Mills Limited, Sankarankovil, entered into an agreement on 16th March, 1959, in respect of wages to the various categories of workers.

(3) The management of Madura Mills Company, Limited, Ambasamudram, agreed to revise the basic wages to maistries of their mills as per the agreement dated 27th March, 1959.

(4) An agreement was reached between the workers and the management of Sri Balakrishna Mills Limited, Madurai, to pay 21 per cent. of the total basic earnings of each worker as bonus for 1958-59.

(5) The management of Sri Kothandaram Weaving Mills, Madurai, agreed to pay 23 per cent. of the total basic earnings of the workers as bonus for 1958-59 as per the agreement dated 22nd April, 1959.

#### ADJUDICATION UNDER THE INDUSTRIAL DISPUTES ACT, 1947.

The State Government referred 27 industrial disputes where settlements could not be brought about by conciliation, to the Labour Courts at Madras, Coimbatore and Madurai for adjudication. The details of disputes referred for adjudication are published in the Gazette under the statistical portion.

34 awards given by the Industrial Tribunal and the Labour Courts, Madras, Coimbatore and Madurai, on industrial disputes referred to them were published during the month of April, 1959.

#### WELFARE.

*National Employment Service in Madras State.*—The State Employment Advisory Committee met under the Chairmanship of Sri R. Venkataraman, Minister for Industries and Labour on 3rd April, 1959, at the Secretariat. The meeting was attended by the Director, representatives of Employers, Labour and Government Officials.

The first Employment Officers' Conference was inaugurated by the Minister for Industries and Labour at the Directorate of Employment on 17th April, 1959. The meeting was attended by the Employment Officers in the National Employment Service, Madras.

During the month of April, 1959, the Employment Officers in the State registered 15,855 applicants including 2,408 women, 3,060 scheduled caste/scheduled tribe applicants and 511 Ex-services personnel. The total number of applicants placed by the various Employment Offices was 1,591 which included 202 women, 220 scheduled caste/scheduled tribe applicants and 69 Ex-services personnel. 874 employers made use of the Employment Offices during the month. 2,187 vacancies were booked by the Employment Offices against which 10,752 applicants were submitted. 1,20,267 applicants were awaiting employment assistance on the Live Registers of the various Employment Offices in the State at the end of the month.

Shortages continued to persist in the following trades :

Blacksmiths.

Boiler Attendants.

Building and Town Planning Supervisors and Surveyors

Civil Engineering Graduates.

Draughtsmen (Civil and Mechanical).

Engineering Supervisors.

Instruments Mechanics.

Welders.

Wiremen.

Health Assistants/Visitors.

Mechanics to repair scraper and bull dozers.

Artisans (Scheduled Castes/Scheduled Tribes).

Sanitary Inspectors.

Language Teachers (Kanarese, Urudu, Hindi and Sanskrit).

Science and Mathematics (B.T./L.T.) Assistants.

Qualified Compounders.

Maternity Assistants.

Nurses and Midwives.

Physical Training Instructors.

Qualified Stenographers.

Surpluses continued to exist in the clerical and unskilled categories such as watchmen, peons and Mazdoors.

(a) *The Employment Market Information scheme.*—The Coimbatore Employment Market Report for the quarter ended 30th September, 1958, was released while the drafting of the report for the quarter ended 31st December, 1958, is in progress. The third round of enquiry for the collection of employment market data for the quarter ended 31st March, 1959, was initiated on 1st April, 1959, and the total number of employers addressed for this quarter was reported as 1,605 in the private and 1,923 in the public sector. During the month, a refresher training course on Employment Market Information work was conducted for all the Employment Officers at the Directorate on 16th and 18th April, 1959.

(b) *Occupational Research and Analysis Scheme.*—The headquarters unit had assigned the study of all occupations under the sugar industry, suspending for a time the work on Groups 09 and 00, covering Draughtsman and Science and Engineering Technicians, Architects, Engineers and Surveyors respectively. The pattern of study of occupations has been changed to cover industry-wise basis as against Divisions and Groups of occupations followed hitherto.

The final report on the study of all occupations under the sugar industry is expected to be ready by the end of May, 1959.

(c) *The Youth Employment Service and Employment Counselling.*

The Youth Employment Service and Employment Counselling Unit attached to the District Employment Office, Madras, gave group guidance to 613 applicants and individual guidance to 9. The unit continued to collect information on the facilities for training, apprenticeships and various other courses of studies, for the benefit of applicants contacting the unit for guidance.

The Employment Officers continued to give publicity to the utility and sale of career pamphlets and Hand Book on Training Facilities which are published by the Government of India.

Particulars for the revision and compilation of the Hand Book on Training Facilities continued to be collected from Institutions/establishments both in the public and private sectors. This compendium on Training Facilities is expected to be completed shortly.

### HOUSING.

Out of the 1,248 houses sanctioned by the Government under the subsidised Industrial Housing Scheme, 624 houses have been completed. In respect of eight schemes which are under the administrative control of the Labour department, the construction of 38 houses has reached roof level, construction of 116 houses has reached the plinth level and the construction of 330 houses is yet to be taken up. In respect of schemes which are under the administrative control of the Director of Industries and Commerce, Madras, the construction of 100 houses has reached roof level and the construction of 40 houses is yet to be taken up.

**MADRAS BEEDI INDUSTRIAL PREMISES (REGULATION OF CONDITIONS OF WORK) ACT (XXXII OF 1958).**

*An Act to regulate the conditions of work in beedi industrial premises in the State of Madras.*

WHEREAS it is expedient to regulate the conditions of work in beedi industrial premises in the State of Madras ;

BE it enacted in the Ninth Year of the Republic of India as follows :—

1. *Short title, extent and commencement.*—(1) This Act may be called the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958.

(2) It extends to the whole of the State of Madras.

(3) It shall come into force on such date as the Government may, by notification, appoint ; and different dates may be appointed for different areas and for different provisions of this Act.

2. *Definitions.*—In this Act, unless the context otherwise requires—

(a) “adult” means a person who has completed eighteen years of age ;

(b) “beedi industrial premises” means any place or premises, including the precincts thereof, in any part of which any manufacturing process connected with the production of beedies is being carried on or is ordinarily carried on with or without the aid of power ;

(c) “beedi industry” means any industry relating to the manufacture of beedies ;

(d) “child” means a person who has not completed fourteen years of age ;

(e) “competent authority” means any officer authorized by the Government by notification to perform the functions of the competent authority under this Act for such area as may be specified in the notification ;

(f) “employee” means a person employed directly or through any agency whether for wages or not in any beedi industry to do any work, skilled, unskilled, manual or clerical and includes any person who is employed in such industry and declared by the Government by notification to be an employee for the purposes of this Act ;

(g) “employer” means the person who has the ultimate control over the affairs of any beedi industrial premises or who has, by reason of his advancing money, supplying goods or otherwise, a substantial interest in the control of the affairs of any beedi industrial premises and includes—

(i) a proprietor or a registered user of a trade mark registered under the Trade Marks Act, 1940 (Central Act V of 1940), in relation to beedi ; and

(ii) any other person to whom the affairs of any beedi industrial premises are entrusted (whether such other person is called a managing agent, manager, superintendent, or by any other name) ;

(h) “Government” means the State Government ;

(i) “Inspector” means the Inspector appointed under sub-section (1) of section 6 ;

(j) “manufacturing process” means any process for, or incidental to, making, finishing or packing or otherwise treating any article or substance with a view to its use, sale, transport, delivery, or disposal as beedies ;

(k) “week” means a period of seven days beginning at midnight on Saturday night ;

(l) “young person” means a person who has completed fourteen years of age but not completed eighteen years of age.

3. *Beedi industrial premises to be licensed.*—Save as otherwise provided in this Act, no place or premises shall, on and after such date as the Government may, by notification, specify in this behalf, be used as a beedi industrial premises without a licence obtained from the competent authority and except in accordance with the terms and conditions specified therein.

4. *Licences.*—(1) Any person who intends to use any place or premises as a beedi industrial premises shall make an application in writing to the competent authority for a licence therefor, together with such particulars as may be prescribed.

(2) The application shall specify the maximum number of employees proposed to be employed at any time of the day in the place or premises and shall be accompanied by a plan of the place or premises prepared in such manner as may be prescribed.

(3) The competent authority shall, in deciding whether to grant or refuse a licence, have regard to the following matters, namely :—

(a) the suitability of the place or premises which is proposed to be used for the manufacture of beedies ;

(b) the status and previous experience of the applicant ;

(c) the financial resources of the applicant including his financial capacity to meet the demands arising out of the provisions of the laws for the time being in force relating to welfare of labour ;

(d) whether the application is made *bona fide* on behalf of the applicant himself or *benami* on behalf of any other person ;

(e) whether the beedi manufactured by the applicant will be sold and marketed by himself or through a proprietor or a registered user of a trade mark registered under the Trade Marks Act, 1940 (Central Act V of 1940), in relation to beedi or any other person ;

(f) the welfare of labour in the locality ;

(g) the interest of the public generally : and

(h) such other matters as may be prescribed.

(4) (a) A licence granted under this section shall be valid for a financial year and shall be renewed from financial year to financial year.

(b) The competent authority shall, in deciding whether to renew a licence or to refuse a renewal thereof, have regard to the matters specified in sub-section (3).

(5) The competent authority shall not grant or renew a licence unless it is satisfied that the provisions of this Act and the rules made thereunder have been substantially complied with,

(6) The competent authority may cancel or suspend any licence granted or renewed under this Act if it appears to it, after giving the holder thereof an opportunity of being heard, that such licence has been obtained by misrepresentation or fraud or that the licensee has contravened, or failed to comply with, any of the provisions of this Act or the rules made thereunder or any of the terms or conditions of the licence.

(7) The Government may issue to competent authorities such orders and directions of a general character as the Government may consider necessary in respect of any matter relating to licences under this section.

(8) Subject to the foregoing provisions of this section, the competent authority may grant or renew licences under this Act on such terms and conditions as it may determine. Where the competent authority refuses to grant or renew any licence, it shall do so by an order communicated to the applicant, giving the reasons in writing for such refusal.

5. *Appeals*.—Any person aggrieved by the decision of the competent authority refusing to grant or renew a licence or cancelling a licence under section 4 may, within such time as may be prescribed, appeal to such authority as the Government may specify in this behalf and such authority may make such order in the case as it may think fit.

6. *Inspectors*.—(1) The Government may, by notification, appoint such persons as possess the prescribed qualification to be Inspectors for the purposes of this Act and may assign to them such local limits as they may think fit.

(2) Every Inspector shall be deemed to be a public servant within the meaning of the Indian Penal Code (Central Act XLV of 1860).

7. *Powers of Inspectors*.—(1) Subject to any rules made in this behalf, an Inspector appointed under this Act shall, for the purposes of the enforcement of this Act, have power to do all or any of the following things within the local limits for which he is appointed—

(a) to make such examination and hold such inquiry as may be necessary for ascertaining whether the provisions of this Act have been and are being complied with in any place or premises.

(b) to require the production of any prescribed register and any other document relating to the manufacture of beedies,

(c) to enter at all reasonable times any place or premises including the residences of employees when he has reasonable grounds for suspecting that any beedi industry is being carried on or is ordinarily carried on in any such place or premises,

(d) to exercise such other powers as may be prescribed for carrying out the purposes of this Act :

Provided that no person shall be compelled under this section to answer any question or give any evidence tending to incriminate himself.

(2) For the purposes of clause (c) of sub-section (1), an Inspector may, after giving due notice to the employer, or in the absence of the employer, to the occupier, enter the beedi industrial premises with such assistants, if any, as he thinks fit.

(3) Every employer shall accord to the Inspector all reasonable facilities in the discharge of his duties under this Act.

8. *Cleanliness*.—Every beedi industrial premises shall be kept clean and free from effluvia arising from any drain, privy or other nuisance and in particular—

(a) accumulations of dirt and refuse shall be removed daily by sweeping or by any other effective method from the floors and benches of work rooms and from staircases and passages, and disposed of in a suitable manner ;

(b) the floor of every work room shall be cleaned at least once in every week by washing, using disinfectants, where necessary, or by some other effective method ;

(c) all inside walls, and partitions, all ceilings or tops of rooms and all walls, sides and tops of passages and staircases shall—

(i) where they are painted or varnished, or where they have smooth impervious surfaces, be cleaned at least once in every period of fourteen months by such methods as may be prescribed.

(ii) where they are painted or varnished be repainted or revarnished at least once in every period of five years ;

(iii) in any other case, be kept whitewashed or colour-washed at least once in every twelve months.

9. *Ventilation*.—(1) The Government may prescribe a standard of adequate ventilation and reasonable temperature to be maintained in the beedi industrial premises.

(2) Wherever dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the employees is given off, by reason of the manufacturing process carried on, the competent authority may require the employer to take such effective measures as may prevent its inhalation and accumulation in any work room.

10. *Overcrowding*.—(1) No room in any beedi industrial premises shall be overcrowded to an extent injurious to the health of the employees employed therein.

(2) Without prejudice to the generality of sub-section (1), there shall be in every work room of such premises at least one hundred and fifty cubic feet of space for every employee employed therein, and for the purposes of this sub-section no account shall be taken of any space which is more than ten feet above the level of the floor of the work room.

11. *Drinking water*.—(1) In every beedi industrial premises effective arrangements shall be made by the employer to provide and maintain at suitable points conveniently situated for all employees a sufficient supply of wholesome drinking water.

(2) All such points shall be legibly marked "drinking water" in a language understood by the majority of the employees employed in the premises and no such point shall be situated within twenty feet of any washing place, urinal or latrine except with the prior approval in writing of the competent authority.

12. *Latrines and urinals*.—(1) In every beedi industrial premises sufficient latrine and urinal accommodation of prescribed types shall be provided conveniently situated and accessible to employees at all times while they are in the beedi industrial premises :

Provided that it shall not be necessary to provide for separate urinals in the beedi industrial premises where less than fifty persons are employed or where the latrines are connected to any waterborne sewage system.

(2) The Government may prescribe the number of latrines and urinals to be provided in any beedi industrial premises in proportion to the number

of male and female employees ordinarily employed therein and provide for such further matters in respect of sanitation in the beedi industrial premises including the obligation of employees in this regard, as they consider necessary in the interests of the health of the employees employed therein.

13. *Washing facilities.*—In every beedi industrial premises where blending and sieving of tobacco or warming of beedies in hot ovens is carried on, the employer shall provide such washing facilities for the use of the employees as may be prescribed.

14. *Creches.*—(1) In every beedi industrial premises wherein more than fifty female employees are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female employees.

(2) Such rooms shall provide adequate accommodation, shall be adequately lighted and ventilated shall be maintained in a clean and sanitary condition and shall be under the charge of women trained in the care of children and infants.

(3) The Government may make rules—

(a) prescribing the location and the standards in respect of construction, accommodation, furniture and other equipment of rooms to be provided under this section ;

(b) requiring the provision in beedi industrial premises to which this section applies of additional facilities for the care of children belonging to female employees, including suitable provision of facilities for washing and changing their clothing ;

(c) requiring the provision in any beedi industrial premises of free milk or refreshment or both for such children ;

(d) requiring that facilities shall be given in any beedi industrial premises for the mothers of such children to feed them at the necessary intervals.

15. *First aid.*—(1) There shall, in every beedi industrial premises, be provided and maintained so as to be readily accessible during all working hours, first aid boxes or cupboards equipped with the prescribed contents and the number of such boxes or cupboards to be provided and maintained shall not be less than one for every one hundred and fifty employees ordinarily employed at any one time in the premises.

(2) Nothing except the prescribed contents shall be kept in a first aid box or cupboard.

(3) Each first aid box or cupboard shall be kept in the charge of a person who is trained in first aid treatment and who shall always be readily available during the working hours of the beedi industrial premises.

16. *Canteens.*—The Government may make rules requiring that in any specified beedi industrial premises wherein not less than two hundred and fifty employees are ordinarily employed, a canteen shall be provided and maintained by the employer for the use of the employees.

17. *Working hours.*—No employee shall be required or allowed to work in a beedi industrial premises for more than nine hours in any day or more than forty eight hours in any week ;

Provided that any adult employee may be allowed to work in such beedi industrial premises for any period in excess of the limit fixed under this section

subject to payment of overtime wages if the period of work, including overtime work does not exceed ten hours in any day and in the aggregate fifty-four hours in any week.

18. *Wages for overtime work.*—(1) Where any employee employed in any beedi industrial premises is required to work overtime he shall be entitled in respect of such overtime work, to wages at twice the ordinary rate of wages.

(2) Where the employees in a beedi industrial premises are paid on a piece rate basis, the Government shall, in consultation with the employer concerned and the representatives of the employees, fix, for the purposes of this section, time rates as nearly as possible equivalent to the average rate of earnings of those employees, and the rates so fixed shall be deemed to be the ordinary rates of wages of those employees.

(3) For the purposes of this section, "ordinary rate of wages" means the basic wages plus such allowances, including the cash equivalent of the advantage accruing through the concessional sale to employees of foodgrains and other articles, as the employee is for the time being entitled to, but does not include a bonus.

(4) The cash equivalent of the advantage accruing through the concessional sale to an employee of foodgrains and other articles shall be computed as often as may be prescribed on the basis of the maximum quantity of foodgrains and other articles admissible to a standard family.

*Explanation 1.*—"Standard family" means a family consisting of the employee, his or her spouse and two children requiring in all three adult consumption units.

*Explanation 2.*—"Adult consumption unit" means the consumption unit of a male above the age of fourteen years and the consumption unit of female above the age of fourteen years and that of a child shall be calculated at the rate of .8 and .6 respectively of one adult consumption unit.

19. *Interval for rest.*—The periods of work for employees in a beedi industrial premises each day shall be so fixed that no period shall exceed five hours and that no employee shall work for more than five hours before he has had an interval for rest of at least half an hour.

20. *Spread-over.*—The periods of work of an employee in a beedi industrial premises shall be so arranged that along with his interval for rest, they shall not spread over more than ten hours in any day.

21. *Weekly holidays.*—(1) Every beedi industrial premises shall remain entirely closed except for wetting of wrapping leaves on one day in the week which day shall be specified by the employer in a notice permanently exhibited in a conspicuous place in the premises and the day so specified shall not be altered by the employer more often than once in three months and except with the previous written permission of the Inspector.

(2) Notwithstanding anything in sub-section (1), an employee employed in the said premises for wetting of wrapping leaves on the day on which it has remained closed in pursuance of sub-section (1) shall be allowed a substituted holiday on one of the three days immediately before or after the said day.

(3) Notwithstanding any contract to the contrary, no deduction shall be made from the wages of any employee on account of any holiday allowed to him under this section.

22. *Notice of periods of work.*—(1) There shall be correctly maintained and displayed in every beedi industrial premises a notice of periods of work

in such form and in such manner as may be prescribed showing clearly for every day the periods during which employees may be required to work.

(2) (a) A copy of the notice referred to in sub-section (1) shall be sent in triplicate to the Inspector having jurisdiction over the beedi industrial premises within two weeks from the date of grant of licence for the first time in the case of premises carrying on work at the commencement of this Act, and in the case of premises beginning work after such commencement, before the day on which work is begun in the premises.

(b) Any proposed change in the system of work which will necessitate a change in the notice referred to in sub-section (1) shall be notified to the Inspector in triplicate before the change is made and, except with the previous sanction of the Inspector, no such change shall be made until one week has elapsed since the last change.

23. *Hours of work to correspond with notice under section 22.*—No employee shall be employed in any beedi industrial premises otherwise than in accordance with the notice of work displayed in the premises under section 22.

24. *Prohibition of employment of children.*—No child shall be required or allowed to work in any beedi industrial premises.

25. *Prohibition of employment of women or young person during certain hours.*—No woman or young person shall be required or allowed to work in any beedi industrial premises except between 6 A.M. and 7 P.M.

26. *Annual leave with wages.*—(1) Every employee who has worked for a period of not less than 240 days in a beedi industrial premises during a calendar year shall be allowed in the subsequent calendar year, leave with wages for a number of days calculated—

(i) in the case of an adult, at the rate of one day for every twenty days of work performed by him during the previous calendar year ;

(ii) in the case of a young person, at the rate of one day for every fifteen days of work performed by him during the previous calendar year.

*Explanation 1.*—The leave admissible under this sub-section shall be exclusive of all holidays whether occurring during or at the beginning or at the end of the period of leave.

*Explanation 2.*—For the purpose of this sub-section—

(a) any days of lay off, by agreement or contract or as permitted under the Standing Orders of the beedi industrial premises concerned ;

(b) in the case of a female employee, authorised absence for maternity purposes for any number of days not exceeding twelve weeks;

(c) the leave earned in the year prior to that in which the leave is enjoyed ;

shall be deemed to be days on which the employee has worked for the purpose of computation of the period of 240 days but not for earning leave.

(2) An employee whose service commences otherwise than on the first day of January shall be entitled to leave calculated in accordance with sub-section (1) if he has worked for two-thirds of the total number of days in the remainder of the calendar year.

(3) If an employee is discharged or dismissed from service during the course of the year, he shall be entitled to leave with wages at the rate laid down

in sub-section (1) even if he has not worked for the entire period specified in sub-section (1) or sub-section (2) entitling him to earn leave.

(4) In calculating leave under this section, any fraction of leave of half a day more shall be treated as one full day's leave and any fraction of less than half a day shall be omitted.

(5) If an employee does not in any calendar year take the whole of the leave allowed to him under sub-section (1) or sub-section (2), as the case may be, any leave not taken by him shall be added to the leave to be allowed to him in the succeeding calendar year ;

Provided that the total number of days of leave that may be carried forward to a succeeding year shall not exceed thirty in the case of an adult or forty in the case of a young person.

(6) An application by an employee for the whole or any portion of the leave allowed under sub-section (1) or sub-section (2) shall be in writing and ordinarily be made sufficiently in advance of the date on which he wishes his leave to begin.

(7) If the employment of an employee who is entitled to leave under sub-section (1) or sub-section (2), as the case may be, is terminated by the employer before he has taken the entire leave to which he is entitled or if having applied for leave he has not been granted such leave, or if the employee quits his employment before he has taken the leave, the employer shall pay him the amount payable under section 27 in respect of leave not taken and such payment shall be made, where the employment of the employee is terminated by the employer, before the expiry of the second working day after such termination and where the employee quits his employment, on or before the next pay day.

(8) The leave not availed of by an employee shall not be taken into consideration in computing the period of any notice required to be given before discharge or dismissal.

27. *Wages during leave period.*—(1) For the leave allowed to him under section 26, an employee shall be paid at a rate equal to the daily average of his total full-time earnings for the days on which he worked during the month immediately preceding this leave exclusive of any overtime and bonus, but inclusive of dearness allowance.

(2) An employee who has been allowed leave for not less than four days, in the case of an adult and five days in the case of a young person, shall, before his leave begins, be paid wages due for the period of the leave allowed.

28. *Application of the Payment of Wages Act, 1936, to beedi industrial premises.*—(1) Notwithstanding anything contained in the Payment of Wages Act, 1936 (Central Act IV of 1936) (hereinafter in this section referred to as the said Act), the Government may, by notification, direct that, subject to the provisions of sub-section (2), the said Act or any of the provisions thereof or the rules made thereunder shall apply to all or any class of employees in beedi industrial premises to which this Act applies.

(2) On the application of the provisions of the said Act to any beedi industrial premises under sub-section (1), the Inspector appointed under this Act shall be deemed to be the Inspector for the purpose of the enforcement of the provisions of the said Act within the local limits of his jurisdiction.

(3) The Government may, by like notification, cancel or vary any notification issued under sub-section (1).

29. *Special provisions.*—(1) The Government may permit the wetting or cutting of wrapping leaves by female employees outside the beedi industrial premises on an application made by the employer on behalf of such employees.

(2) The employer shall maintain in the prescribed form a record of the work permitted under sub-section (1) to be carried on outside the beedi industrial premises.

(3) Save as otherwise provided in this section, no employer shall require or allow any manufacturing process connected with the production of beedies to be carried on outside the beedi industrial premises.

30. *Onus as to age.*—(1) When any act or omission would, if a person were under a certain age, be an offence punishable under this Act and such person is in the opinion of the Court *prima facie* under such age, the burden shall be on the accused to prove that such person is not under such age.

(2) A declaration in writing by a Medical Officer not below the rank of a Civil Assistant Surgeon relating to an employee that he has personally examined him and believes him to be under the age stated in such declaration shall, for the purposes of this Act and the rules made thereunder, be admissible as evidence of the age of that employee.

31. *Notice of dismissal.*—(1) No employer shall dispense with the services of an employee employed continuously for a period of not less than six months, except for a reasonable cause and without giving such employee at least one month's notice or wages in lieu of such notice, provided however that such notice shall not be necessary where the services of such employee are dispensed with on a charge of misconduct supported by satisfactory evidence recorded at an enquiry held for the purpose.

(2) (a) Any employee discharged, dismissed or retrenched, may appeal to such authority and within such time as may be prescribed either on the ground that there was no reasonable cause for dispensing with his services or on the ground that he had not been guilty of misconduct as held by the employer.

(b) The appellate authority may, after giving notice in the prescribed manner to the employer and the employee, dismiss the appeal or direct the reinstatement of the employee with or without wages for the period he was kept out of employment or direct payment of compensation without reinstatement or grant such other relief as it deems fit in the circumstances of the case.

(3) The decision of the appellate authority shall be final and binding on both the parties, not be liable to be questioned in any Court of Law, and be given effect to within such time as may be specified in the order of the appellate authority.

32. *Penalty for obstructing Inspector.*—Whoever wilfully obstructs an Inspector in the exercise of any power conferred on him by or under this Act, or fails to produce on demand by an Inspector, any register or other document in his custody kept in pursuance of this Act or of any rules made thereunder or conceals or prevents any employee in a beedi industrial premises from appearing before, or being examined by, an Inspector shall, on conviction, be punishable with imprisonment for a term which may extend to three months or with fine which may extend to five hundred rupees or with both.

33. *General penalty for offences.*—(1) Save as otherwise expressly provided in this Act, any person who contravenes any of the provisions of this Act or of any rule made thereunder, or fails to pay wages or compensation in accordance with any order of the appellate authority passed under clause (b) of sub-section (2) of section 31, shall, on conviction, be punishable, for the first offence,

with fine which may extend to two hundred and fifty rupees, and for a second or any subsequent offence with imprisonment for a term which shall not be less than one month or more than six months or with fine which shall not be less than one hundred rupees or more than five hundred rupees, or with both.

(2) (a) Any employer who fails to reinstate an employee in accordance with any order of the appellate authority passed under clause (b) of sub-section (2) of section 31 shall, on conviction, be punishable with fine which may extend to two hundred and fifty rupees.

(b) Any employer, who after having been convicted under clause (a) continues to fail to reinstate an employee in accordance with the order mentioned in that clause shall, on conviction, be punishable for each day after the previous date of conviction, during which he continues so to offend with fine which may extend to twenty rupees.

(c) Any Court trying an offence punishable under this sub-section may direct that the whole or any part of the fine realized from the accused shall be paid by way of compensation to the person, who, in its opinion, has been injured by such failure.

(3) Any compensation required to be paid by an employer under clause (b) of sub-section (2) of section 31 but not paid by him shall be recoverable as delayed wages under the provisions of the Payment of Wages Act, 1936 (Central Act IV of 1936).

(4) It shall be no defence in a prosecution of any person for contravention of section 3 that any manufacturing process connected with the production of beedies was carried on by such person himself or by any member of his family or by any other person living with, or dependent on, such person.

34. *Indemnity.*—No suit, prosecution, or other legal proceedings shall lie against and for anything which is in good faith done or intended to be done under this Act.

35. *Cognizance of offences.*—(1) No Court shall take cognizance of any offence under this Act except on complaint by, or with the previous sanction in writing, of, an Inspector.

(2) No Court below that of a Presidency Magistrate or of a Magistrate of the First Class shall try any offence punishable under this Act.

36. *Central Act XX of 1946 to apply to beedi industrial premises.*—The provisions of the Industrial Employment (Standing Orders) Act, 1946 (Central Act XX of 1946), as in force for the time being shall apply to every beedi industrial premises wherein fifty or more employees are employed or were employed on any one day of the preceding twelve months as if such industrial premises were an industrial establishment to which the aforesaid Act has been applied by a notification under sub-section (3) of section 1 thereof, and as if the employee in the said premises were a workman within the meaning of that Act.

37. *Central Act XIV of 1947 to apply to beedi industrial premises.*—The provisions of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), shall apply to matters arising in respect of all beedi industrial premises.

38. *Certain Acts not to apply to beedi industrial premises.*—On and from the date on which this Act comes into force, the Factories Act, 1948 (Central Act LXIII of 1948), and the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), shall cease to apply to beedi industrial premises.

39. (1) *Rights and privileges under other laws, etc., not affected.*—Nothing contained in this Act shall affect any rights or privileges which any employee working in any beedi industrial premises is entitled to on the date on which this Act comes into force, under any other law, contract, custom or usage, applicable to such beedi industrial premises, if such rights or privileges are more favourable to him than those to which he would be entitled under this Act.

(2) If any question arises whether the rights or privileges aforesaid are more favourable to any employee than those to which he would be entitled under this Act or whether all or any of the provisions of this Act apply to a beedi industrial premises or to a person employed therein, it shall be decided by the Commissioner of Labour and his decision thereon shall be final and not be liable to be questioned in any Court of Law.

40. *Power to exempt.*—The Government may, by notification, exempt, subject to such conditions and restrictions as they may impose—

- (a) any beedi industrial premises,
- (b) any beedi industry, or
- (c) any class of employees,

from all or any of the provisions of this Act or of any rules made thereunder.

41. *Power to make rules.*—(1) The Government may, by notification, make rules to carry out the purposes of this Act.

(2) Without prejudice to the generality of the foregoing power, such rules may provide for—

- (a) the terms and conditions subject to which a licence may be granted or renewed under this Act and the fees to be paid in respect of such licence;
- (b) the form of application for a licence under this Act and the documents and plans to be submitted together with such application;
- (c) submission of a monthly return by an employer to the competent authority specifying the quantity of beedi tobacco released by the Central Excise Department and the number of beedies manufactured by him;
- (d) the time within which appeals may be presented under this Act;
- (e) the manner in which the cash equivalent of the advantage accruing through the concessional sale to an employee of foodgrains and other articles shall be computed;
- (f) the records and registers that shall be maintained in beedi industrial premises for the purpose of securing compliance with the provisions of this Act and the rules made thereunder;
- (g) any matter expressly required or allowed by this Act to be prescribed.

(3) All rules made and all notifications issued under this Act, shall, as soon as possible after they are made or issued, be placed on the table of both the Houses of the Legislature and shall be subject to such modifications by way of amendment or repeal as the Legislative Assembly may make within fourteen days on which the House actually sits either in the same session or in more than one session.

# The Madras Beedi Industrial Premises (Regulation of Conditions of Work) Rules, 1959.

## CHAPTER I—PRELIMINARY.

1. *Short title.*—These rules may be called The MADRAS BEEDI INDUSTRIAL PREMISES (REGULATION OF CONDITIONS OF WORK) RULES, 1959.

2. *Definitions.*—In these rules, unless the context otherwise require—

- (a) "Act" means the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958 (Madras Act XXXII of 1958);
- (b) "Form" means a form appended to these rules;
- (c) "Health Officer" means the Municipal Health Officer in a Municipality or Corporation, the District Health Officer concerned in any area within the jurisdiction of a district board or panchayat, or such other officer as may be appointed by the Government for any area in that behalf, irrespective of whether such area is within the limits of a municipality or corporation or the jurisdiction of a district board or panchayat;
- (d) "Public Health Authority" means the Health Officer having jurisdiction over the area in which the beedi industrial premises is situated; and
- (e) "section" means a section of the Act.

## CHAPTER II—LICENSING OF BEEDI INDUSTRIAL PREMISES.

3. *Form of application for grant of licence and licence fees.*—(1) The application to be made to the competent authority under sub-section (1) of section 4 for a licence shall be in Form No. 1. Such application shall be sent in duplicate together with the following documents, namely:—

- (a) plans in triplicate drawn to scale showing—
  - (i) the site of the premises, the actual place or places therein to be used for manufacturing process, and the immediate surroundings of the premises including adjacent buildings and other structures, roads, drains, and the like; and
  - (ii) the plan, elevation and necessary cross-sections of the various buildings including all relevant details relating to natural lighting, ventilation, means of escape in case of fire, position of the plant and machinery, if any, used, aisles and passage ways and
- (b) the treasury receipt showing that the appropriate fee for the licence, specified in sub-rule (2), has been paid in the local treasury.

(2) The fees to be paid for the grant of a licence under the Act shall be as specified in the Table below:—

TABLE.

|                                                                                                                            | Licence fees for<br>beedi Industrial<br>premises in which<br>power-driven<br>machinery<br>is used. | Licence fees for<br>beedi Industrial<br>premises in which<br>power-driven<br>machinery<br>is not used. |
|----------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
|                                                                                                                            | RS.                                                                                                | RS.                                                                                                    |
| If the number of employees proposed to be employed on any day during the financial year for which the licence is required— |                                                                                                    |                                                                                                        |
| Does not exceed 10                                                                                                         | 15                                                                                                 | 10                                                                                                     |
| Exceeds 10 but does not exceed 20                                                                                          | 30                                                                                                 | 20                                                                                                     |
| Exceeds 20 but does not exceed 50                                                                                          | 75                                                                                                 | 50                                                                                                     |
| Exceeds 50 but does not exceed 100                                                                                         | 150                                                                                                | 100                                                                                                    |
| Exceeds 100 but does not exceed 250                                                                                        | 300                                                                                                | 250                                                                                                    |
| Exceeds 250                                                                                                                | 550                                                                                                | 500                                                                                                    |

4. *Form and terms and conditions of licence.*—(1) A licence granted under the Act shall be in Form No. II.

(2) The terms and conditions subject to which such licence may be granted or renewed shall be the following, namely:—

- (i) The manufacturing process shall be carried on only in that part of the premises specified in the licence.
- (ii) The total number of employees employed in the premises shall not on any day, during the period of the licence, exceed that specified in the licence.
- (iii) No machinery or power which has not been specified in the licence shall be used in the manufacturing process in the premises.

(iv) No beedi industrial premises reconstructed or extended subsequent to the grant or renewal of a licence shall be used as a beedi industrial premises except with the written permission of the competent authority.

(v) The licence shall not be transferable from one employer to another, except in the cases and in accordance with the procedure specified in rules 7 and 8.

(vi) The fees paid shall not be refunded except in the cases specified in rule 11.

(vii) The competent authority may, in addition to the foregoing terms and conditions determine and specify in the licence such other terms and conditions in individual cases as it may deem necessary.

**5. Amendment of licence.**—(1) A licence granted or renewed under the Act and these rules may be amended by the competent authority on an application from the licensee.

(a) The application for the amendment of a licence shall be accompanied by—

(i) a statement indicating the nature of the amendment required;

(ii) a statement showing the change in particulars already furnished in Form No. I under rule 3, which necessitate the application for amendment;

(iii) fresh plans as provided in rule 3 in cases where the plans submitted with the original application no longer hold good;

(iv) a treasury receipt showing that the appropriate fee for the amendment of licence has been paid in the local treasury; and

(v) the licence originally granted.

(3) The fee for the amendment of licence shall be the fees that would have been payable if the licence had originally been issued in the amended form deducting the fees originally paid for the licence.

(4) An application for the amendment of the licence shall be dealt with by the competent authority in the same manner as an application for grant of a licence.

**6. Renewal of licence.**—(1) An application for the renewal of a licence shall be in Form No. I and sent to the competent authority in duplicate before the date of expiry of the licence together with the fee for the renewal of the licence and the licence. On receipt of such application together with such fee, the licensing authority may renew the licence.

(2) The fees to be paid for the renewal of the licence shall be as specified in the Table in sub-rule (2) of rule 3.

(3) If the application for renewal is not made within the time specified in sub-rule (1) but is made within one month from the date of expiry of the licence, the licence may be renewed only on payment of a fee of twenty-five per cent. in excess of the fee for the renewal of the licence.

(4) Where the application for renewal is made within the time specified in sub-rule (1) or sub-rule (2), the beedi industrial premises shall be deemed to be duly licensed until such date as the competent authority passes orders on the application for the renewal of the licence.

**7. Transfer of licence.**—(1) The holder of a licence may at any time before the expiry of the licence apply in Form No. III for permission to transfer his licence to another person.

(a) Such application shall be made to the competent authority together with the licence and the treasury receipt showing that the fee specified in sub-rule (3) has been paid in the local treasury. If the competent authority approves of the transfer, he shall enter upon the licence, under his signature, an endorsement to the effect that the licence has been transferred to the person named.

(3) A fee of five rupees shall be charged on each such application.

(4) An application for the transfer of a licence under this rule shall be dealt with by the competent authority in the same manner as an application for the grant of a licence.

**8. Procedure on death of licensee.**—(1) If a licensee dies, his heir or legal representative shall, within two months from the date of the death of the licensee, make an application to the competent authority in Form No. III for the transfer of the licence in his name. The licence shall be sent with the application.

(2) The competent authority shall, if he approves of the transfer, enter on the licence under his signature an endorsement to the effect that the licence has been transferred to the applicant.

(3) An application for the transfer of a licence under this rule shall be dealt with by the competent authority in the same manner as an application for the grant of a licence.

**9. Issue of duplicate licence.**—(1) If a licence is lost or destroyed, the licensee shall forthwith report the matter to the competent authority by whom the licence was issued or last renewed and shall apply to him with a fee of five rupees for the issue of a duplicate licence.

(2) On receipt of an application referred to in sub-rule (1), the competent authority shall furnish to the applicant a duplicate copy of the licence duly stamped "Duplicate" in red ink.

**10. Payment of fees.**—The fee prescribed for the licence shall be paid into the local treasury under the head of account "XXXVI. Miscellaneous Departments—g. Miscellaneous—Receipts of the Factories Department—(i) Licence fees".

**11. Refund of fees in certain cases.**—(1) When the competent authority refuses to grant or renew any licence, it shall order the refund of the fees paid for such licence or renewal, as the case may be.

(2) If a beedi industrial premises has not worked even on a single day during the period of validity of a licence the licensee may, within a period of three months from the last date of the financial year for which the licence was granted or renewed, apply to the competent authority for the refund of the fee paid by him. On receipt of the application the competent authority shall verify its genuineness and order refund of the fee paid.

**12. Appeals under section 5.**—The time within which an appeal under section 5 may be presented shall be 30 days from the date of receipt by the appellant of the order appealed against.

*Explanation.*—The date on which the order appealed against when sent by registered post will normally be received by the appellant shall be deemed to be the date of receipt of such order by the appellant for the purpose of this rule.

### CHAPTER III—HEALTH.

**13. Cleanliness.**—(1) For the purpose of sub-clause (i) of clause (c) of section 8, the parts of the beedi industrial premises mentioned in the said clause (c) shall be cleaned with fresh water and dried.

(2) The record of the dates on which white-washing, colour-washing, varnishing, painting or cleaning, as the case may be, was carried out shall be maintained by the employer in Form No. IV.

**14. Ventilation.**—In every work room or hall of a beedi industrial premises windows and other forms of ventilating openings shall be provided in sufficient numbers to admit a continued supply of fresh air in order to keep the atmosphere inside such room or hall comfortable and free from dust, fumes and other impurity.

**15. Latrine accommodation.**—(1) Latrine accommodation shall be provided in every beedi industrial premises at the rate of one latrine seat for every 20 male employees, provided where the number of male employees exceeds 100, it shall be sufficient if there is one latrine seat for every 20 male employees up to the first 100, and one for every 50 in excess thereof. In calculating the number of seats required under this sub-rule, any odd number of employees less than 20 or 50, as the case may be, shall be reckoned as 20 or 50 and the maximum number of male employees working in the beedi industrial premises at any time and not the total number employed in the beedi industrial premises, shall be taken into account.

(2) Where female employees are employed, separate latrine accommodation shall be provided for them in the same scale as for male employees specified in sub-rule (1).

**16. Latrines to conform to public health requirements.**—Latrines, other than those connected with an efficient water-borne sewage system, shall comply with the requirements of the public health authority.

**17. Privacy of latrines.**—Every latrine shall be under cover and every seat in the latrine shall be so partitioned of as to secure privacy and each partition shall have a proper door and fastenings.

**18. Signboards to be displayed.**—Where employees of both sexes are employed, there shall be displayed outside each latrine block, a notice in the language understood by the majority of the employees reading "For men only" or "for women only", as the case may be. The notice shall also bear the picture of a man or of a woman, as the case may be.

**19. Urinal accommodation.**—(1) Urinal accommodation shall be provided for the use of the employees and shall not be less than 2 feet in length for every 50 employees:

Provided that where the number of employees employed exceeds 500, it shall be sufficient if there is one urinal for every 50 employees up to the first 500 employed and one for every 100 in excess thereof. Where women are employed, separate urinal accommodation shall be provided for them on the same scale as mentioned above.

(2) In calculating the urinal accommodation required under sub-rule (1) any odd number of employees less than 50 or 100, as the case may be, shall be reckoned as 50 or 100 and the maximum number of persons working in the beedi industrial premises at any time and not the total number of persons employed in the beedi industrial premises, shall be taken into account.

**20. Urinals to conform to public health requirements.**—Urinals other than those connected with an efficient water-borne sewage system, and urinals in a beedi industrial premises wherein more than two hundred and fifty employees are ordinarily employed shall comply with the requirements of the Public Health Authority.

21. **Certain latrines and urinals to be connected to sewage system.**—When any general system of under-ground sewage with an assured water-supply for any particular locality is provided, all latrines and urinals in a beedi industrial premises in such locality, other than septic tank latrines and any other type of latrine or urinal approved for this purpose by the Public Health Authority, shall be connected with the sewage system, if the beedi industrial premises is situated within 100 feet of that sewage system.

22. **White-washing and colour washing of latrines and urinals.**—The walls, ceilings and partitions of every latrine and urinal shall be white-washed or colour-washed and the white-washing or colour washing shall be repeated at least once in every period of four months. The dates on which the white-washing or colour-washing is carried out shall be entered in the register to be maintained by the employer in Form No. IV :

Provided that this rule shall not apply to latrines and urinals, the walls, ceilings and partitions of which are laid in glazed tiles or otherwise finished to provide a smooth polished impervious surface and such walls, ceilings and partitions are washed with suitable detergents and disinfectants at least in every period of four months.

23. **Construction and maintenance of drains.**—All drains carrying waste or sullage water shall be constructed in masonry or other impermeable materials and shall be regularly flushed and effluent disposed of by connecting such drains with suitable drainage lines :

Provided that, where there is no such drainage line, the effluent shall be deodorized and rendered innocuous and then disposed of in suitable manner to the satisfaction of the public health authority.

24. **Water taps in latrines.**—Where piped water-supply is available a sufficient number of water taps, conveniently accessible shall be provided in or near such latrine accommodation. Where there is no continuous supply of water, water cisterns with cans shall be provided for washing purposes.

#### CHAPTER IV—WELFARE.

25. **Washing facilities.**—(1) There shall be provided and maintained in every beedi industrial premises for the use of the employees engaged in blending and sieving of tobacco or warming of beedies in hot ovens, adequate and suitable facilities for washing which shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.

(2) Without prejudice to the generality of the foregoing provision, the washing facilities shall include such other washing facilities as the Inspector may consider sufficient and suitable in the circumstances of each case.

(3) If female employees are employed, separate washing facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where males work or pass. The entrance to such facilities shall bear conspicuous notice in the language understood by the majority of the employees "For Women only". The notice shall also bear the picture of a woman.

(4) The water-supply in respect of the washing facilities shall be capable of yielding at least 6 gallons per day for every person employed in the beedi industrial premises and shall be from a source approved in writing by the health officer ;

Provided that where the Inspector is satisfied that such an yield is not practicable, he may by a certificate in writing permit the supply of a smaller quantity not being less than 1 gallon per day for every person employed in the beedi industrial premises.

26. **Creches.**—(1) The employer shall submit for approval of the competent authority detailed plans, in triplicate, of the building to be constructed or adopted for use as creches. The creches shall conform to the following standards :—

(a) The creche shall be conveniently accessible to the mothers of the children accommodated therein and so far as is reasonably practicable, it shall not be situated in close proximity to any part of the beedi industrial premises where obnoxious fumes, dust or odours are given off.

(b) The building in which the creche is situated shall be soundly constructed and all the walls and roof shall be of suitable heat-resisting materials and shall be water-proof. The floor and internal walls of the creche to a height of 4 feet allround shall be so laid or finished as to provide a smooth impervious surface.

(c) The height of the room in the building shall be not less than 12 feet from the floor to the lowest part of the roof and there shall not be less than 20 square feet of floor area for each child to be accommodated.

(d) Effective and suitable provision shall be made in every part of the creche for securing and maintaining adequate ventilation by the circulation of fresh air.

(e) The creche shall be adequately furnished and equipped and in particular there shall be made available—

(i) for children of more than two years of age, suitable bedding.  
(ii) for each child of not more than two years of age, one suitable cot or cradle with the necessary bedding ;

(iii) at least one chair or equivalent seating accommodation for the use of each mother while she is feeding or attending to her child ; and

(iv) a sufficient supply of suitable toys for the older children.

(2) There shall be in, or adjoining, the creche a suitable wash room for the washing of the children and their clothing. The wash room shall conform to the following standards :—

(a) The floor and internal walls of the room to a height of 3 feet shall be so laid or finished as to provide a smooth impervious surface. The room shall be adequately lighted and ventilated and the floor shall be effectively drained and maintained in a clean and tidy condition.

(b) The supply of a water for washing, if practicable, shall be through taps from a source approved by the health officer. Such source shall be capable of yielding for each child a supply of at least five gallons of water per day.

(c) An adequate supply of clean clothes, soap and clean towels shall be made available for each child while it is in the creche.

(d) Adjoining the wash room a septic type latrines shall be provided for the sole use of the children in the creche. The design of the latrine and the scale of accommodation to be provided shall be determined by the health officer. The creche latrine shall always be kept clean and in a sanitary condition.

(3) At least half a pint of clean pure milk shall be available for each child on every day it is accommodated in the creche and the mother of such child shall be allowed in the course of her daily work intervals of at least 15 minutes to feed the child. For children above two years of age ; there shall be provided in addition an adequate supply of wholesome refreshment.

(4) (a) The employer appoint a woman trained in the care of children and infants and sufficient number of ayahs for the purpose of looking after the children accommodated in the creche and he shall provide suitable equipment and facilities for the purpose. The number of ayahs to be appointed in the creche shall be calculated to the rate of one ayah for every 30 children or part thereof.

(b) The creche staff shall be provided with suitable clean clothes by the employer for use while on duty in the creche.

"Explanation.—In this rule, "child" means a child under six years of age of a female employee.

27. **First-aid appliances.**—The first-aid boxes or cupboards shall be distinctively marked with a red cross on a white ground and shall contain the following equipments :—

(i) Six small sterilized dressings.

(ii) Three medium-size sterilized dressings.

(iii) Three large-size sterilized dressings.

(iv) Three large-size sterilized burn dressings.

(v) One (1 oz.) bottle containing a 2 per cent. alcoholic solution of iodine.

(vi) One (1 oz.) bottle containing salvolatile having the dose and mode of administration indicated on the label.

(vii) A snake-bite lancet.

(viii) One (1 oz.) bottle of potassium permanganate crystals.

(ix) One pair scissors.

(x) Eye drops.

(xi) Adhesive plaster.

28. **Canteens.**—(1) The employer of every beedi industrial premises wherein not less than 250 employees are ordinarily employed shall provide in or near the beedi industrial premises a canteen.

(2) The canteen shall not be situated within 50 feet of any latrine, urinal or any other source of dust.

(3) The canteen building shall provide at least a dining hall, kitchen, store room and pantry in addition to washing places separately for employees and for utensils.

(4) The minimum height of the building shall be not less than 12 feet and all the walls and roof shall be of suitable heat-resisting materials and shall be waterproof. There shall be provision for adequate ventilation. The doors and windows shall be of fly-proof construction.

(5) The canteen shall be sufficiently lighted at all times when any person has access to it.

(6) (a) In every canteen—

(i) all inside walls of rooms and all ceilings and passages and staircases shall be lime-washed or colour-washed at least once in each year or painted once in three years dating from the period when last lime or colour washed or painted, as the case may be ;

(ii) all wood-work shall be varnished or painted once in three years dating from the period when last varnished or painted ;

(iii) all internal structural iron or steel work shall be varnished or painted once in three years dating from the period when last varnished or painted :

Provided that inside walls of the kitchen shall be lime-washed once in every four months ;

(b) Records of dates on which lime-washing, colour-washing, varnishing or painting is carried out shall be maintained by the employer in Form No. IV.

(7) The precincts of the canteen shall be maintained in a clean and sanitary condition. Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance. Suitable arrangement shall be made for the collection and disposal of garbage

(8) (a) The dining hall shall accommodate at a time at least 30 per cent. of the employees working at a time.

(b) The floor of the dining hall, excluding the area occupied by the service counter and any furniture except tables and chairs, shall be not less than 10 square feet per dinner to be accommodated as specified in clause (a).

(c) A portion of the dining hall and service counter shall be partitioned off and reserved for women employees in proportion to their number. Washing places for women shall be separate and screened to secure privacy.

(d) Sufficient tables, chairs, or benches shall be available for the number of diners to be accommodated as specified in clause (a).

(9) (a) There shall be provided and maintained sufficient utensils, crockery, cutlery, furniture and any other equipment necessary for the efficient running of the canteen. Suitable clean clothes for the employees serving in the canteen shall also be provided and maintained.

(b) The furniture, utensils and other equipment shall be maintained in a clean and hygienic condition. A service counter, if provided, shall have a top of smooth and impervious material. Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.

(c) Food and food materials shall be stored in fly-proof safes and handled with the help of wooden ladles or suitable metal forceps whichever is convenient. Vessels once used shall be scalded before being used again.

(10) Food, drinks and other items served in the canteen shall be served on a non-profit basis.

#### CHAPTER V—WORKING HOURS.

29. **Method of calculating cash equivalent of concessional sale of foodgrains and other articles.**—(1) The cash equivalent of the advantage accruing through the concessional sale to an employee of foodgrains, and other articles shall be computed at the end of every wage period fixed under the provisions of the Payment of Wages Act, 1936 (Central Act IV of 1936).

(2) For the purpose of computing the cash equivalent of the advantage accruing through the concessional sale to an employee of foodgrains and other articles the difference between the value of foodgrains and other articles at the average market rates prevailing during the wage period in which work was done for overtime and the value of foodgrains and other articles supplied at concessional rates shall be calculated and allowed for the number of overtime hours worked.

30. **Notice and register of periods of work.**—(1) Every employer shall exhibit in his beedi industrial premises a notice in Form No. V specifying clearly the daily hours of work intervals for rest and weekly holiday allowed to the employees or each class of employees.

(2) Every employer shall maintain a register showing the hours of work including overtime in Form No. VI.

#### CHAPTER VI—LEAVE WITH WAGES.

31. **Register of leave with wages.**—The employer shall keep an up-to-date register in Form No. VII (hereinafter called the Register of Leave with Wages) :

Provided that if the competent authority is of opinion that any muster roll or register maintained as part of the routine of the beedi industrial premises, gives the particulars required for the enforcement of the provisions contained in section 26, he may, by order in writing direct that such muster roll or register shall, to the corresponding extent, be maintained in place of, and be treated as, the register required under this rule in respect of that beedi industrial premises.

32. **Leave book.**—(1) The employer shall provide each employee with a book in Form No. VII (hereinafter called the Leave Book). The Leave Book shall be the property of the

employee and the employer shall not demand it except to make entries therein and shall not keep it for more than a week at a time.

(2) If an employee loses his Leave Book, the employer shall provide him with another copy on payment of 6 nP. and shall complete it from his record.

33. **Payment of wages if the employee dies.**—(1) If an employee who has taken leave dies before he resumes work, the balance of his wages due for the period of leave with wages not availed of shall be paid to his nominee within one week of the receipt of intimation of the death of the employee.

(2) For the purpose of sub-rule (1) each employee shall submit a nomination in Form No. VIII duly signed by himself and attested by two witnesses. The nomination shall, unless the nominee predeceases the employee, remain in force until it is cancelled or revised by another nomination.

#### CHAPTER VII—MISCELLANEOUS PROVISIONS.

34. **Record of outside work.**—The record to be maintained by the employer of the work permitted by the Government under sub-section (1) of section 29 to be carried on outside the beedi industrial premises shall be in Form No. IX.

35. **Appeals under section 31.**—(1) The Commissioner for Workmen's Compensation, Madras, shall be the appellate authority for the purpose of hearing appeals under sub-section (2) of section 31 and any such appeal shall be preferred by the employee within thirty days from the date of service of the order terminating his service with the employer, such service to be deemed effective, if carried out either personally or if that be not practicable, by prepaid registered post to his last known address, when the date of such service shall be deemed to be the date when the letter would arrive in ordinary course of post :

Provided that an appeal may be admitted after the said period of thirty days if the appellant satisfies the appellate authority that he had sufficient cause for not preferring the appeal within that period.

(2) The notices to be given under clause (b) of sub-section (2) of section 31 shall be in Form No. X to the employer and in Form No. XI to the employee. The notices shall be sent to the parties by registered post acknowledgment due.

(3) The procedure to be followed by the appellate authority when hearing the appeals preferred to it under sub-section (2) of section 31 shall be summary. It shall record briefly the evidence adduced and then pass orders giving the reasons therefor.

(4) An authenticated copy of the order shall be furnished to each of the parties, either in person or by registered post acknowledgment due.

(5) Additional copies of the order shall be supplied to parties only on an application accompanied by the requisite copy stamp papers.

36. **Maintenance of registers and display of notices.**—(1) Every employer shall maintain a muster roll in Form No. XII and entries therein shall be made at the commencement of the work.

(2) Every employer shall maintain a visit book in which an Inspector visiting the beedi industrial premises may record his remarks regarding any defects that may come to his notice at the time of his inspection and shall produce it whenever required to do so.

(3) Every employer shall maintain a register of overtime work in Form No. XIII.

(4) An abstract of the Act and the rules made thereunder shall display in every beedi industrial premises in such form as the Government may, by notification in the *Fort St. George Gazette* specify.

(5) Any notice required to be exhibited under these rules, shall be exhibited in such manner that it can be readily seen and read by any person whom it affects and shall be renewed whenever it becomes defaced or otherwise ceases to be clearly legible.

(6) The registers referred to in these rules shall be preserved for a period of three years from the date of the last entries noted in them and shall be readily available in the beedi industrial premises for inspection during all working hours of the beedi industrial premises.

37. **Information required by the Inspector.**—The employer of a beedi industrial premises shall furnish any information that an Inspector may require for the purpose of satisfying himself whether any provision of the Act, or the rules made thereunder has been complied with or whether any order of an Inspector has been duly carried out. Any demand by an Inspector of any such information if made during the course of an inspection shall be complied with, forthwith if the information is available in the beedi industrial premises or if made in writing shall be complied with, within seven days of receipt thereof.

38. **Service of notices.**—The despatch by post under registered cover of any notice or order shall be deemed sufficient service of such notice or order on the addressee of such registered cover,

39. **Returns.**—(1) The employer of every beedi industrial premises shall send to the competent authority on or before the 10th day of every month a monthly return in Form No. XIV.

(2) The employer of every beedi industrial premises shall furnish an annual return in Form No. XV on or before the 30th April of every year to the Inspector having jurisdiction over the area in which the beedi industrial premises is situated.

40. **Language of registers, records, etc.**—All registers, records and notices required to be maintained, exhibited or sent under these rules shall be either in English or in Tamil.

#### APPENDIX.

##### Form No. I.

(See rules 3 and 6).

*Application for grant or renewal of licence for the financial year.*

- 1 Full name of the beedi industrial premises.
- 2 (i) Full postal address and situation of the beedi industrial premises.  
(ii) Full address to which communications relating to the beedi industrial premises should be sent.
- 3 Maximum number of employees proposed to be employed on any one day during the financial year.
- 4 Full name and residential address of the person who shall be the employer for the purposes of the Act.
- 5 Full name and residential address of other partners in the case of a partnership concern; or other directors in the case of a company.
- 6 Financial resources of the applicant (*e.g.*, particulars and value of movable and immovable properties, bank reference, income-tax assessment, etc.)
- 7 Whether the applicant is a trade mark holder registered under the Trade Marks Act, 1940 (Central Act V of 1940).
- 8 Value of beedies manufactured per month/per year.
- 9 Previous experience of the applicant in the industry.
- 10 Whether the beedi manufactured by the applicant will be sold and marketed by himself or through a proprietor or a registered user of a trade mark registered under the Trade Marks Act, 1940 (Central Act V of 1940), in relation to beedi or any other person.
- 11 Whether the plans of the premises are enclosed.
- 12 Amount of fee Rs. (rupees) paid in Treasury on Vide Chalan No. enclosed.

I hereby declare that the particulars furnished by me in the form are to the best of my knowledge and belief accurate.

Signature of applicant.

Date

NOTE.—(1) This form shall be completed in ink in block letters or typed.

(2) If any person named against item 5 is a minor, the fact shall be stated clearly.

##### Form No. II.

[See sub-rule (1) of rule 4.]

*Licence.*

Licence No.

Registration No.

Licence is hereby granted to valid only for the premises described below for use as a beedi industrial premises employing not more than . . . persons on any one day during the year, subject to the conditions specified in the annexure.

The licence shall remain in force till the 31st day of March . . .

beedi industrial premises

Permission is also granted for the installation of power-driven machinery.

Fee Rs.

Name of the beedi industrial premises  
Situation of the

#### Renewal

| Date of renewal. | Fees paid for renewal. | Date of expiry. | Signature of the competent authority. |
|------------------|------------------------|-----------------|---------------------------------------|
|------------------|------------------------|-----------------|---------------------------------------|

1  
2  
3  
4

#### Amendments.

| Amended to employ maximum number of employees. | Additional fee. | Signature of the competent authority. |
|------------------------------------------------|-----------------|---------------------------------------|
|------------------------------------------------|-----------------|---------------------------------------|

1  
2  
3  
4

#### Transfers.

| Name of the person to whom transferred. | Name of the beedi industrial premises. | Signature of the competent authority. |
|-----------------------------------------|----------------------------------------|---------------------------------------|
|-----------------------------------------|----------------------------------------|---------------------------------------|

1  
2  
3  
4

##### Form No. III.

(See rules 7 and 8.)

*Application for transfer of licence.*

- 1 Name of the beedi industrial premises ..
- 2 Full postal address and situation of the beedi industrial premises ..
- 3 Licence number ..
- 4 (i) The name and address of the person to whom the licence is to be transferred.  
(ii) His financial resources. (Value of the movable and immovable properties to be specified).  
(iii) Whether he is a trade mark holder registered under the Trade Marks Act, 1940 (Central Act V of 1940), in relation to beedi.  
(iv) His previous experience in the industry ..  
(v) Whether the beedi manufactured by him will be sold and marketed by himself or through a proprietor or a registered user of a trade mark registered under the Trade Marks Act, 1940 (Central Act V of 1940) in relation to beedi or any other person.

5 Amount of fee Rs. (Rupees) paid in treasury (vide Chalan No. dated ..).

I agree that I will accept all liabilities of the transferor in respect of labour.

the late licensee.

Signature of the transferee.

Date

I agree that the licence No. . . . , dated . . . may be transferred in the name of

Date

Signature of the transferor  
(holder of licence).

NOTE.—(1) This form shall be completed in ink in block letters or typed.

(2) If the application is made under rule 8, item 5 and the entry relating to agreement to be executed by the transferor shall be struck off.



## Form No. VI.

(See sub-rule (a) of rule 30.)

Register showing hours of work including overtime.

| Month | Year | Serial No.<br>Name of the employee. | Whether young person or not. | Total hours worked during the week. | Date on which overtime work is done and extent of such overtime on each occasion. | Extent of overtime worked during the week. |
|-------|------|-------------------------------------|------------------------------|-------------------------------------|-----------------------------------------------------------------------------------|--------------------------------------------|
| (1)   | (2)  | (3)                                 | (4)                          | (5)                                 | (6)                                                                               | (7)                                        |

## Form No. VII.

(See rules 31 and 32.)

Register of Leave with wages.

Leave Book.

| Serial No.<br>Date of entry into service. | Calendar year of service. | Wage period from to | Number of days of work performed. | Number of days of lay off. | Number of days of maternity leave. | Number of days of leave enjoyed. | Name of the head industrial premises. | Leave at credit. | Balance of leave from the preceding year. | Leave earned during the year mentioned in column (1). | Total of columns (8) to (10). | Leave enjoyed from to | Balance of leave to credit. | Normal rate of wages. | Cash equivalent of advantage accruing through concessional sale of foodgrains, etc. | Rate of wages for the leave period [total of columns (13) and (14)]. | Date and amount paid. | Remarks. |
|-------------------------------------------|---------------------------|---------------------|-----------------------------------|----------------------------|------------------------------------|----------------------------------|---------------------------------------|------------------|-------------------------------------------|-------------------------------------------------------|-------------------------------|-----------------------|-----------------------------|-----------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------|----------|
| (1)                                       | (2)                       | (3)                 | (4)                               | (5)                        | (6)                                | (7)                              | (8)                                   | (9)              | (10)                                      | (11)                                                  | (12)                          | (13)                  | (14)                        | (15)                  | (16)                                                                                | (17)                                                                 | (18)                  | (19)     |

Note.—Separate page shall be allotted to each employee.

**Form No. VIII.**

[See sub-rule (2) of rule 33.]

*Nomination.*

I hereby certify that in the event of my death, the balance of my pay due for the period of leave shall be paid to who is may and resides at

Signature of employee.

Witnesses—

(1)  
(2)

**Form No. IX.**

(See rule 34.)

*Record of outside work.*

Government's Order number and date permitting work outside the beedi industrial premises—

| Date. | Place or places where outside work is permitted. | Name of female employees. | Remarks. |
|-------|--------------------------------------------------|---------------------------|----------|
| (1)   | (2)                                              | (3)                       | (4)      |

**Form No. X.**

[See sub-rule (2) of rule 35.]

*Notice to the employer under clause (b) of sub-section (2) of section 31.*

Sri has appealed to the Appellate Authority under clause (a) of sub-section (2) of section 31 of the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958 (Madras Act XXXII of 1958.) A copy of his appeal petition is enclosed.

The appeal has been posted for hearing on the \_\_\_\_\_ day of \_\_\_\_\_ 195\_\_\_\_ at \_\_\_\_\_ a.m./p.m. at \_\_\_\_\_ You should appear before the Appellate Authority on that day and answer the claims. You must be prepared to produce on that day all the witnesses upon whose evidence and all the documents upon which you intend to rely in support of your defence. In default of your appearance on that day the matter will be heard and determined in your absence.

*Appellate authority.***Form No. XI.**

[See sub-rule (2) of rule 35.]

*Notice to the employee under clause (b) of sub-section (2) of section 31.*

Your appeal has been posted for hearing on the \_\_\_\_\_ day of \_\_\_\_\_ 195\_\_\_\_ at \_\_\_\_\_ a.m./p.m. at \_\_\_\_\_ You should appear before the Appellate Authority on that day to prove the claim. You must be prepared to produce on that day all the witnesses on whose evidence and all documents upon which you intend to rely in support of your case. In default of your appearance on that day, the matter will be heard and determined in your absence.

*Appellate authority.***Form No. XII.**

[See sub-rule (1) of rule 36.]

*Master roll for employees.*

| Name of the beedi industrial premises. |       | Shift number. | Period of work. | Female period ending. | Remarks. |
|----------------------------------------|-------|---------------|-----------------|-----------------------|----------|
| District Serial number.                | Name. |               |                 |                       |          |
| (1)                                    | (2)   | (3)           | (4)             | (5)                   | (6)      |

## Form No. XIII.

[See sub-rule (3) of rule 36.]

Register of Overtime work.

Month ending 19

|      |                                                                                         |
|------|-----------------------------------------------------------------------------------------|
| (1)  | Name.                                                                                   |
| (2)  | Designation.                                                                            |
| (3)  | Date on which overtime has been worked.                                                 |
| (4)  | Extent of overtime.                                                                     |
| (5)  | Total overtime worked or production in case of piece workers.                           |
| (6)  | Normal hours.                                                                           |
| (7)  | Normal rate of pay.                                                                     |
| (8)  | Overtime rate of pay.                                                                   |
| (9)  | Normal earnings.                                                                        |
| (10) | Overtime earnings.                                                                      |
| (11) | Cash equivalent of advances accruing through the concessional sale of food grains, etc. |
| (12) | Total earnings.                                                                         |
| (13) | Date on which overtime payment made.                                                    |

## Form No. XIV.

[See sub-rule (1) of rule 39.]

## Monthly return.

- 1 Name of the beedi industrial premises and full postal address.
- 2 Name of the employer.
- 3 Month to which the return relates.
- 4 Quantity of beedi tobacco released by the Central Excise Department.
- 5 Number of beedies manufactured by the employer.
- 6 Number of beedies sold and to whom.

Date

Signature of employer.

## Form No. XV.

[See sub-rule (2) of rule 39.]

## Annual return.

- 1 Name and address of the beedi industrial premises.
- 2 Name of the employer.
- 3 \* Average number of employees employed daily—  
Men.  
Women.  
Young persons—  
Male.  
Female.
- 4 Normal hours worked per week.
- 5 Number of days worked in the year.
- 6 Number of employees who worked for 240 days during the previous calendar year—  
Young persons.  
Other than young persons.  
Number of employees who were granted leave during the calendar year—  
Young persons.  
Other than young persons.

Certified that the information furnished above is to the best of my knowledge and belief correct.

Date

Signature of the employer.

NOTE.—Partial attendance for less than half a shift of working day shall be neglected and attendance for half a shift or more shall be treated as full attendance.

\* The average daily number shall be calculated by dividing the aggregate number of attendance of working days by the number of the working days in the year. In reckoning attendance, attendance by temporary as well as permanent employees shall be counted and all employees shall be included, whether they are employed directly or otherwise. Attendance on separate shift, e.g., night and day shifts shall be counted separately.

## Madras Catering Establishments Rules.

[G.O. Ms. No. 1446, Industries, Labour and Co-operation (Labour), dated 31st March, 1959.]

S.R.O. No. A-2118 of 1959.—In exercise of the powers conferred by sub-sections (1) (2) of section 29 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958) the Governor of Madras hereby makes the following rules, the same having been previously published as required by sub-section (3) of the said section.

## Rules.

## CHAPTER I.

## PRELIMINARY.

1. **Short title.**—These rules may be called the Madras Catering Establishments Rules, 1959.
2. **Definitions.**—In these rules, unless the context otherwise requires—  
(a) "Act" means the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958);  
(b) "Forms" means a form appended to these rules; and  
(c) "Section" means a section of the Act.

## CHAPTER II.

## REGISTRATION OF CATERING ESTABLISHMENTS.

3. **Form of statement and fees to be sent by the employer to the Inspector under sub-section (1) of section 4.**—(1) The statement to be sent by the employer to the Inspector under sub-section (1) of section 4 shall be in Form No. I.

(2) The fees to be sent together with the statement referred to in sub-rule (1) shall be specified in the Table below:—

THE TABLE.

|                                                                                                                            | Fees.     |
|----------------------------------------------------------------------------------------------------------------------------|-----------|
|                                                                                                                            | Rs.       |
| If the number of employees proposed to be employed on any day during the financial year to which the registration relates— |           |
| Does not exceed 10                                                                                                         | .. 10.00  |
| Exceeds 10 but does not exceed 20                                                                                          | .. 20.00  |
| Exceeds 20 but does not exceed 50                                                                                          | .. 50.00  |
| Exceeds 50 but does not exceed 100                                                                                         | .. 100.00 |
| Exceeds 100                                                                                                                | .. 250.00 |

4. **Grant of registration certificate.**—(1) The Register of catering establishments shall be maintained in Form No. II.

(2) The registration certificate shall be in Form No. III.

5. **Form in which the employer should notify any change to the Inspector under section 5.**—(1) The employer shall notify every change he is required to notify under section 5 in Form No. IV.

(2) The notification of change shall, unless the registration certificate has already been sent to the Inspector, be accompanied by the registration certificate.

6. **Renewal of a registration of certificate.**—(1) The employer shall send to the Inspector a statement in Form No. I for the renewal of the registration certificate. The statement shall be sent in duplicate, before the date of expiry of the registration certificate together with the fee for the renewal and the registration certificate. On receipt of such statement together with such fee the Inspector may renew the registration certificate.

(2) The fees to be paid for the renewal of the registration certificate shall be as specified, in the Table below sub-rule (2) of rule 3.

(3) If the statement for renewal is not sent within the time specified in sub-rule (1) but is sent within one month from the date of expiry of the registration certificate, the registration certificate may be renewed only on payment of a fee of twenty-five per cent in excess of the fee payable under sub-rule (2).

(4) When the statement for renewal is sent within the time specified in sub-rule (1) or sub-rule (3), the catering establishment shall be deemed to be duly registered until the Inspector passes orders on the statement for the renewal of the registration certificate.

7. **Issue of duplicate registration certificate.**—(1) If a registration certificate is lost or destroyed the employer shall forthwith report the matter to the Inspector by whom the certificate was issued or last renewed and shall apply to such Inspector with a fee of five rupees for the issue of a duplicate certificate.

(2) Upon receipt of an application and the fee referred to in sub-rule (1), the Inspector shall furnish the employer with a duplicate copy of the certificate duly stamped "duplicate" in red ink.

8. **Payment of fees and refund in certain circumstances.**—(1) Every application under these rules shall be accompanied by a treasury receipt showing that the appropriate fee has been paid into the local treasury under the head of account "XXXVI. Miscellaneous Departments—g—Miscellaneous—Receipts under the Madras Catering Establishments Act, 1958."

(2) If the Inspector is satisfied that any catering establishment has not worked even on a single day during the period of validity of the registration certificate, he may order the refund of the fee collected for the period.

## CHAPTER III.

## HEALTH AND SANITATION.

9. **Medical examination of persons prior to employment.**—Every person shall before he is employed in a catering establishment, be examined by a medical officer of the rank of an Assistant Surgeon in the Madras Medical Service or by a health officer in the Madras

Public Health Service having jurisdiction over the area in which the catering establishment is situated and such person shall not be employed in the catering establishment if he is affected with any disease in a communicable form or is a carrier of such disease. Such person shall furnish such information and submit himself to such physical examination as the said medical health officer may require. A complete record of the employee's condition at the time of his employment shall be maintained by the employer.

10. **Periodical medical examination of persons employed.**—(1) Every employee shall be examined once in a year by a medical or health officer of the rank specified in rule 9 having jurisdiction over the area in which the catering establishment is situated and the result of the examination shall be entered in the records maintained by the employer for the purpose. If on such examination he is found to be affected with any disease in a communicable form or is a carrier of such disease, he shall cease to work in the catering establishment immediately.

(2) The fee to be paid by the employer to such medical or health officer for the medical examination of the employees under sub-rule (1) shall be at the rate of rupee one per employee.

11. **Reporting of illness.**—(1) An employee suffering from any infectious disease or any other illness shall report the fact to the employer.

(2) The employer shall as far as practicable ascertain whether any employee is suffering from any illness either by personal inquiries or by examination of the employee at the time the employee reports himself for duty each day at the catering establishment, or if any employee does not report himself for duty as aforesaid on any day, by making necessary enquiries in the residential quarters, if any provided by the employer in which the employee resides.

12. **Reporting of illness of employee to Health Officer.**—The employer as soon as he is informed or becomes aware that an employee is suffering from any infectious disease or illness shall inform the health officer in the Madras Health Service having jurisdiction over the area in which the catering establishment is situated of such disease or illness for such action as such health officer deems fit. The employee who is affected with any disease in a communicable form or is a carrier of such disease shall not be allowed to work in the catering establishment till he is completely cured of such disease.

13. **Cleanliness of the employee.**—The employee shall keep his person and dress in a clean and tidy condition. Uniforms, cloth caps or head caps shall be provided to the employees and the said articles of dress shall be kept washed and changed at least once in four days.

14. **Washing facilities.**—There shall be provided and maintained in every catering establishment for the use of the employees adequate and suitable facilities for washing which shall include soap and towels. Separate facilities shall be provided for each sex.

15. **Living or sleeping quarters.**—None of the operations connected with a catering establishment shall be conducted or carried on in any room used as living or sleeping quarters of employees.

16. **First aid boxes and Fire extinguishers.**—There shall be provided and maintained, so as to be readily accessible in or near the kitchen, sufficient number of first aid boxes or cup equipped with necessary medicines, cotton, lint and bandages for treating burns and other accidents. There shall be adequate arrangement providing for installation of fire extinguishers or fire buckets filled with sand to deal with fire accidents.

## CHAPTER IV.

## LEAVE WITH WAGES.

17. **Prescribed authority for the purpose of clause (14) of section 2.**—The prescribed authority for the purpose of clause (14) of section 2 shall be the Inspector.

18. **Leave with Wages Register.**—(1) The employer shall keep an up-to-date register in Form No. V (hereinafter called the Leave with Wages Register).

Provided that if the Inspector is of the opinion that any muster roll or register maintained as part of the routine of the catering establishment or return made by the employer gives in respect of all or any of the employees in the catering establishment, the particulars required for securing compliance with the provisions of section 12 he may, by order in writing, direct that such muster roll, register or return shall, to the corresponding extent, be maintained in place of, and be treated as, the Leave with Wages Register in respect of that catering establishment.

(2) Leave with Wages Register shall be preserved for a period of three years from the date of the last entry noted in it and shall be produced before the Inspector on demand by him.

19. **Leave Book.**—(1) The employer shall provide each employee with a book in Form No. V (hereinafter called the Leave Book). The Leave Book shall be the property of the employee and the employer shall not demand it, except to make entries and shall not keep it for more than a week at a time.

(2) If an employee loses his Leave Book, the employer shall, provide him with another copy thereof on payment of six naye paise and shall complete it from the record of the employer.

20. **Grant of leave with wages.**—(1) Whenever leave with wages is granted to any employee, necessary entries shall be made in the Leave Book of the employee concerned.

(2) As far as circumstances permit, members of the same family shall be allowed leave at the same time.

(3) If in accordance with any scheme for grant of leave by rotation to the employees framed by the employer an employee is entitled to go on leave at a particular time of the year and the employee does not require leave at that time, the employee may be allowed to avail himself of the said period of leave at any other time subject to the employee giving his employer at least a fortnight's notice.

21. **Method of calculating cash equivalent of free supply of meals and tiffin.**—The cash equivalent of the meals and tiffin supplied to an employee free of charge shall be the value of the meals and tiffin usually supplied to the employee immediately before proceeding on leave, at the prices charged to the public by the catering establishment if such meal or tiffin are supplied to the public or at the prices generally prevailing in similar establishments in the locality, in other cases.

22. **Payment of wages if the employee dies.**—(1) If an employee who had taken leave dies before he resumes work, the balance of his wages due for the period of leave with wages not availed of shall be paid to his nominee within one week of the receipt of the intimation of the death of the employee.

(2) For the purpose of sub-rule (1) each employee shall submit a nomination in Form No. VI duly signed by himself and attested by two witnesses. The nomination shall remain in force unless the nominee predeceases the employee or until it is cancelled or revised by another nomination.

## CHAPTER V.

### MISCELLANEOUS PROVISIONS.

23. **Appeals under section 19.**—(1) The Commissioner for Workmen's Compensation, Madras, shall be the appellate authority for the purpose of hearing appeals under sub-section (2) of section 19 and such appeal shall be preferred by the employee within thirty days from date of service of the order dispensing with his service with the employer, such service to be deemed effective, if carried out either personally or if that be not practicable, by prepaid registered post to his last known address, when the date of such service shall be deemed to be the date when the letter would reach the addressee in ordinary course of post:

Provided that an appeal may be admitted after the said period of thirty days if the appellant satisfies the appellate authority that he had sufficient cause for not preferring the appeal within that period.

(2) The notices to be given under clause (b) of sub-section (2) of section 19 shall be in Form No. VII to the employer and in Form No. VIII to the employees. The notice shall be sent to the parties by registered post acknowledgment due.

(3) The procedure to be followed by the appellate authority when hearing the appeals preferred to it under sub-section (2) of section 19 shall be summary. It shall record briefly the evidence adduced and then pass orders giving its reasons therefor.

(4) An authenticated copy of the order shall be furnished to each of the parties, either in person or by registered post acknowledgment due.

(5) Additional copies of the order shall be supplied to the parties only on an application accompanied by the requisite copy stamp papers.

24. **Maintenance of registers and display of notices.**—(1) Every employer shall maintain a muster roll in Form No. IX and the entries therein shall be made at the commencement of work.

(2) Every employer shall maintain a visit book in which an Inspector visiting the catering establishment may record his remarks regarding any defects that may come to his notice at the time of his inspection and shall produce it whenever required to do so by the Inspector.

(3) (a) An employer shall exhibit in his catering establishment a notice in Form No. X specifying the daily hours of work, intervals for rest, and weekly holidays allowed to the employees. A copy of the notice shall be sent to the Inspector.

(b) Any proposed change in the notice exhibited under clause (a) shall be notified to the Inspector before the change is made and, except with the previous sanction of the Inspector, no change shall be made until one week has lapsed since the last change.

(4) Every employer shall maintain a register showing hours of work including overtime in Form No. XI.

(5) An abstract of the Act and the rules made thereunder shall be displayed in Tamil in every catering establishment in such form such as the State Government may, by notification in the *Fort St. George Gazette* specify.

(6) Any notice required to be exhibited under these rules, shall be exhibited in such manner that it can be readily seen and read by any person whom it affects and shall be renewed whenever it becomes defaced or otherwise ceases to be clearly legible.

(7) The registers referred to in these rules, except the leave with Wages Register, shall be preserved for a period of 12 months from the date of the last entry noted in them and shall always be readily available in the catering establishment for inspection during all working hours of the catering establishments.

25. **Information required by the Inspector.**—The employer shall furnish any information that any Inspector may require for the purpose of satisfying himself whether any provision of the Act, or the rules made thereunder has been complied with or whether any order of an Inspector has been duly carried out. Any demand by an Inspector of any such information if made during the course of an inspection shall be complied with forthwith if the information is available in the catering establishment or if made in writing shall be complied with within seven days of receipt thereof.

26. **Service of notices.**—The despatch by post under registered cover of any notice or order shall be deemed sufficient service on the employer of such notice or order.

27. **Annual returns.**—Every employer shall furnish an annual return in Form No. XII or or before the 30th April to the Inspector having jurisdiction over the area in which the catering establishment is situated.

28. **Language of registers, records, etc.**—All registers, records and notices required to be maintained, exhibited or given under these rules shall be either in English or in Tamil.

## THE APPENDIX.

### Form No. I.

[See sub-rule (1) of rule 3 and sub-rule (1) of rule 6.]

#### STATEMENT UNDER SUB-SECTION (1) OF SECTION 4 FOR REGISTRATION/STATEMENT UNDER SUB-SECTION (4) OF SECTION 4 FOR RENEWAL OF REGISTRATION CERTIFICATE FOR THE FINANCIAL YEAR.

1. Full name of the catering establishment.
2. (i) Full postal address and situation of the catering establishment.  
(ii) Full address to which communications relating to the catering establishment should be sent.
3. (i) Maximum number of employees proposed to be employed on any one day during the financial year.  
(ii) Number of employees ordinarily to be employed in the catering establishment.
4. Full name and residential address of the person who shall be the manager of the catering establishment.
5. Full name and residential address of the employer other than the manager, that is to say—  
(i) the proprietor of the catering establishment;  
(ii) directors in case of a public limited liability establishment;  
(iii) where managing agent has been appointed, the name of managing agent and directors thereof; and  
(iv) shareholders, if any.
6. Amount of fee Rs. (Rupees) )  
paid in No. Treasury on )  
Vide chalan  
(enclosed).

Signature of employer

Date :

Signature of manager

Date :

NOTE.—(1) This form shall be completed in ink in block letters or typed.

(2) If any of the persons named against item 5 is a minor, the fact shall be clearly stated.

(3) In the case of catering establishment where a managing agent or agents have been appointed under the Companies Act, 1956 (Central Act I of 1956), the information required in item 5 shall be supplied only in respect of that person or persons.

## Form No. II.

[See sub-rule (1) of rule 4.]

## REGISTER OF CATERING ESTABLISHMENT.

|      |                                                                              |
|------|------------------------------------------------------------------------------|
| (1)  | Serial number.                                                               |
| (2)  | Date of receipt of statement or application by the Inspector.                |
| (3)  | Number and date of the previous certificate.                                 |
| (4)  | Name of employer in whose name the registration certificate is to be issued. |
| (5)  | Name of the catering establishment.                                          |
| (6)  | Address of the catering establishment.                                       |
| (7)  | Maximum number of employees employed or to be employed.                      |
| (8)  | Fee paid.                                                                    |
| (9)  | Name of treasury.                                                            |
| (10) | Number and date of chalan.                                                   |
| (11) | Number and date of the registration certificate issued.                      |
| (12) | Initials of the officer.                                                     |
| (13) | Remarks.                                                                     |

## Form No. III.

[See sub-rule (2) of rule 4.]

## REGISTRATION CERTIFICATE OF RENEWAL THEREOF IN RESPECT OF A CATERING ESTABLISHMENT.

Registration number. Fee Rs. is registered as a catering establishment  
 Certified that in the Register of Catering Establishments and that employer  
 of the catering establishment is permitted to employ not more than employees  
 on any day during the financial year.  
 This certificate shall remain in force till the 31st day of March 19  
 Dated the 19

Inspector.

| RENEWAL.         |                        | Signature of the Inspector. |
|------------------|------------------------|-----------------------------|
| Date of renewal. | Fees paid for renewal. |                             |
| 1                |                        |                             |
| 2                |                        |                             |
| 3                |                        |                             |
| 4                |                        |                             |

## AMENDMENTS.

Amended to employ maximum number of employees. Signature of the Inspector.

1  
2  
3  
4

## Form No. IV.

[See sub-rule (1) of rule 5].

## FORM IN WHICH ANY CHANGE IN RESPECT OF ANY INFORMATION CONTAINED IN THE STATEMENT UNDER SECTION 4 SHOULD BE NOTIFIED.

- 1 Full name of the catering establishment.
- 2 Registration number and date of registration.
- 3 Change in the particulars relating to situation of the establishment.
- 4 Change in the particulars relating to the employer.
- 5 Change in the number of employees employed, namely—
  - (i) Maximum number of employees employed prior to the change.
  - (ii) Number of persons newly engaged.
  - (iii) Total.
- 6 Any other change in the particulars in Form No. I relating to the statement under section 4 and the renewal of the registration certificate.

Signature of the employer.  
Date.

Signature of the manager.  
Date.

NOTE.—This form shall be completed in ink in block letters or typed.

## Form No. V.

[See sub-rule (1) of rules 18 and 19.]

## REGISTER OR LEAVE WITH WAGES.

## Leave Book.

| Name of the catering establishment. |                                                                      | Name                                            | Father's name                  | Date of discharge | Date and amount of payment made in lieu of leave due. |
|-------------------------------------|----------------------------------------------------------------------|-------------------------------------------------|--------------------------------|-------------------|-------------------------------------------------------|
| Serial No.                          | Date of entry into service.                                          | Number of days worked during the calendar year. |                                |                   |                                                       |
| (1)                                 | Calendar year of service.                                            | (2)                                             | Wage period from               | (3)               | Wages earned during the wage period.                  |
| (4)                                 | Number of days of work performed.                                    | (5)                                             | Number of days of lay off.     | (6)               | Number of days of maternity leave.                    |
| (7)                                 | Number of days of leave enjoyed.                                     | (8)                                             | Total of Columns (4) to (7).   | (9)               | Balance of leave from preceding year.                 |
| (10)                                | Leave earned during the year mentioned in column (1).                | (11)                                            | Total of columns (9) and (10). | (12)              | Leave enjoyed from to                                 |
| (13)                                | Balance of leave to credit.                                          | (14)                                            | Normal rate of wages.          | (15)              | Cash equivalent of free supply of meals and tiffin.   |
| (16)                                | Rate of wages for the leave period (total of columns (14) and (15)). | (17)                                            | Remarks.                       |                   |                                                       |

## FORM No. VI.

[See sub-rule (2) of rule 22.]

## NOMINATION.

I hereby certify that in the event of my death the balance of my pay due for the period of leave shall be paid to \_\_\_\_\_ who is my \_\_\_\_\_ and resides at \_\_\_\_\_

Witnesses—

Signature of employee.

(1)  
(2)

## FORM No. VII.

[See sub-rule (2) of rule 23.]

## NOTICE TO THE EMPLOYER UNDER CLAUSE (b) OF SUB-SECTION (2) OF SECTION 19.

Sri \_\_\_\_\_ has appealed to the Appellate Authority under clause (a) of sub-section (2) of section 19 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958). A copy of his appeal petition is enclosed.

The appeal has been posted for hearing on the day of \_\_\_\_\_ 19 \_\_\_\_\_ at \_\_\_\_\_ a.m./p.m. at \_\_\_\_\_. You should appear before the Appellate Authority on that day and answer the claim. You must be prepared to produce on that day all the witnesses upon whose evidence, and all the documents upon which, you intend to rely in support of your defence. In default of your appearance on that day, the matter will be heard and determined in your absence.

Appellate authority.

## FORM No. VIII.

[See sub-rule (2) of rule 23.]

## NOTICE TO THE EMPLOYER UNDER CLAUSE (b) OF SUB-SECTION (2) OF SECTION 19.

Your appeal has been posted for hearing on the \_\_\_\_\_ day of \_\_\_\_\_ 19 \_\_\_\_\_ at \_\_\_\_\_ a.m./p.m. at \_\_\_\_\_. You should appear before the Appellate Authority on that day to prove the claim. You must be prepared to produce on that day all the witnesses on whose evidence, and all the documents upon which, you intend to rely in support of your case. In default of your appearance on that day, the matter will be heard and determined in your absence.

Appellate authority.

## FORM No. IX.

[See sub-rule (1) of rule 24.]

## MUSTER ROLL.

Name of the catering establishment.

| Place.         |       |                |              |                 | District.                    |          |
|----------------|-------|----------------|--------------|-----------------|------------------------------|----------|
| Serial number. | Name. | Father's name. | Designation. | Period of work. | For the period ending        | Remarks. |
|                |       |                |              |                 | <div><div>123456</div></div> |          |
| (1)            | (2)   | (3)            | (4)          | (5)             | (6)                          | (7)      |

## FORM No. X.

[See clause (a) of sub-rule (3) of rule 24.]

## NOTICE OF DAILY HOURS OF WORK, INTERVALS FOR REST AND WEEKLY HOLIDAY.

Daily periods of work of persons employed  
Commencing \_\_\_\_\_ 19 \_\_\_\_\_

Name of the catering establishment.

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## MADRAS LABOUR GAZETTE.

| Name of the employee. | Whether young person or not. | Time of commencement. | Interval for rest. | Time at which employment ceases. | Weekly holiday. |
|-----------------------|------------------------------|-----------------------|--------------------|----------------------------------|-----------------|
| (1)                   | (2)                          | (3)                   | (4)                | (5)                              | (6)             |

Employer.  
Date.

## FORM No. XI.

[See sub-rule (4) of rule 24.]

## REGISTER SHOWING HOURS OF WORK INCLUDING OVERTIME.

| Month.                |                              |                                     | Year.                                                                                                                                                                               |                                            |  |
|-----------------------|------------------------------|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--|
| Name of the employee. | Whether young person or not. | Total hours worked during the week. | Date on which overtime work is done and extent of such overtime on each occasion.                                                                                                   | Extent of overtime worked during the week. |  |
| (1)                   | (2)                          | (3)                                 | <div style="display: flex; justify-content: space-around; width: 100px;"> <span>1</span><span>2</span><span>3</span><span>4</span><span>5</span><span>6</span><span>7</span> </div> | (5)                                        |  |

## FORM No. XII.

[See rule 27.]

## ANNUAL RETURN.

Year ending the 31st March, 19 .

- 1 Name of the catering establishment.
  - 2 Name of the employer.
  - 3 Full postal address of the catering establishment.
  - 4 Average number of employees employed daily\*—
    - Men.
    - Women.
    - Young persons—
      - Male.
      - Female.
  - 5 Normal hours worked per week—
    - Young persons.
    - Other than young persons.
  - 6 Number of days worked in the year.
  - 7 Number of employees who worked for 240 days during the previous calendar year—
    - Young persons.
    - Other than young persons.
  - 8 Number of employees who were granted leave during the calendar year—
    - Young persons.
    - Other than young persons.
- Certified that the information furnished above is to the best of my knowledge and belief correct.
- Date.

Signature of employer

NOTE.—Partial attendance for less than half a shift of working day shall be ignored and attendance for half a shift or more shall be treated as full attendance.

\* The average daily number shall be calculated by dividing the aggregate number of attendance on working days by the number of working days in the year. In reckoning attendance attendance by temporary as well as permanent employees shall be counted, and all employee shall be included, whether they are employed directly or otherwise. Attendance on separate shifts, e.g., night and day shifts shall be counted separately. Days on which the catering establishment was closed for whatever cause and days on which the business was not carried on shall not be treated as working days.

## SALIENT FEATURES OF THE ANNUAL REPORT ON THE WORKING OF THE WORKMEN'S COMPENSATION ACT, 1923, FOR THE YEAR 1958.

The Commissioner of Labour is the Commissioner for Workmen's Compensation appointed as statutory authority under the Workmen's Compensation Act, 1923 and the Assistant Commissioner of Labour and the Personal Assistant to the Commissioner of Labour continued to be Additional Commissioners for Workmen's Compensation.

During the year the Commissioner for Workmen's Compensation awarded or disbursed compensation in 129 cases of workers involved in fatal accidents, 73 cases of workers who had sustained permanent disablement and 1 case of a worker who had sustained temporary disablement. The corresponding figures for the previous year were 177, 91 and 4 respectively. Out of the total number of 203 accidents 95 were in respect of workers earning less than Rs. 50 p.m. 94 in respect of workers earning between Rs. 50 and Rs. 100 and 14 in respect of workers earning above Rs. 100. Compensation was disbursed by the employers to 241 workmen during the year. 58 claims were pending at the beginning of the year and 112 claims for compensation were filed and 116 cases were disposed of during the year. The total amount of compensation deposited with the Commissioner for Workmen's Compensation was Rs. 1,96,353. The compensation allotted to women and persons under legal disability was invested on their behalf in the Post Office Savings Bank for payments to them in instalments. 119 Post Office Savings Bank Accounts were opened during the year.

The total amount of compensation paid during the year was Rs. 2,62,699 out of which Rs. 71,815 was for death, Rs. 96,523 for permanent disablement and Rs. 94,361 for temporary disablement.

Occupiers of factories and establishments are statutorily required to furnish annual returns to the Commissioner for Workmen's Compensation under the Act giving particulars of accidents, etc. Out of 14,737 factories and establishments from whom returns were called for, only 5,577 of them have furnished the returns.

## CURRENT TOPICS

The Commissioner of Labour, Madras, attended the meeting of the Employees' State Insurance Corporation held at New Delhi on 1st April, 1959, in which certain amendments to the Employees' State Insurance Act suggested by the Standing Committee were approved.

The eleventh meeting of the State Housing Board was held at Madras on 2nd April, 1959, to review the progress made on the various housing schemes.

A meeting of the representatives of employers, employing thousand and more workers and trade unions was held at Madras on 11th April, 1959, under the Chairmanship of the Minister for Industries and Labour. The employers were requested to formulate proposals for the construction of houses to their workers and to furnish the particulars to the Government within six months. It was also decided to hold another meeting in September, 1959, to review the progress and to consider further the steps to be taken in the matter.

The fourth meeting of the Madras State Transport Committee was held at Madras on 13th April, 1959, under the Chairmanship of the Commissioner of Labour, Madras. The question of leave reserve, issue of show cause notices calling for explanation, etc., were discussed at the meeting.

The eleventh meeting of the Central Board of Trustees of the Employees Provident Funds was held at New Delhi, on the 30th April, 1959. The Commissioner of Labour, Madras, attended the meeting. Permanency of employees of the Provident Funds Organisation, extent of decentralisation of the administration of the Employees, Provident Funds Scheme, proposals for formulation of a scheme for utilisation of the amount in the reserve and forfeiture accounts of the Fund, were some of the subjects discussed at the meeting.

## CURRENT NOTES

In deference to the wishes of the Minister for Industries and Labour, Madras, the representatives of Newspaper Employers resolved to postpone their proposed one day strike, in support of the employees of the Express Newspapers.

In the Madras High Court, Sri S. Ramachandra Iyer, J., admitted a writ petition filed on behalf of the Express Newspapers (Private) Limited for an order directing the Regional Provident Fund Commissioner and the Collector of Madras to forbear from taking proceedings against the petitioner under the provisions of the Provident Funds Act and the Madras Revenue Recovery Act.

The Central wage Board for Sugar Industry under the Chairmanship of Sri Buid Basui Prasad met at Madras on the 26th and 27th June, 1959. The Committee had discussions with the Commissioner of Labour, Madras, the Director of Agriculture and the Sugarcane Specialist in addition to hearing representations made by the Company representatives and labour leaders.

The inter-ministerial meeting was held at Delhi for two days in which the broad principles of the code of efficiency of welfare were discussed. This lays down certain rights and responsibilities of the management as well as labour Union with regard to increasing efficiency in industry. The code of efficiency and welfare is likely to be discussed by a sub-committee of the Indian Labour Conference.

A two day conference on human relations in industry sponsored by South Indian Textile Research Association (Sitra) was inaugurated by Sri M. Baktavatsalam, Minister for Home and Agriculture. The Commissioner of Labour presided over a session in which a report on "A study of Industrial disputes in South Indian Textile Industry" was presented by Sri P. V. Veeraraghavan, Research Associate, South Indian Textile Research Association.

The Management of Madura Mills Company Limited, Madurai, proposed to introduce the Coimbatore Work-load in different departments of their Mills at Madurai, Ambasamudram and Tuticorin with effect from 18th May, 1959. Consequent on the workers' refusal to mind the proposed work-loads all the Mills of the group including the Pandyan Mills had stopped production. Efforts to resolve the dead-lock are being continued.

As a result of a bilateral agreement between the management and the labour unions, the Binny Beach Engineering Works (Harbour and Meenam-bakkam) have re-opened and the workers have been taken back in service.

A settlement has been reached before the Commissioner of Labour in the presence of the Minister for Industries on 8th July, 1959, on the question of bonus to plantation workers. As per the agreement the workers in tea

estates shall be paid bonus at the rate of  $8\frac{1}{2}$  per cent. of their total earnings in respect of the years 1957 and 1958. Workers in coffee estates with an extent of 150 acres and above shall be paid bonus at  $6\frac{1}{2}$  per cent. for the years 1957 and 1958 while workers in coffee estates of less than 150 acres in extent at  $4\frac{1}{2}$  per cent. for the years 1957 and 1958. In respect of coffee estates in the Shevroys Hills in Salem District this agreement would be referred to the Shevroys Planters Association for acceptance. This settlement has been arrived at without prejudice to the contentions of the respective parties in respect of settlement of bonus claims for future years. This agreement covers about 80,000 plantation workers in Madras State and involves an additional sum of nearly Rs. 35,00,000 to be disbursed before the end of July, 1959.

The Government of Madras have fixed the following minimum rates of wages for employees in rice, flour and dhal mills in Madras State to take effect from 1st July, 1959.

|                                                                                  | Rs. nP.          |
|----------------------------------------------------------------------------------|------------------|
| Mazdoors employed in polishing or grinding grain, dhal manufacturers and loadmen | .. 1.37 per day. |
| Rice measurers                                                                   | .. 1.62 ..       |
| Peons                                                                            | .. 1.25 ..       |
| Carpenters                                                                       | .. 1.75 ..       |
| Varukadalai workers                                                              | .. 2.00 ..       |
| Clerks                                                                           | .. 50.00 P.M.    |
| Attenders                                                                        | .. 35.00 ..      |

## AWARDS AND AGREEMENTS

### AWARDS.

1. In the dispute between the workers and the management of Madurai Co-operative Printing Works Limited, Madurai, the Presiding Officer, Labour Court, Madurai, held that the reference itself was incompetent for the reason that it was an individual dispute and not an industrial dispute as on the date of reference, none of the workers of the management supported the cause of the dismissed workers.

2. The Labour Court, Coimbatore, in the dispute between the workers and the management of Arvind Knitting Company, Tiruppur, awarded the reinstatement of 22 workers with back wages, on the ground that there was no adequate evidence to show that there was a strike on 18th November, 58 and that in any case there has been violation of the principles of natural justice in regard to the enquiry held by the management.

3. The Presiding Officer, Labour Court, Coimbatore, observing that this is not a Court of appeal and cannot substitute its own judgment for that of the management, upheld the dismissal of a worker in the Sreedharan Motor Service, Attur, and awarded the reinstatement of another worker on the ground that the charges against him were not proved.

4. In an award in the dispute between the workers and the management of Integral Coach Factory Canteen, Madras, the Presiding Officer of the Labour Court, Madras, ordered the reinstatement of one worker with back wages and continuity of service on the ground that the enquiry conducted by the management on certain charges on the worker, four months later, was vitiated by long delay and cannot be treated as a proper one, the principles of natural justice were denied to the worker, section 33 (2) of the Industrial Disputes Act, 1947, was violated by the management in as much as one month's wages was not paid to the worker before dismissal and that permission was not obtained from the conciliation officer before whom proceedings were pending at the time of dismissal of the worker.

5. The Labour Court, Coimbatore, in the dispute between the workers and the management of Woodbrier Estate, Devershola and Sussex estate, Nellacotta, regarding dismissal of two workers, ordered the reinstatement of two workers with back wages, on the ground that the enquiry held by the management was not made in a proper manner and that the enquiry was vitiated by serious irregularity in the recording of evidence, and making corrections thereof, causing prejudice to workers.

6. The Labour Court, Coimbatore, passed an award in the dispute between the workers and the management of Travancore Knitting Company, Tiruppur, ordering the reinstatement of the worker with back wages as there was want of good faith on the part of the management, the findings of the management in the enquiry were baseless, and, it was clear that the management wanted to victimize the worker for his trade union activities.

7. The Industrial Tribunal, Madras, disallowed the claims of workers of the Kothandarama Spinning Mills, Madurai, for bonus for 1957-58 on the ground that there was no available surplus profit.

8. In the dispute between the workers and the management of P.S.N. Venkattappa Chetty and Brothers, Salem, the Presiding Officer of the Labour Court, Coimbatore, cited the decisions in *Burn & Company, Limited and their workmen*, (1957) 1 L.L.J. 226-232; *Baroda Municipality and its workmen*, (1957) 1 L.L.J. 8 and *Herman and Mohatta India, Limited and its workmen*, wherein it has been held that where a management has several units or subsidiaries and the units are not distinct or unconnected so as to permit isolation of one from the other and when a bonus dispute is raised by the workmen in one of the units, then the consolidated balance sheet and profit and loss accounts alone should be taken into consideration. The Presiding Officer observed that in the instant case the three sections, viz., art silk section, cloth section and twisting section were not distinct or unconnected from the other for not taking into consideration the consolidated balance sheet and profit and loss statements and awarded 3 months' wages as bonus for 1957-58 for the workers of the silk twisting factory.

# SETTLEMENT UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTES ACT, 1947.

## 1

### Between

The Workers of Electricity Department of Nagercoil and Thuckalay Sub-Divisions of Kanyakumari District

### and

The Management of Electricity Department of Nagercoil and Thuckalay Sub-Divisions of Kanyakumari District.

### TERMS.

(1) The Assistant Engineer, Thuckalay Sub-Division, agrees and assures that the 37 (Thirty seven) workers whose names are mentioned in the list attached by (Annexure I) will be given work for 24 days in a month. He also agrees to provide the remaining 39 workers whose names are mentioned in the list attached herewith as Annexure II as and when work is available equitably.

(2) The Union agrees for the retrenchment of NMR workers who are with less than one year service as on 1st January, 1959. This will be worked out on the basis of Calendar year and 240 days service in the year. The Assistant Engineer, Thuckalay Sub-Division agrees not to retrench the workers mentioned in the retrenchment notice dated 19th January, 1959 and those workers who have completed 240 days service.

(3) The Assistant Engineer, Thuckalay Sub-Division, agrees to provide work to those retrenched persons as per this agreement in preference to outsiders whenever work becomes available.

(4) Demands Nos. 3, 4 and 5 are terms of agreement entered into between the Electricity Board and the Tamilnad Electrical Worker's Federation

and the Managements agrees to implement the terms of this agreement in due course.

(5) With regard to question of reinstatement with back wages of workers S. Sankara Kumar, the matter is pending conciliation. The Assistant Engineer, Nagercoil and the Union, agree to take up the matter in conciliation before the Labour Officer, in due course.

(6) The Assistant Engineers, Nagercoil and Thuckalay Sub-Divisions, agree to give the union a list of seniority of NMR workers on or before 10th April, 1959.

(7) The Assistant Engineers of both the Divisions agree to look into and set right any individual grievances regarding seniority of N.M.R. workers.

## 2

### Between

The Workers of M.S.M.P. Express Bus Service, Namakkal, Salem District

### and

The Management of M.S.M.P. Express Bus Service, Namakkal, Salem District.

### TERMS.

1. (a) *Fixation of duty for the drivers and conductors on various routes so as to cover the overtime work*:—In this connection, both the parties agreed for the termination of the old settlements, dated 21st July, 1955 and 1st May, 1956, between the management and the workers represented by the Secretary, Salem District Motor Workers' Union, Salem. Accordingly, a fresh duty roster as shown below will be followed with effect from 3rd April, 1959:

1. Salem Junction—Nagalur Route: Each conductor and driver to work for 15 days in a month to enable them for full month's wages.

|                                           |                                                                                                      |
|-------------------------------------------|------------------------------------------------------------------------------------------------------|
| 2. Salem-Yercaud route.                   | } Each driver and conductor will work for 19 days in a month to entitle them for full month's wages. |
| 3. Attayampatti-Salem route.              |                                                                                                      |
| 4. Mecheri-Salem route.                   |                                                                                                      |
| 5. Salem-Velur (via) Mallasamudram route. |                                                                                                      |

I. (b) In view of the revised fixation of duty to cover overtime work, the drivers and conductors shall not be entitled for any overtime wages.

II. *Batta*:—Salem-Nagalur route: Driver will be paid *batta* for running the vehicle at the rate of Rs. 3-8-0 per day and conductors at the rate of Rs. 2-8-0 per day.

Yercaud-Salem route: Driver will be paid Rs. 2-12-0 per day and conductor Rs. 2-4-0 per day.

Mecheri-Salem route, Attayampatti-Salem route and Salem-Velur routes: The drivers will be paid at the rate of Rs. 2-8-0 per day and conductors at the rate of Rs. 2-0-0.

III. *Bonus for 1958-59*:—The management agreed to pay and the workers (drivers and conductors) agreed to receive 2½ months' basic wages for 1958-59 in full settlement. The amount will be paid on or before 4th April, 1959.

IV. *Leave with wages in a year*:—The management agreed to grant 15 days privilege leave and 7 days sick leave and 7 days festival leave in a year with wages.

## 3

Between

The Workers of T. Nagar Electrical Supplies Company, Madras.

and

The Management of T. Nagar Electrical Supplies Company, Madras-2.

## TERMS.

1. It is agreed to introduce the following grades of pay to the workmen mentioned below :

| Designation.                   | Name of workmen.      | Present pay | Increment per year. |
|--------------------------------|-----------------------|-------------|---------------------|
|                                |                       | Rs.         | Rs.                 |
| Moulders.                      | 1. Kanniah            | 95 00       | 4 00                |
|                                | 2. Krishnaswamy       | 95 00       | 4 00                |
|                                | 3. Narayana Kurup     | 80 00       | 4 00                |
|                                | 4. Thiruvengadam      | 75 00       | 4 00                |
| Assistant Moulders.            | 5. Bhiman             | 48 00       | 3 00                |
|                                | 6. Seethapathy        | 40 00       | 3 00                |
|                                | 7. Varadan            | 35 00       | 3 00                |
|                                | 8. Sahadevan          | 30 00       | 3 00                |
| Helpers.                       | 9. Ramaswamy          | 30 00       | 2 50                |
|                                | 10. Somasundaram      | 30 00       | 2 50                |
| Cupolaman                      | 11. Murugan           | 60 00       | 2 50                |
| Grinder                        | 12. Kanniah Naicker   | 50 00       | 3 00                |
| Assistant Fitters.             | 13. Ethiraj           | 40 00       | 2 50                |
|                                | 14. Srinivasan        | 30 00       | 2 50                |
| <i>Workers on daily wages.</i> |                       |             |                     |
| Fitter.                        | 15. Mari to be given. | 60 00       | 3 00                |
|                                | 16. Shantaram "       | 30 00       | 2 50                |
|                                | 17. Bhakthavatsalu    | 30 00       | 2 50                |
|                                | 18. Radhakrishnan     | 30 00       | 2 50                |
|                                | 19. Perumal           | 40 00       | 2 50                |
|                                | 20. John Robert       | 30 00       | 2 50                |
|                                |                       |             |                     |

2. *Dearness Allowance*.—It is agreed that the workers will be paid a dearness allowance of Rs. 22.50 nP.

3. *Bonus*.—It is agreed that the workers will be paid a bonus equivalent to fifteen day's basic wages for the year 1957-58. Over and above this it is also agreed that a balance of one-third of salary remaining out of the advance given for Pongal will also be treated as bonus for the above year and will not therefore be recovered from the workers. The workers on the other hand have agreed not to press their demand for 1956-57.

4. It is agreed that such of those workers who have completed a service of a period of six months will be made permanent from 1st February, 1959.

5. The terms and conditions agreed to in the above settlement will be given effect to from 1st February, 1959. The Union has agreed not to press the other demands referred to above.

6. It is agreed that the bonus amount will be paid on or before 11th April, 1959 and the arrears of dearness allowance and increment in the month of May, 1959.

7. It is agreed that the agreement will be in force for a period of two years from the date of signing of this agreement.

## 4

Between

The Workers of Kareem Beedi Factory, Madras

and

The Management of Kareem Beedi Factory, Madras.

1. Both parties agree to restore *status quo ante* 12th March, 1959, with immediate effect and maintain cordial relations with each other.

2. The Branch Managers will be paid the rates for the beedies tendered in accordance with the existing contract.

3. The minimum rates of wages as may be in force from 1st April, 1959, shall be adhered to.

4. There shall be no discrimination of any kind on account of the present situation. The Branch Managers shall be given the same quantum of work as they were given before 12th March, 1959.

5. All the pending cases in the City Civil Court shall be withdrawn.

## 5

Between

The Workers of the Deccan Sugar & Abkhari Company (Private) Ltd.,  
Pugalur

and

The Management of the Deccan Sugar & Abkhari Company (Private)  
Ltd., Pugalur

1. The Management shall consider the request of the workers for the supply of full pant and shirt to the Filter Press workers sympathetically and shall give their decision within 3 weeks from this date. If the decision is not favourable to the workers, the workers will take up the matter with the Chief Inspector of Factories whose decision shall be accepted by both the parties as final.

2. Both parties agree to accept the decision of the Chief Inspector of Factories with reference to supply of dress to all the workers in the factory. The Chief Inspector of Factories shall give his decision within a month.

3. Both the unions agree that the workers will not agitate further on this question of supply of dress hereafter pending the final decision of the management and the Chief Inspector of Factories respectively and that they will work normally.

## 6

*Between*

The Workers of Curzon Saw Mills, Guindy

*and*

The Management of Curzon Saw Mills, Guindy.

1. In respect of demands 1, 2 and 3 it is agreed that the workers will be paid the amount, i.e., wages plus increment plus dearness allowance. Disbursements on the above basis will be made either once a week as at present or once a month at the option of the worker (in the latter case no advance will be paid).

2. In respect of demand No. 4 it is agreed that the management have already instituted Provident Fund facilities (Recognised by the Income-tax department) open to all the employees.

3. In respect of demand No. 5, the demand does not apply as all the present workers have completed 2 years and more of service.

4. In respect of demand No. 6, it is mutually agreed to allow only seven paid holidays for festivals inclusive of the 2 holidays already allowed.

5. In respect of demand No. 7 the management agreed to pay 26 days basic wages as drawn on 31st March, 1958, only to workers, as per list referred to above.

6. It is further agreed that for the year 1958-59 the bonus shall be exactly on the above basis but for 1959-60 bonus shall be 26 days wages to workers.

7. In respect of demand No. 8 the management agrees to the recognitions asked for.

8. In respect of demand No. 9 it was not pressed.

9. It is agreed that the agreement will be binding on both the parties for a period of two years from this day.

10. It is further agreed that the workers hereby guarantee to increase the production, maintain quality and observe discipline.

11. It is agreed that this agreement will take effect from 1st April, 1959.

## 7

*Between*

The Workers of Kumbakonam Handloom Silk Cloth Producers, Kumbakonam.

*and*

The Management of Kumbakonam Handloom Silk Cloth Producers Assn., Kumbakonam.

1. All the monthly paid dyers employed under the silk cloth producers at Kumbakonam, who are members of the Kumbakonam Handloom Silk Cloth Producers Association shall be granted ten per cent. increase in their wages drawn by them as on 9th April, 1959.

2. The wages of the temporary daily paid workers shall be increased from Re. 1-12-0 per day to Re. 1-15-0 per day.

3. The workers who are now paid six annas per seer shall be paid 4½ nP.

4. The increments referred to in Terms I to III above shall be paid with effect from 10th June, 1959.

5. The demand relating to the supply of dress is not pressed.

6. This settlement so far as the dyeing workers are concerned is in supersession of the Memorandum of Settlement entered into before the Labour Officer on 27th October, 1956.

7. In view of the amicable settlement the workers agreed to withdraw the strike notice dated 31st March, 1959.

8. This agreement shall be in force upto 31st December, 1961.

## 8

*Between*

The Employees of Standard-Vacuum Oil Company, Madras-1

*and*

The Management of Standard-Vacuum Oil Company, Bombay Mutual Building, Madras-1.

1. *Collective Grievance.*—The Company agrees that the Petroleum Workers' Union, Madras, may represent to the company any cause of grievance affecting the collective interest and terms and conditions of service of the employees covered by this Settlement, subject to the conditions specified in clauses 7 and 9 hereunder. The company will consider such representations made by the Petroleum Workers' Union, Madras, and will endeavour to give satisfaction to the union in the event that such representations are found to be reasonable and justified and that the cause can be removed without detriment to the company's interests.

2. *Individual grievance.*—(a) Any workman will have the right to present any personal grievance to his immediate supervisor and thereafter, if still dissatisfied, to each level of authority up to the Territory Manager. An earnest effort shall be made to settle such matters in accordance with the following procedures :

(b) No individual grievance shall be considered under the terms of this procedure unless it is presented to the workman's immediate supervisor within one week from the date on which the workman first had knowledge of such grievance.

(c) The workman shall submit the grievance to his immediate supervisor either in person or with a workman of his choice.

(d) If a satisfactory adjustment of the matter is not reached within two weeks from the date the grievance is thus submitted, the grievance shall be placed in writing by the workman, describing all details including dates, locations, conditions and persons involved, and this signed by the aggrieved workman, shall be submitted to the Department Head,

(e) If a satisfactory adjustment of the matter is not reached within two weeks from the date the grievance is submitted to the Department Head, the matter shall be brought to the attention of the Territory Manager.

(f) Provided that the procedures prescribed in (a), (b), (c) and (d) have been followed, the Territory Manager will generally be prepared to re-examine such cases brought to his notice by the Petroleum Workers' Union, only if the union can establish that there are sufficient grounds to warrant such review. The union undertakes not to raise individual cases on unsubstantial grounds.

3. *Union representation.*—The Petroleum Workers' Union, Madras, agrees to abandon any claim now and hereafter to represent any existing category of staff other than the labour and clerical employees. The union furthermore recognizes the right of the company to create new supervisory categories and the company, in the event of creating such categories, will draw up an appropriate duty list on each occasion bringing out the nature of the supervisory and/or administrative duties involved.

4. *Employees' Discipline:* The workmen agree to co-operate with the company to maintain discipline, encourage good work and avoid waste of time by the workmen.

5. *Annual increments.*—The company agrees to grant regular annual increments in accordance with the incremental scales for wages and salaries in Annexures B-1 and B-2. The workmen agree that the company may withhold such increments either wholly or partially in the event that a workman fails to render continuous and satisfactory service during the course of the years. The company agrees to bring to the notice of the workman concerned the lapses and failings on his part during the year for which the increment is to be withheld.

6. *Clothing.*—The workmen accept the principle that it is the responsibility of an employee to provide normal clothing for work. Subject only to statutory regulations, it is however, within the sole discretion of the company to provide uniforms or protective clothing to such of its workmen as it may deem desirable, for prestige purposes or against physical injury only, and not for the protection of the workers' clothes.

7. *Functions of management.*—The workmen recognize that there are functions, powers and authorities belonging solely to the company such as the right of introducing new and improved methods of equipment, deciding the methods of operation of Terminals/depots/offices, distribution of products and materials and principles pertaining to the efficient management of the company's business, including elimination, change, consolidation of jobs, sections or departments. Among other things, the workmen recognize the Company's right to—

(a) appoint, transfer, promote, classify or reclassify any employee within the company's sole discretion;

(b) determine the number of men required for the normal operation of a section or department provided that if any of the existing workmen are affected by such a change the company will give as much notice as possible to the employees concerned and as prescribed by statutory provisions wherever applicable;

(c) make, amend, alter or vary such rules and regulations as may be deemed necessary for the efficient conduct of the company's business.

The company, however, agrees that the workmen may represent any grievance arising from the above and will give due notice either to the individuals or the union, as the case may be, before affecting the contemplated change.

8. Personnel employed for security and conservancy purposes :

The Company recognises the right of personnel employed for security and conservancy purposes to be members of the union, but the workmen agree that in view of the nature of their work, they shall be exempt from participating in any strike.

The workmen agree that in the event of a strike, the company's equipment/property will be safely and peacefully deposited at the usual place within the company's premises or at the usual base.

9. *Job Classification.*—(a) The company has classified all Service, security, Transport and Labour employees in Grades given in Annexure 'A' and the workmen have accepted this classification.

(b) The workmen agree that the classification detailed in Annexure A, does not necessarily mean that each job or each job in each grade should be filled. It will only be filled if and to the extent the company considers necessary in each case.

## SECTION II.

10. In consideration of the company having agreed to make the revisions in the terms and conditions of service as herein set forth, the workmen undertake—

(i) to drop all pending demands/disputes and grievances now under reference to the company; and

(ii) not to raise or pursue during the operation of this settlement any demand involving directly or indirectly any financial commitments on the part of the company.

11. *Revision in wages.*—The existing salary/wage scales and classifications for all categories of clerical, service, security, transport and labour employees will be revised in accordance with those set forth in the annexure to this settlement, and will be given retrospective effect to January 1, 1958.

12. *Adjustment to the new scales.*—The company agrees to adjust the existing salaries/wages of the clerical, service, security, transport and labour employees with effect from January 1, 1958, in accordance with the adjustment and comparative emolument tables set out in Annexures C-1 and C-2.

13. *Bonus.*—(i) In consideration of the benefits resulting from this Settlement the workmen agree to accept bonus at the rate of one-fourth of the basic salaries/wages earned for the years 1958, 1959 and 1960.

(ii) The company agrees to pay bonus for each of the years 1958, 1959 and 1960, commencing with the year 1958, to all workmen covered by this settlement who have been in the service of the company during the year for which bonus is payable under this settlement, a sum equivalent to one-fourth of the basic wages earned by each workman during the year.

(iii) The bonus will be computed excluding all allowances and additional earnings such as high cost of living allowances, overtime, etc., and only basic wages earned will be taken into consideration. Bonus will be paid soon after December 31st of each year.

(iv) Claims for bonus from those who are entitled to it and have left the Company's service before payment will be entertained by the Company only up to the end of the year following that for which bonus is claimed.

(v) In the case of workmen who have been dismissed for misconduct resulting in financial loss to the Company, the amount of such loss shall be deducted,

## HIGH COST OF LIVING ALLOWANCE.

In consideration of the substantial increase in salary scales and the merger of high cost of living allowance up to Cost of Living Index 250, the High Cost of Living Allowance for Clerical and Labour staff will be calculated in accordance with the formula set out in Annexure 'D' effective from January 1, 1958 and necessary adjustments will be made in the amounts already paid.

The surcharge of Rs. 5 on High Cost of Living Allowance hitherto payable to the clerical staff will be withdrawn effective from January 1, 1958.

## ACTING ALLOWANCE.

*Clerical staff.*—When a clerk in the subordinate Grade acts in the place of a First Assistant or Section Head for a period of 14 days or more at a time, the Company agrees to pay an Acting Allowance equivalent to one increase in the scale of the First Assistant or Section Head in which he is acting.

*Labour employees.*—A workman assigned to act in a job classified in a higher grade will be paid a temporary acting allowance as follows:—

(a) If the workman's wage is less than the minimum of the higher grade in which he acts, he will be stepped up to the minimum of the higher grade.

(b) If the workman's wage is equal to or higher than the minimum of the higher grade in which he acts he will be paid one increment in the higher grade.

(c) The acting allowance will be paid only to a workman who acts in a higher grade job for at least one day.

## SPECIAL INCREMENTS.

Although the company maintains that the workmen's claim for special increments is untenable in view of the past awards and settlements between the parties and the terms and conditions of service in this region, the company agrees as a special case to grant the following:—

(a) Two special increments to those workmen who have completed 25 years of continuous service on January 1, 1958, provided the maximum of the revised pay scale is not exceeded.

(b) One special increment to those workmen who have completed 15 years of continuous service, but who have not completed 25 years of service on January 1, 1958, provided the maximum of the revised pay scale is not exceeded.

The union appreciates that this gesture has been made purely in the interest of arriving at a settlement and it will not in any way be treated as a precedent.

17. *Casual leave.*—Casual leave, otherwise known as emergency leave, is a means of providing an employee leave with pay only for very brief periods, in any case, not exceeding three days at a time, for urgent or unforeseen reasons. Approval for casual leave will be granted only in cases of real emergency as determined by the company. Wherever possible, prior approval should be obtained from management for all casual leave.

Whereas the company agrees to grant casual leave within the individual's entitlement, where sufficient cause is shown, the workmen undertake not to use the demand for casual leave collectively.

18. *Strike notice.*—The workmen undertake not to resort to 'Go-Slow' methods. The workmen further undertake to give the company, fourteen

days clear notice of any intention to strike should they consider such action necessary, and only after following the grievance procedures laid down in this Settlement.

19. *Duration of settlement.*—This settlement shall be binding up to the 16th October, 1961, and shall continue to be binding thereafter until two months' notice of intention to terminate the settlement is given by either party to this settlement in writing. The other terms and conditions of service not covered by the settlement but covered by previous settlements/awards and not varied by this settlement shall remain unaltered and binding on both parties, except in so far as they are altered by legislation.

## 9

Between

The Workers of the Textile Mills in Udumalpet.

and

The Managements of Sri Venkatesa Mills, Ltd.; Palani Andavar Mills Ltd.; Thirumurthi Mills, Ltd.; Udumalpet and Premier Mills, Ltd., Pularinar.

1. The following rates of basic wages shall be paid to the different categories of workers employed in the canteen of the Mills:—

|                | Rs.     | per month |
|----------------|---------|-----------|
| Vendor         | 30—14—0 | "         |
| Tea maker      | 35—12—0 | "         |
| Head Cook      | 39—13—0 | "         |
| Assistant Cook | 37—6—0  | "         |
| Sweeper        | 30—1—0  | "         |
| Cleaner        | 30—1—0  | "         |
| Grinder        | 34—2—0  | "         |

2. The canteen workers shall be paid a monthly dearness allowance at the rate of 3 annas per point (over 100) of the Madras Cost of Living Index.

3. The management shall recover at the following rates the cost of foodstuffs supplied to the canteen workers from their wages, subject to the revision on the basis of a settlement to be arrived at Coimbatore by the management of Textile Mills and Trade Unions in this respect.

Snacks and tea, two times, once in the morning and once in the evening at the rate of 25 naye paise per day.

Two meals (noon and night) at 50 naye paise per day.

4. Where meals and/or snacks and tea are provided, canteen workers are to partake of them and the above deductions will be made whether they have their meals and/or snacks and tea in the canteen or not.

5. The management shall recover a lump sum of Rs. 45 per worker towards the cost of foodstuffs supplied in the canteens for the period from 1st October, 1958 to 31st March, 1959.

6. As regards the extra cost of about Rs. 35 per day to be incurred by the management on account of the implementation of the revision of scales of pay, etc., to canteen workers, it has been agreed to revise the rates, quantity and quality of foodstuffs, snacks, etc., supplied in the canteens at a very early date on the basis of the working of the canteen at Sri Venkatesa Mills, Limited, Udumalpet, to be decided by a Committee consisting of the representatives of the management and workers as detailed below. The revised rates shall come into force from 1st May, 1959.

## Management representatives :

- (1) Sri Kuppusami, Sri Venkatesa Mills, Ltd.
- (2) Sri C. Chinnaswami, Manager, Palani Andavar Mills, Ltd.
- (3) Sri Chandrasekharan, Manager, Premier Mills, Ltd.,
- (4) Sri S. Damodaran, Labour Welfare Officer, Thirumurthi Mills, Ltd., Udumalpet.

## Workers' representative—

- (1) Sri K. N. Guruswami, Coimbatore Dist. Textile Workers' Union, Udumalpet Branch.
- (2) Sri R. M. Chinnaswami, Palani Andavar Mills, Ltd.
- (3) Sri Kandaswami, Sri Venkatesa Mills, Ltd.

The meeting of the Committee shall be presided over by the Labour Officer, Pollachi.

7. This settlement shall come into force from the 1st October, 1958 and the management shall pay the arrears of wages, etc., due to the canteen workers on the above basis as early as possible.

## 10

## Between

The Workers of Nagercoil Municipality.

## and

The Management of Nagercoil Municipality, Nagercoil.

1. The management and the union agree to engage 16 workers for 8 lorry loads in a day for conveying gravel, sand, etc.
2. The management agrees to raise the wages of the alleged non-adult workers to Re. 1-8-0 on production of Medical certificate in support of their age. This will be enhanced from 1st May, 1959.
3. The management agrees to raise the wages of Adult NMR workers from Re. 1-6-0 to Re. 1-8-0 per day of work subject to the turn-over as per schedule and this scheme will be tried as an experimental measure for a period of two months from 1st May, 1959 and that the question will be re-opened and considered after the expiry of the said period of two months.
4. The management agrees to take necessary steps to address the Government with regard to the other matters covered by the dispute and the union agrees not to press these matters for the present.

## 11

## Between

The Workers of Syed Trading Company, Madras

## and

The Management of Syed Trading Company, Madras.

1. It is agreed that the following wage scale will be introduced to the workers, viz., Rs. 26-1-42.
2. It is agreed that the workers would be granted a dearness allowance of Rs. 20 per month.
3. It is agreed that the relationship between the workers and the management in the day-to-day work would be on the basis of the Standing Orders framed by the management.
4. It is agreed that the workload for every individual worker will be as follows :—

|          |                                                                 |
|----------|-----------------------------------------------------------------|
| 90,000   | .. (No. 1) Senior beedies double wrapper.                       |
| 1,00,000 | .. (No. 2) Junior beedies of bundles containing single wrapper. |
| 90,000   | .. (No. 3) Minor beedies.                                       |
|          | .. (No. 4) Double wrapper.                                      |
| 1,00,000 | .. (No. 5) Medium sized beedies double wrapper.                 |

It is agreed that the labelled bundles would be wrapped into bundles of standard size.

5. It is agreed that the question of gratuity and wages for earned leave and other facilities will not be pressed by the union for the present and will be reviewed after one year.

6. It is agreed that the workers would be granted 10 days sick leave per annum over and above the approved holidays already being granted.

7. It is agreed that a list of six workers to be furnished by the union would be made permanent by the management with effect from 1st May, 1959.

### SETTLEMENTS UNDER SECTION 18 (1) OF THE INDUSTRIAL DISPUTES ACT, 1947.

## 1

## Between

The Workers of Madura Mills Company, Limited, Ambasamudram

## and

The Management of Madura Mills Company, Limited, Ambasamudram.

1. The basic wages, production commission and the workloads for each category shall be as mentioned in the Annexure I.
2. The payment of wages and emoluments mentioned in the annexure is subject to the proper carrying out of the revised workload and all customary general duties in all the sections and categories.
3. The maistries rendered surplus arising out of the readjustment following the revision of workload prescribed and agreed herein will be retired from service. The union agrees to the retirements of the maistries whose names are listed in Annexure II.
4. The higher dearness allowance of Rs. 110 now being paid to Steam Mill Ring Assistant Head Maistry will cease with the discontinuance from service of the existing incumbent on account of retirement, etc., and will not apply to future incumbents.
5. Night allowance will be payable on basic pay minimum of Rs. 30 only. However, the night allowance now received by the maistries on their basic pay over Rs. 30 will continue for the existing incumbents only. The increases in basic pay under this settlement will not carry night allowance.
6. Such of those maistries whose total emoluments remain the same after adjustment of the basic pay, commission and dearness allowance under this settlement will receive a payment of Rs. 5 per mensem. When the increase in the total emoluments fall short of Rs. 5, the difference to make up the increase to Rs. 5 will be paid. These payments will be deemed as personal allowance to the individuals concerned and the wages of the future incumbents will be as shown in Annexure I.

2

Between

The Workers of M. S. N. S. Transports, Trichy  
and

The Management of M. S. N. S. Transports, Trichy.

1. In lieu of reinstatement into service Sri Vittal, driver, will be paid a sum of Rs. 300 (Rupees Three-hundred only) in full settlement of all his claims in the payment of wages applications. He will not be reinstated into service. He will withdraw the claim petition which he has filed before the Labour Court, Madurai.

2. On his expressing his regret in writing Sri Venugopal, conductor, will be allowed to resume duty. The management reserve their rights to continue the enquiry pending against him. He will not be entitled to wages for the period of unemployment.

3. In respect of the other demands made by the union the parties will await the orders of the Government on the conciliation report of the Labour Officer, Trichy, in his letter No. 702/59, dated 13th March, 1959.

4. All the workmen who struck work will be taken back into service. They will resume duty on 20th April, 1959. There will be no victimisation for their having participated in the strike. Workers who struck work will not be entitled to wages for the period of strike.

5. The management has got all rights to conduct the pending enquiries against the workers.

6. The hunger-strike, demonstration and picketing now going on will be stopped forthwith.

7. Workers will adopt constitutional methods to get their grievances addressed.

8. Drivers will check up the working condition of the buses while taking them out, especially the sufficiency of air in the tyres of the buses.

9. The conductors shall guard against non issue of tickets or re-issue of used tickets. They should not overload buses. They shall also check the sufficiency of Diesel, Engine Oil and water in the buses before starting the buses on the routes. They shall see that caps are securely fitted to the tanks and radiator.

10. The drivers and conductors shall strictly adhere to the provisions of the Motor Vehicles Act and Rules.

11. The management will attend to the repairs of buses needed as expeditiously as possible.

12. Except in cases of unforeseen circumstances workers should submit wage applications before 48 hours of the commencement of their work.

## NOTIFICATIONS

### Amendments to the Employees' Provident Funds Scheme.

**S.R.O. No. A-1823 of 1959.**—The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 30th January, 1959, is republished :—

**G.S.R. 164.**—In exercise of the powers conferred by sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (XIX of 1952), the Central Government hereby makes the following further amendment in the Employees' Provident Funds Scheme, 1952, namely :—

In the said Scheme, in paragraph 29, to sub-paragraph (2) the following proviso shall be added, namely :—

"Provided that in respect of any employee to whom the Scheme applies, the Commissioner may, if the employee so desires, allow such employee to contribute an amount not exceeding 8-1/3 per cent. of the basic wages and the dearness allowance (including the cash value of any food concession) payable to him".

2. The amendment hereby made shall be deemed to have come into force with effect on and from the 1st day of November, 1958.

### Amendments to Notifications relating to Application of Employees Provident Funds Act and Scheme framed thereunder to certain Establishments.

[G.O. Ms. No. 1191, Industries, Labour and Co-operation (Labour) dated 16th March, 1959.]

**S.R.O. No. A-1824 of 1959.**—In exercise of the powers conferred by sub-section (4) of section 1 of the Employees' Provident Funds Act, 1952 (Central Act XIX of 1952), read with the notification of the Government of India, Ministry of Labour and Employment, No. S.O. 1235, dated the 20th June, 1958, published at pages 1108 and 1109 of Part II, section 3 (ii), of the Gazette of India, dated the 28th June, 1958, the Governor of Madras hereby makes the following amendment to Industries, Labour and Co-operation Department Notification No. S.R.O. A-7663 dated the 18th November, 1958, published at page 2031 of the Fort St. George Gazette, dated the 3rd December, 1958.

#### AMENDMENT.

In the said notification, after the second paragraph, the following paragraph shall be added, namely :—

"This notification shall be deemed to have come into force on the 1st September, 1958."

### Amendment to Madras Plantations Labour Rules.

[G.O. Ms. No. 865, Industries, Labour and Co-operation (Labour), 26th February, 1959.]

**S.R.O. No. A-1930 of 1959.**—In exercise of the powers conferred by sub-section (1) of section 43 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951), the Governor of Madras hereby makes the following amendments to the Madras Plantations Labour Rules, 1955, published with the Industries, Labour and Co-operation Department, notification dated the 28th December, 1955, at pages 1-30 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 4th January, 1956 as subsequently amended, the same having been previously published as required by the said sub-section :—

#### AMENDMENTS.

In the said rules, for sub-rule (3) of rule 1, the following sub-rule shall be substituted, namely :—

"(3) (a) These rules, except rules 12 to 19 and 29 to 42 shall come into force—

(i) in respect of all tea, coffee, rubber and cinchona plantations, at once ; and

(ii) in respect of any other class of plantations to which the Act is applied by the Government of Madras by notification in the Official Gazette under sub-section (4) of section 1, on the date of the publication of such notification.

(b) Rules 12 to 19 and 29 to 42 shall come into force in respect of any plantation or group of plantations on such date or dates as the Government of Madras may, by notification, in the Official Gazette appoint".

**Draft Amendment to Madras Shops and Establishments Rules.**

[G.O. Ms. No. 1989, Industries, Labour and Co-operation (Labour), 26th March, 1959.]

**S.R.O. No. A-2363 of 1959.**—The following draft of an amendment to the Madras Shop and Establishments Rules, 1948, published with the late Development Department Notification, dated the 5th November, 1948, at pages 251-259 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 16th November, 1948, as subsequently amended, which it is proposed to make in exercise of the powers conferred by sub-section (1) of section 49 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947) is hereby published for general information, as required by sub-section (3) of the said section.

Notice is hereby given that the draft amendment will be taken into consideration on or after the 20th July, 1959 and that any objection or suggestion which may be received from any person with respect thereto before that date will be considered by the Government of Madras. Objections and suggestions should be addressed to the Secretary to the Government of Madras in the Industries, Labour and Co-operation Department through the Commissioner of Madras, Madras-5.

**DRAFT AMENDMENTS.**

For rule 1 of the said rules, the following rules shall be substituted, namely :—

"1. **Short title and extent.**—(1) These rules may be called THE MADRAS SHOPS AND ESTABLISHMENTS RULES, 1948.

(2) They extend to the whole of the State of Madras including the Kanyakumari district and the Shencottah taluk of the Tirunelveli district."

**Amendment to Industrial Disputes (Central) Rules.**

Fort St. George, April 2, 1959.

**S.R.O. No. A-2364 of 1959.**—The following notification of the Government of India, Ministry of Labour and Employment, dated 21st March, 1959, is published :—

**No. G.S.R.**—In exercise of the powers conferred by section 98 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government hereby makes a following further amendment to the Industrial Disputes (Central) Rules, 1957, the same having been previously published as required by sub-section (1) of the said section, namely :—

**AMENDMENT.**

In the said rules—

(i) in rule 7, for the words "in triplicate to the Secretary to the Government of India in the Ministry of Labour", the following shall be substituted, namely :—

"to the Secretary to the Government of India in the Ministry of Labour (in triplicate)";

(ii) for clause (b) of rule 8, the following clause shall be substituted, namely :—

"(b) in the case of the workmen, by any officer of a trade union of the workmen or men held for the purpose.

**Explanation.**—In this rule 'officer' means any of the following officers, namely :—

(a) the President;

(b) the Vice-President;

(c) the Secretary (including the General Secretary);

(d) a Joint Secretary;

(e) any other officer of the trade union authorised in this behalf by the President and Secretary of the Union".

**Draft Amendment to Madras Plantations Labour Rules.**

[G.O. Ms. No. 1600, Industries, Labour and Co-operation (Labour), 16th April, 1959].

**S.R.O. No. A-2315 of 1959.**—The following draft of an amendment to the Madras Plantations Labour Rules, 1955, published with the Industries, Labour and Co-operation Department notification, dated the 28th December, 1955, at pages 1 to 30 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 4th January, 1956, which it is proposed to make in exercise of the powers conferred by section 32 and sub-section (1) of section 43 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951), is hereby published for general information as required by sub-section (1) of the said section 43, the previous approval of the Central Government having been obtained as required by sub-section (3) of the said section 43.

Notice is hereby given that the draft amendment will be taken into consideration on or after the 10th July, 1959 and that any objection or suggestion which may be received from any person with respect thereto before that date will be considered by the Government of Madras. Objections and suggestions should be addressed to the Secretary to the Government of Madras in the Industries, Labour and Co-operation Department through the Commissioner of Labour, Madras.

**DRAFT AMENDMENT.**

In sub-rule (1) of rule 71 of the said rules, the words "subject to a maximum of annas twelve per day" shall be omitted.

**Notifications under Madras Catering Establishments Act.**

[G.O. Ms. No. 1445, Industries, Labour and Co-operation (Labour), 31st March, 1959.]

Date of coming into force in Madras City, in Municipalities and in certain Panchayat Areas.

**S.R.O. No. A-2124 of 1959.**—Under clause (a) of sub-section (3) of section 1 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby appoints the 8th April, 1959 as the date on which the said Act shall come into force—

(i) in the City of Madras;

(ii) in all the municipalities constituted under the Madras District Municipalities Act, 1920 (Madras Act V of 1920), and under the Travancore District Municipalities Act, 1116 (Travancore Act XXIII of 1116); and

(iii) in all areas within the jurisdiction of—

(a) panchayats classified as Class I Panchayats under clause (a) of sub-section (1) of section 5 of the Madras Village Panchayats Act, 1950 (Madras Act X of 1950); and

(b) panchayats constituted under the Travancore-Cochin Panchayats Act, 1950 (Travancore-Cochin Act II of 1950).

**Application of the Payment of Wages Act and the Rules thereunder to all employees in Catering Establishments.**

**S.R.O. No. A-2125 of 1959.**—In exercise of the powers conferred by sub-section (1) of section 16 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby directs that the Payment of Wages Act, 1936 (Central Act IV of 1936), and the rules made thereunder shall apply to all employees in catering establishments to which the said Madras Act applies.

**Appointment of Inspectors.**

**S.R.O. No. A-2126 of 1959.**—In exercise of the powers conferred by sub-section (1) of section 20 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby appoints the persons specified in column (1) of the schedule below to be Inspectors for the purposes of the said Act within the local limits specified in the corresponding entries in column (2) of the said schedule.

**THE SCHEDULE.**

| <i>Persons.</i>                                                     | <i>Local Limits.</i>                                                                       |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| (1)                                                                 | (2)                                                                                        |
| (1) Commissioner of Labour, Madras                                  | The whole of the State of Madras.                                                          |
| (2) Chief Inspector of Factories, Madras                            |                                                                                            |
| (3) Assistant Commissioner of Labour, Madras                        |                                                                                            |
| (4) Personal Assistant to the Commissioner of Labour, Madras.       |                                                                                            |
| (5) Personal Assistant to the Chief Inspector of Factories, Madras. |                                                                                            |
| (6) Labour Officers                                                 | The respective local limits within which they exercise their functions as Labour Officers. |
| (7) Assistant Inspectors of Labour                                  | Local limits assigned to them under the (Factories Act, 1948 (Central Act LXII of 1948).   |

**Abstract of the Act to be exhibited in every Catering Establishment.**

**S.R.O. No. A-2127 of 1959.**—Under sub-rule (5) of rule 24 of the Madras Catering Establishments Rules, 1959, the Governor of Madras hereby directs that an abstract of the

Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), and the rules made thereunder to be exhibited in every catering establishment shall be in the form specified below :—

FORM.

**Abstract of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), and the rules framed thereunder.**

**To whom the Act applies.**—The Act applies to all catering establishments in City of Madras, all municipalities class I panchayats and panchayats constituted under the Travancore-Cochin Panchayats Act, 1950 (Travancore-Cochin Act II of 1950). The State Government are empowered to specify other areas in which the Act may be brought into force.

**Registration of catering establishments.**—Every employer shall have his catering establishment registered under the Act. He will be given a registration certificate which he should display prominently in his catering establishment. The registration certificate shall be renewed for every financial year.

**Hours of work.**—Employment of women and young persons during night, i.e., between the hours 9 P.M. and 5 A.M. and employment of children are prohibited. No young person shall be required and allowed to work for more than five hours in any day and no other employee shall be required to work for more than nine hours in any day or more than 48 hours in any week. Work in excess of nine hours on any day or for more than 48 hours in any week shall be remunerated at twice the ordinary rate of wages.

The period of work shall not be spread over for more than 14 hours in any day and shall provide for an interval for rest of at least half an hour in such a way that each work period shall not exceed five hours.

Every employer shall maintain among other things a notice in the prescribed form showing the hours of work, interval for rest and weekly holidays and a register in the prescribed form showing the hours of work including overtime.

**Holidays and leave with wages.**—Every employee shall be allowed with wages a weekly holiday and holidays on the 26th January and 15th August and on five other days for such festivals as the Inspector may in consultation with the employer and employees specify. No deductions shall be made from the wages of an employee on account of the above holidays. Where an employee works on any festival holiday he shall be eligible for a substituted holiday with wages or for remuneration at twice the ordinary rate of wages.

Every employee who has worked for a period of not less than 240 days in a catering establishment during a calendar year shall be allowed in the subsequent calendar year, leave with wages for a number of days calculated—

(i) in the case of an adult, at the rate of one day for every 20 days of work performed by him during the previous calendar year; and

(ii) in the case of a young person, at the rate of one day for every 15 days of work performed by him during the previous calendar year.

The above leave is exclusive of all holidays. Lay off periods, authorised absence for maternity purposes and leave earned in the year prior to that in which the leave is enjoyed shall be taken into account for computing the period of 240 days. An employee who joined during a year and worked for two-thirds of the total number of days in the remainder of the calendar year is also entitled to leave at the above rate.

If an employee is discharged or dismissed from service during the course of the year, he shall be entitled to leave with wages at the rates referred to above.

Leave earned can be carried forward to a succeeding year and can be accumulated upto 30 days in the case of an adult and forty days in the case of a young person.

An application by an employee for the whole or any portion of the leave earned by him shall be in writing and ordinarily be made reasonably in advance of the date on which he wishes his leave to begin.

If the employment of an employee is terminated by the employer before he has taken the entire leave to which he is entitled or if having applied for leave he has not been granted such leave, or if the employee quits his employment before he has taken the leave, the employer shall pay him the wages in respect of the leave not taken, before the expiry of the second working day after such termination or where the employee quits his employment, on or before the next pay day.

Wages for leave shall be paid at the rate equal to the daily average of the employee's total full time earnings or the days on which he worked during the month immediately preceding his leave exclusive of any overtime wages and bonus, but inclusive of dearness allowance and where the leave exceeds four days. Leave wages shall be paid in advance in the prescribed form. Each employee should be provided with a leave book

**Recovery of unpaid wages.**—The provisions of the Payment of Wages Act, 1936 (Central Act V of 1936), may be extended to employees in catering establishments.

**Discharge or dismissal of an employee.**—No employer can dispense with the services of an employee employed continuously for a period of not less than six months except for a few reasonable cause and without giving such employee at least one month's notice or wages in lieu of such notice. Provided, however, that such notice shall not be necessary where the services of such employee are dispensed with on a charge of misconduct supported by satisfactory evidence recorded at an enquiry held for the purpose.

Any employee discharged, dismissed or retrenched may appeal to the Commissioner for Workmen's Compensation within 30 days from the date of service of the order dispensing with his services, either on the ground that there was no reasonable cause for dispensing with his services or on the ground that he had not been guilty of misconduct as held by the employer or on the ground that the employer did not retrench him in good faith. The decisions of the Commissioner shall be final and binding on both the parties. His decision shall not be liable to be questioned in any court of law and be given effect to within the time specified in his order.

**Powers and duties of Inspectors.**—An Inspector appointed under the Act can enter, at all reasonable times and with such assistants, any catering establishment, make an examination of the premises and the prescribed registers, records and notices and take on the spot or elsewhere evidence of such person as he may deem necessary for carrying out the purposes of the Act.

**Health and Sanitation.**—Any employee suffering from disease in a communicable form should not be employed. Every person before his employment and once in every year subsequently should be examined by a medical Officer of the rank of an Assistant Surgeon or by a Health Officer, having jurisdiction over the area in which the establishment is situated. An employee who is found on medical examination having disease in a communicable form shall cease to work immediately. An employee suffering from infectious disease should report the fact to the employer. Every employer should report to the Health Officer concerned when any of his employees is suffering from infectious disease. Such employee should not be allowed to work in the catering establishment till he is completely cured of such disease.

Every employer is required to provide to the employees, uniforms and cloth-caps or head-caps for the use of the employees. First-aid boxes and fire extinguishers should be provided and maintained in such establishment.

**Penalties.**—Any employer who contravenes any of the provisions of sections 4, 5, 6, 7, 9, 10, 11 and 12 or fails to pay wages or compensation in accordance with any order of the Commissioner for Workmen's Compensation shall be punishable with fine which, for a first offence, may extend to one hundred rupees and, for a second or any subsequent offence shall not be less than one hundred rupees or more than two hundred and fifty rupees.

Any employer who fails to reinstate an employee in accordance with any order of the Commissioner for Workmen's Compensation, shall on conviction, be punishable with fine which may extend to one hundred rupees. Any employer, who after having been convicted as above continues to fail to reinstate an employee shall be punishable for each day after the previous date of conviction during which he continues so to offend, with a fine which may extend to twenty rupees.

Whoever contravenes any other provision of the Act or any of the rules made under the Act shall on conviction, be punishable with fine which may extend to fifty rupees.

Any compensation required by the Commissioner for Workmen's Compensation to be paid by an employer shall be recoverable as delayed wages under the provisions of the Payment of Wages Act, 1936.

**Savings of certain rights and privileges.**—Nothing contained in the Act shall affect any right or privileges which an employee in any catering establishment is entitled to on the date the Act comes into force, under any other law, contract, custom or usage applicable to such catering establishment or any award, settlement or agreement, if such rights or privileges are more favourable to him. If any question arises, whether the rights or privileges aforesaid are more favourable to an employee than those to which he would be entitled under the Act or whether all or any of the provisions of the Act apply to a catering establishment or to a person employed therein, it shall be decided by the Commissioner of Labour whose decision shall be final.

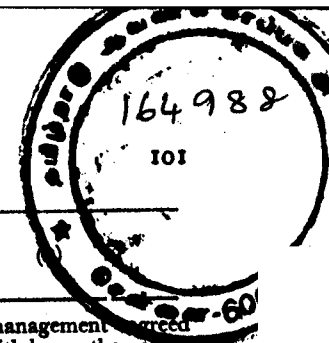
1. Statement showing the details of agreements brought about by the Conciliation Officers, under Section 12 (3) of the Industrial Disputes Act, 1947, during the month of April, 1959.

| Name of the Establishment.                           | Date of agreement. | Points at dispute.                                 | Nature of settlement.                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------|--------------------|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (1)                                                  | (2)                | (3)                                                | (4)                                                                                                                                                                                                                                                                                                       |
| 1. Khadar Knitting Co., Tiruppur.                    | 1-4-59             | Reinstatement of dismissed workers.                | The case of Arumugam to be referred to the Labour Court Coimbatore for adjudication. Ramaswamy will be reinstated with 15 days wages in lieu of his claim for back wages. The dismissal of Chinnaswami will stand.                                                                                        |
| 2. The new Hosiery Manufacturers Tiruppur.           | Do.                | Do.                                                | Easwaran and Nanjappa will be reinstated without back wages and without break of service. Palaniswamy, Arumugam and Ponnuswamy will be paid compensation at the rate of 15 days' wages for every year of service plus leave wages. Nachimuthu will be paid 2 weeks' wages for which alone he is eligible. |
| 3. Electricity Department Kanyakumari District.      | Do.                | Do.                                                | It was agreed that 37 workers will be given work for 24 days in a month and that the remaining 39 workers will be given work as and when vacancies arise.                                                                                                                                                 |
| 4. Binny's Engineering Works (Private) Ltd., Madras. | 2-4-59             | Payment of bonus for 1958.                         | It was agreed that the Unions should produce concrete proposals and the management should arrange for a joint meeting with the representatives of the Unions for a long term settlement on the issue of bonus.                                                                                            |
| 5. M. S. M. P. Express Bus Service, Namakkal.        | Do.                | Fixation of duty to cover overtime work.           | It was agreed for a new duty roster to be followed so as to cover the overtime work.                                                                                                                                                                                                                      |
| 6. T' Nagar Electrical Supplies Co., Madras.         | 2-4-59             | Fixation of scales of pay and a number of demands. | The management agreed to revise the grades of pay and also agreed to concede the other demands.                                                                                                                                                                                                           |

| (1)                                                                     | (2)    | (3)                                                         | (4)                                                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------|--------|-------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7. Messrs P. Hajee Abdul Wahab & Sons, Tannery, Pernambur, North Arcot. | 3-4-59 | Payment of compensation to 15 retrenched workers.           | The management agreed to pay a lump sum of Rs. 2,750 to the 15 workers.                                                                                                                                                                               |
| 8. Kareem Beedi Factory and the Branch.                                 | 4-4-59 | Demand for increase in wages, etc.                          | It was agreed that the minimum rates of wages as may be in force from 1st April, 1959 shall be adhered to etc.                                                                                                                                        |
| 9. Garage Private, Ltd., Madras.                                        | Do.    | Demand for increase in wages, etc.                          | It was agreed to pay a flat rate increase of Rs. 5 per mensem and the other demands were dropped.                                                                                                                                                     |
| 10. Nagappa Industrial Trading Corporation, Red Hills, Madras.          | Do.    | Reinstatement of workers.                                   | It was agreed that five workers will be given work and the other 12 will be provided with work as and when vacancies arise.                                                                                                                           |
| 11. Curzon Shaw Mills, Madras.                                          | 6-4-59 | Demand for increase in wages, etc.                          | The management agreed to concede the demand to a considerable extent.                                                                                                                                                                                 |
| 12. Deccan Sugar and Abkari Co., Ltd., Pugalur.                         | Do.    | Demand of the filter press workers for full pant and shirt. | It was agreed that the management should give their decision on this issue within 3 weeks and if the decision is not acceptable the workers may take the issue to the Chief Inspector of Factories whose decision is to be final on this issue.       |
| 13. Ramakrishna Metal & Alloy Industries, Coimbatore.                   | Do.    | Arrears of wages and leave wages, etc.                      | The management agreed to pay the arrears of wages etc. of the workers according to their period of service.                                                                                                                                           |
| 14. G. M. Vyas & Co., Coimbatore.                                       | Do.    | Demand of the workers for regular work.                     | The management agreed to give regular employment to 28 workers in the Lakshmi Cotton Press, subject to availability of work. Parvathi will be employed in V. K. Press with continuity of service and Thulasiammal's case will be taken up separately. |
| 15. Kundah Hydro Electric Scheme Kundah Bridge.                         | 7-4-59 | Demand for increase in wages and service conditions, etc.   | The management agreed to pay an increment of 2 annas to each worker, and to maintain a check roll in respect of all the workers.                                                                                                                      |
| 16. Salem Collectorate Co-operative Canteen Salem.                      | Do.    | Discharge of a worker.                                      | The management agreed to pay one month notice pay earned wages leave salary, etc. to the worker.                                                                                                                                                      |

| (1)                                                          | (2)     | (3)                                                             | (4)                                                                                                                          |
|--------------------------------------------------------------|---------|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 17. Certain Dyeing Factories at Kumbakonam.                  | 9-4-59  | Demand for increase in wages.                                   | The management agreed to increase the wages of the workers.                                                                  |
| 18. Standard Vacuum Oil Co., Madras.                         | 11-4-59 | Charter of demands including bonus for the years 58, 59 and 60. | The Company agreed to pay bonus regular increments and to grant leave facilities to the workers for the years 58, 59 and 60. |
| 19. Do.                                                      | Do.     | Bonus for 1957 ..                                               | The management agreed to pay bonus according to the length of service of the workers for the year 1957.                      |
| 20. Neptune Studios Private Ltd., Madras.                    | Do.     | Discharge of six workers..                                      | The management agreed to pay the six workers different lump sum amounts for their claims.                                    |
| 21. Sri Venkatesa and 3 other Mills, Ltd., Udamalpet.        | 12-4-59 | Demand for increase in wages and allowances.                    | The management agreed to pay increased rates of wages and allowances to the workers.                                         |
| 22. Sri Ganapathy Mills, Ltd., Tirunelveli.                  | Do.     | Recovery of bonus advance for 58.                               | The management agreed to recover the advance in two equal instalments.                                                       |
| 23. Chelliah Pillai Hotel, Srivilliputhur.                   | 13-4-59 | Reinstatement of a worker.                                      | The management agreed to reinstate the worker with continuity of service but without back wages.                             |
| 24. Lakshmi Vilas Power Press, Dharapuram.                   | Do.     | Demand for increased wages for 2 workers.                       | The management agreed to pay Rs. 5 in addition to the wages of the two workers.                                              |
| 25. Hotel Davy & Davy & Company, Coimbatore.                 | Do.     | Demand for the revision of scales of pay leave, bonus, etc.     | The management agreed to revise the scales of pay and agreed to concede the other demands of the workers.                    |
| 26. K. Ratna Motor Service, Dharmapuri.                      | 13-4-59 | Fixation of pay supply of dress, etc.                           | The management agreed to fix the scales of pay to the workers and to pay Rs. 27 per year in lieu of dress.                   |
| 27. Salem, Dharmapuri Union Motor Service, Ltd., Dharmapuri. | Do.     | Do.                                                             | Do.                                                                                                                          |
| 28. Murugan Rice Mills, Madurai.                             | Do.     | Bonus, increase in wages, etc.                                  | The management agreed to pay bonus to the various categories of workers, for the year 58.                                    |
| 29. Saroja Weaving Mills, Madurai.                           | 15-4-59 | Bonus for 58-59.                                                | The management agreed to pay Rs. 74 to each worker who has completed one year of service as bonus.                           |
| 30. K. R. Mohanram Powerloom Factory, Madurai.               | Do.     | Bonus for 58-59.                                                | The management agreed to pay Rs. 77 to each worker who has completed one year of service as bonus for 58-59.                 |

| (1)                                                       | (2)     | (3)                                                           |                                                                                                                 |
|-----------------------------------------------------------|---------|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| 31. Monica Estate, Valparai.                              | 15-4-59 | Suspension of workers.                                        | The management agreed to withdraw the order of suspension and convert it into one of warning.                   |
| 32. Madras Pinjrapole, Madras.                            | Do.     | Termination of services of 2 workers.                         | The management agreed to take back the workers in service.                                                      |
| 33. National Trading Co. and Elite Cosmetics, Madras.     | 16-4-59 | Bonus for 1957-58.                                            | The management agreed to pay a bonus equivalent to 3 months basic wages for the year 1957-58.                   |
| 34. Karuna Cafe, Madras.                                  | 17-4-59 | Demand for compensation.                                      | The management agreed to pay retrenchment compensation to the workers.                                          |
| 35. United Scientific Co., Madras.                        | Do.     | Demand for increment, D.A., leave facilities, gratuity, etc.  | The management agreed to pay increment, D.A. to institute a gratuity scheme and to issue leave cards, etc.      |
| 36. Nagercoil Municipality.                               | Do.     | Demand for increase in wages, and the issue of workload.      | The management agreed to fix the work-load and to increase the wages.                                           |
| 37. Water Fall Estate, Valparai.                          | 17-4-59 | Dismissal of workers.                                         | The management agreed to convert the dismissal of the workers into one of suspension for a period of one month. |
| 38. Christian Medical College & Hospital, Vellore (N.A.). | 18-4-59 | Refusal of work to 3 workers.                                 | The management agreed to reinstate the 3 workers on temporary basis.                                            |
| 39. Narayanamoorthi Motor Service, Wandawash (N.A.).      | Do.     | Discharge of a worker.                                        | The management agreed to pay Rs. 180 as an <i>ex-gratia</i> payment plus Rs. 100 (Deposit amount).              |
| 40. Maharaja Beedi Factory, Ranipet (N.A.).               | 20-4-59 | Increase in wages of the ring lable fixing department worker. | The management agreed to increase by quarter anna over the existing wages.                                      |
| 41. Maharaja Beedi Factory Walajapet (N.A.).              | Do.     | Closure of the factory.                                       | The management agreed to provide work at Ranipet factory to all the workers.                                    |
| 42. Sri Krishna Bus Service, Thiruvannamalai.             | Do.     | Dismissal of a worker.                                        | The management agreed to pay Rs. 75 in lieu of his re-employment.                                               |
| 43. Sri Krishna Bus Service, Thiruvannamalai.             | 20-4-59 | Dismissal of 2 workers.                                       | The management agreed to pay Rs. 210 and Rs. 180 as an <i>ex-gratia</i> payment to the 2 workers.               |
| 44. Turakhia Optical Co., Madras.                         | 21-4-59 | Dismissal of a worker.                                        | The management agreed to pay Rs. 200 as compensation to the worker in full settlement of his claims.            |
| 45. Annapoorneswari Cafe, Madras.                         | 22-4-59 | Do.                                                           | The management agreed to pay Rs. 75 in full settlement of his claims.                                           |



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| (1)                                                       | (2)     | (3)                                            | (4)                                                                                                                                                                                                                                             |
|-----------------------------------------------------------|---------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 46. B. Moidoo & Co., Madras.                              | 24-4-59 | Discharge of a worker.                         | The management agreed to pay Rs. 60 in full settlement of his claims.                                                                                                                                                                           |
| 47. Latiff Beedi Factory, Tiruchirapalli.                 | 24-4-59 | Discharge of workers.                          | The management agreed to take back the old workers who have completed the age of 14. Persons who have completed the age of 14 but yet attained the age of 18 will be taken if they produce the certificate prescribed in the Minimum Wages Act. |
| 48. Devi Press, Tuticorin.                                | 24-4-59 | Dismissal of a worker.                         | The management agreed to take back the worker in service.                                                                                                                                                                                       |
| 49. Messrs. Kuttalingam & Co. (Private), Ltd., Tuticorin. | Do.     | Do.                                            | The management agreed to pay Rs. 500 to the worker in full settlement of his claims.                                                                                                                                                            |
| 50. Hindustan Abrasives, Omalur, Salem District.          | 25-4-59 | Retrenchment of 14 workers.                    | The management agreed to take back the workers according to seniority as and when vacancies arise.                                                                                                                                              |
| 51. K. Venkatachala Naicker, Dying Factory, Salem.        | Do.     | Refusal of work to 4 workers.                  | The management agreed to pay Rs. 105 to one worker in full settlement of his claims and the Union dropped the issue of other three workers.                                                                                                     |
| 52. Maruthi Vilas Coffee Hotel, Tirunelveli Junction.     | Do.     | Dismissal of a worker.                         | The management agreed to pay Rs. 75 to the worker in full settlement.                                                                                                                                                                           |
| 53. Baby Biscuits & M.S.K. Sweets, Rajapalayam.           | 26-4-59 | Do.                                            | The management agreed to pay Rs. 10 to the worker in full settlement.                                                                                                                                                                           |
| 54. Selvarathina Vilas Coffee Hotel, Srivilliputhur.      | 27-4-59 | Do.                                            | The management agreed to reinstate the worker with continuity of service but without back wages.                                                                                                                                                |
| 55. Neptune Studios (P.), Ltd., Madras.                   | Do.     | Discharge of 3 workers.                        | The management agreed to pay Rs. 990-25 n.P., Rs. 602-80 n.P. and 862-85 n.P. respectively to the three workers.                                                                                                                                |
| 56. Syed Trading Co., Madras.                             | Do.     | Demand for wages, D.A., leave facilities, etc. | The management agreed to concede all the demands of the workers.                                                                                                                                                                                |
| 57. Lakshmi Metal Works, Madras.                          | Do.     | Discharge of 3 workers.                        | The management agreed to pay 65 days' wages as compensation to each of the 3 workers.                                                                                                                                                           |
| 58. T. L. K. Rice & Oil Mills, Salem.                     | 28-4-59 | Discharge of a worker.                         | The management agreed to pay Rs. 30 as lump sum compensation to the worker.                                                                                                                                                                     |

| (1)                                            | (2)     | (3)                                                          | (4)                                                                                                                                                                                                              |
|------------------------------------------------|---------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 59. South India Suppliers, Madras.             | 29-4-59 | Discharge of 2 workers.                                      | The management agreed to pay Rs. 70 to the driver and Rs. 200 including arrears of wages to the cleaner in full and final settlement of their claims.                                                            |
| 60. T. R. Devaraju Naidu, Lorry Owner, Madras. | 30-4-59 | Discharge of a worker and non-payment of pay and batta, etc. | The management agreed to reinstate the discharged worker treating the period of absence as leave on loss of pay. It was also agreed to pay Rs. 25 and Rs. 4 as basic pay and batta respectively to the cleaners. |
| 61. Narayanan Chettiar Industries, Salem.      | 30-4-59 | Discharge of a worker.                                       | The management agreed to pay lump sum compensation including bonus of Rs. 110 to the worker in full and final settlement of his claims.                                                                          |

**a. Statement showing Bipartite settlements under section 18 (1) of the Industrial Disputes Act, 1947, for the month of April, 1959.**

| Name of the concern.<br>(1)                          | Date of agreement.<br>(2) | No. of workers involved.<br>(3) | Important terms of agreement.<br>(4)                                                                                                     |
|------------------------------------------------------|---------------------------|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Craigmere Estate, Kullakumby Post.                | 31-3-59                   | 5                               | All the 5 workers agreed to work as supervisors on the wages fixed to each of them as agreed by them.                                    |
| 2. Gitanjali Mills, Ltd., Sankarankovil.             | 16-3-59                   | About 166                       | The management agreed to pay and the workers agreed to receive the various wages fixed as per the agreement.                             |
| 3. Ramaraju Surgical Cotton Mills Ltd., Rajapalayam. | 7-4-59                    | 18                              | The management agreed for the permanency of 18 temporary workers.                                                                        |
| 4. Madura Mills Company, Ltd., Ambasamudram.         | 27-3-59                   | All maistries.                  | The management agreed to revise the basic wages to maistries as per the agreement.                                                       |
| 5. Sri Balakrishna Mills (Private) Ltd. Madurai.     | 21-4-59                   | All workers.                    | It was agreed that 21% of the basic earning of each worker will be paid as bonus for 1958-59.                                            |
| 6. Sri Kothandaram Weaving Mills, Madurai.           | 22-4-59                   | Do.                             | It was agreed that 23% of the total basic earnings of the workers will be paid as bonus for 1958-59.                                     |
| 7. M. S. N. S. Transports, Tiruchirapalli.           | 19-4-59                   | All workers.                    | The management agreed to pay Rs. 300/- to a driver but he will not be reinstated and agreed to concede the other demands of the workers. |

| (1)                                          | (2)     | (3)          | (4)                                                                                                                                                                                                                |
|----------------------------------------------|---------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8. B. & C. Mills, Madras.                    | 29-4-59 | 1            | The management agreed to pay Rs. 0.802 in addition to his basic wages.                                                                                                                                             |
| 9. B. & C. Mills, Madras.                    | 22-4-59 | 1            | The management agreed to pay Rs. 1.157 in addition to his basic wages.                                                                                                                                             |
| 10. Dalmia Cement (Bharat) Ltd., Dalmiapuram | 24-4-59 | All workers. | It was agreed for the fixation of the minimum workload of moulders-cum-finishers.                                                                                                                                  |
| 11. E. I. D. & S. F. Limited, Ranipet.       | 20-4-59 | Do.          | It was agreed for the fixation of the regulations of casual workers and also agreed to concede the other demands of the workers.<br>This agreement will be in force for a period of 3 years on certain conditions. |

3. Statement showing the list of Industrial disputes referred for adjudication to the Industrial Tribunal, Madras, and the Labour Courts, published in the *Port St. George Gazette*, during the month of April, 1959.

| Name of the concern in which the dispute has arisen.    | Issues.                                                                                                                                                                                                                                                                        | G.O. No. and date of reference.                                                          |
|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| <i>(a) Industrial Tribunal, Madras.</i>                 |                                                                                                                                                                                                                                                                                |                                                                                          |
| <i>Coimbatore District.</i>                             |                                                                                                                                                                                                                                                                                |                                                                                          |
| 1. Textool Company Limited, Ganapathy Post, Coimbatore. | 1. To fix the quantum of additional bonus for the year 1956-57.<br>2. To fix the quantum of bonus for the year 1957-58.                                                                                                                                                        | G.O. Ms. No. 1233, Industries, Labour and Co-operation (Labour), dated 18th March, 1959. |
| <i>Madras District.</i>                                 |                                                                                                                                                                                                                                                                                |                                                                                          |
| 2. Rallis India Limited, Madras                         | 1. Fixation of quantum of dearness allowance.                                                                                                                                                                                                                                  | G.O. Ms. No. 1276, Industries, Labour and Co-operation (Labour), dated 21st March, 1959. |
| 3. Rallis India Limited, Madras                         | 1. Fixation of scales of pay for the different categories of employees and fitment of existing employees in the revised scales, if any, fixed.                                                                                                                                 | G.O. Ms. No. 1485, Industries, Labour and Co-operation (Labour), dated 2nd April, 1959.  |
| <i>Madurai District.</i>                                |                                                                                                                                                                                                                                                                                |                                                                                          |
| 4. Sri Kothandaram Spinning Mills, Madurai.             | 1. Whether the workloads, wages and dearness allowance require revision and if so to what extent.                                                                                                                                                                              | G.O. Ms. No. 1295, Industries, Labour and Co-operation (Labour), dated 21st March, 1959. |
| <i>Nilgiris District.</i>                               |                                                                                                                                                                                                                                                                                |                                                                                          |
| 5. Sacred Heart Estate, Killotagiri Post.               | 1. To fix the quantum of additional bonus for the year 1955-56.<br>2. Whether the claim for the payment of wages fixed in the agreement, dated 15th April, 1957, for workmen of the 'A' class estates justified and if so, the date from which this should be given effect to. | G.O. Ms. No. 1232, Industries, Labour and Co-operation (Labour), dated 18th March, 1959. |
| <i>Salem District.</i>                                  |                                                                                                                                                                                                                                                                                |                                                                                          |
| 6. Pullicar Mills Ltd., Tiruchengode                    | 1. Fixation of quantum of dearness allowance to workers who work only for 6 hours.                                                                                                                                                                                             | G.O. Ms. No. 1460, Industries, Labour and Co-operation (Labour), dated 1st April, 1959.  |

| (1)                                                                | (2)                                                                                                                                                                                                                                                                                                                                                                                     | (3)                                                                                      |
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| <i>Tiruchirappalli District.</i> —                                 |                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                          |
| 7. Certain Tobacco Companies in Pudukkottai.                       | 1. Introduction of a Provident Fund Scheme.<br>2. Fixation of workload and monthly rates of wages to the various categories of workmen.                                                                                                                                                                                                                                                 | G.O. Ms. No. 1319, Industries, Labour and Co-operation (Labour), dated 24th March, 1959. |
| <i>Tirunelveli District.</i> —                                     |                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                          |
| 8. Sir Ganapathy Mills Company, Ltd., Thalayuthu.                  | 1. Revision of wages and workload on a par with the Coimbatore Agreement of 1956.<br>2. Fixation of scales of wages and dearness allowance to the staff.<br>3. Fitment of the existing employees in the revised wages scales.                                                                                                                                                           | G.O. Ms. No. 1486, Industries, Labour and Co-operation (Labour), dated 2nd April, 1959.  |
| <i>Coimbatore District.</i> —                                      | (b) (i) <i>Labour Court, Coimbatore.</i>                                                                                                                                                                                                                                                                                                                                                |                                                                                          |
| 1. Textool Company Limited, Coimbatore Ganapathy Post              | 1. Whether the dismissal of the 15 workers mentioned in the annexure to the G.O. is justified and to what relief they are entitled?<br>2. To compute the relief if any, awarded in terms of money, if it can be so computed.                                                                                                                                                            | G.O. Ms. No. 1172, Industries, Labour and Co-operation (Labour), dated 14th March, 1959. |
| 2. Metturpalayam-Coonoor Service Ltd., (City Service), Coimbatore. | 1. Whether the dismissal of the 2 workers mentioned in the annexure to the G.O. is justified and to what relief they are entitled?<br>2. To compute the relief, if any, awarded in terms of money, if it can be so computed.                                                                                                                                                            | G.O. Ms. No. 1186, Industries, Labour and Co-operation (Labour), dated 16th March, 1959. |
| 3. Praga Industries (P.) Ltd., Peclamedu.                          | 1. To fix the rates of wages and dearness allowance to the 11 workmen mentioned in the annexure to the G.O.<br>2. Whether the dismissal of the 2 workers mentioned in the annexure (2) to the G.O. is justified and to what relief they are entitled and to what relief they are entitled and<br>3. To compute the relief, if any, awarded in terms of money, if it can be so computed. | G.O. Ms. No. 1204, Industries, Labour and Co-operation (Labour), dated 17th March, 1959. |
| 4. Pushpa Talkies, Tiruppur                                        | 1. Whether the retrenchment of 7 workers mentioned in the annexure to the G.O. is justified, and to what relief they are entitled, and<br>2. To compute the relief, if any, awarded in terms of money, if it can be so computed.                                                                                                                                                        | G.O. Ms. No. 1234, Industries, Labour and Co-operation (Labour), dated 18th March, 1959. |
| 5. Agro-Industrial Engineering Combine, Udumalpet.                 | 1. Whether the dismissal of S. Venkatachalam is justified and to what relief he is entitled?<br>2. To compute the relief, if any, awarded in terms of money, if it can be so computed.                                                                                                                                                                                                  | G.O. Ms. No. 1213, Industries, Labour and Co-operation (Labour), dated 18th March, 1959. |
| 6. Hotel Jamalia, Coimbatore                                       | 1. Whether the refusal of employment to Sri K. Kuttan Nair is justified and to what relief he is entitled?<br>2. To compute the relief, if any, awarded in terms of money, if it can be so computed.                                                                                                                                                                                    | G.O. Ms. No. 1297, Industries, Labour and Co-operation (Labour), dated 21st March, 1959. |
| 7. Katary Estate, Katary Post                                      | 1. Whether the dismissal of Suppiah is justified and to what relief he is entitled and<br>2. To compute the relief if any awarded in terms of money if it can be so computed.                                                                                                                                                                                                           | G.O. Ms. No. 1379, Industries, Labour and Co-operation (Labour), dated 26th March, 1959. |
| <i>Nilgiris District.</i> —                                        |                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                          |
| 8. Glenburn Estate, Tutupullam Post..                              | 1. Whether the dismissal of Chinnamuthu is justified and to what relief he is entitled, and<br>2. To compute the relief, if any, awarded in terms of money, if it can be so computed.                                                                                                                                                                                                   | G.O. Ms. No. 1213, Industries, Labour and Co-operation, dated 19th March, 1959.          |
| <i>Salem District.</i>                                             |                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                          |
| 9. Mettur Industries Limited, Mettur Dam                           | 1. Whether the discharge of 2 workers mentioned in the annexure to the G.O. is justified and to what relief they are entitled, and<br>2. Fixation of wages and dearness allowance to the Canteen workers.                                                                                                                                                                               | G.O. Ms. No. 1262, Industries, Labour and Co-operation (Labour), dated 20th March, 1959. |
| <i>Madras District.</i> —                                          | (b) (ii) <i>Labour Court, Madras.</i>                                                                                                                                                                                                                                                                                                                                                   |                                                                                          |
| 10. Shobha Textorium, Madras                                       | Introduction of a gratuity scheme.                                                                                                                                                                                                                                                                                                                                                      | G.O. Ms. No. 1215, Industries, Labour and Co-operation (Labour), dated 18th March, 1959. |
| 11. Ashok Nivas, Madras                                            | (1) Whether the discharge of 3 workers mentioned in the annexure to the G.O. is justified and to what relief they are entitled?<br>(2) To compute the relief, if any awarded in terms of money, if it can be so computed.                                                                                                                                                               | G.O. Ms. No. 1484, Industries, Labour and Co-operation (Labour), dated 2nd April, 1959.  |

| (1)                                                       | (2)                                                                                                                                                                                                                                                                                         | (3)                                                                                      |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| 12. Hotel Dasaprakash, Madras                             | .. (1) Whether the dismissal of four workers (cleaners) mentioned in the annexure to the G.O. is justified and to what relief, they are entitled?<br>(2) To compute the relief, if any awarded in terms of money, if it can be so computed.                                                 | G.O. Ms. No. 1594, Industries, Labour and Co-operation (Labour), dated 15th April, 1959. |
| 13. A. G. Haji Abdul Rahim Said Beedi Factory, Madras-12. | (1) Whether the dismissal of Thulasi of the Rolling section is justified and to what relief he is entitled?<br>(2) To compute the relief, if any, awarded in terms of money, if it can be so computed.                                                                                      | G.O. Ms. No. 1616, Industries, Labour and Co-operation (Labour), dated 17th April, 1959. |
| 14. Rajakumari Talkies, T. Nagar, Madras.                 | (1) Fixation of scales of wages with annual increments for various categories of employees and fitment of each employee in the revised scales, if any, fixed.<br>(2) Fixation of quantum of dearness allowance.<br>(3) Payment of Matinee allowance.<br>(4) Institution of gratuity scheme. | G.O. Ms. No. 1617, Industries, Labour and Co-operation (Labour), dated 17th April, 1959. |
| <i>Madurai District.</i>                                  |                                                                                                                                                                                                                                                                                             |                                                                                          |
| 15. Kabidas Rice Mills, Madurai                           | .. (1) Whether the dismissal of 2 workers and refusal of work to one worker mentioned in the annexure to the G.O. is justified and to what relief they are entitled?<br>(2) To compute the relief, if any, awarded in terms of money, if it can be so computed.                             | G.O. Ms. No. 1226, Industries, Labour and Co-operation (Labour), dated 18th March, 1959. |
| 16. Eastern Match Company, Tirumangalam.                  | (1) Fixation of quantum of bonus for the year 1957-58.<br>(2) Whether the termination of service of Jagannathan is justified and to what relief he is entitled; and<br>(3) To compute the relief, if any, awarded in terms of money, if it can be so computed.                              | G.O. Ms. No. 1336, Industries, Labour and Co-operation (Labour), dated 25th March, 1959. |
| 17. Sree Meenakshi Mills Ltd., Madurai.                   | (1) Whether the retrenchment of the 7 workers mentioned in the annexure to the G.O. is justified and to what relief they are entitled?<br>(2) Computation of relief, if any, awarded in terms of money, if it can be so computed.                                                           | G.O. Ms. No. 1258, Industries, Labour and Co-operation (Labour), dated 19th March, 1959. |

*Tanjore District.*

|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                          |
|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| 18. Ambigai Talkies, Karur                          | .. (1) Whether the dismissal of the 2 workers mentioned in the annexure to the G.O. is justified and to what relief they are entitled, and<br>(2) To compute the relief, if any, awarded, in terms of money, if it can be so computed.                                                                                                                                                                                   | G.O. Ms. No. 1293 ILC (LAB) Dt. 21st March, 1959.                                        |
| 19. S. N. S. Transports, Woraiyur, Tiruchirappalli. | (1) Whether the dismissal of Doraiswamy and Venugopal is justified and to what relief they are entitled?<br>(2) Whether the stoppage of increment to three workers mentioned in the annexure to the G.O. for 1957-58 is justified and to what relief they are entitled?<br>(3) Assignment of duty according to a duty roster.<br>(4) To compute the relief, if any, awarded in terms of money, if it can be so computed. | G.O. Ms. No. 1623, Industries, Labour and Co-operation (Labour), dated 19th April, 1959. |

4. List of awards of the State Industrial Tribunal and Labour Courts published in the Supplement to Part I of the Fort St. George Gazette, during the Month of April, 1959.

| Sl. No.                      | Name of the concern.                                                      | Page and date of the Gazette. | G.O. No. and date in which the award is published.                       |
|------------------------------|---------------------------------------------------------------------------|-------------------------------|--------------------------------------------------------------------------|
| (1)                          | (2)                                                                       | (3)                           | (4)                                                                      |
| <i>Coimbatore District.</i>  |                                                                           |                               |                                                                          |
| 1                            | Travancore Knitting Company, Tiruppur.                                    | 1-4-59                        | G.O.R. No. 414, Industries, Labour & Co-operation (Labour) dt., 24-3-59. |
| 2                            | Arvind Knitting Company Tiruppur.                                         | 4-6                           | G.O.R. No. 1283, I.L.C., (Labour) dt., 21-3-59.                          |
| 3                            | Paralai Estate, Iyerpadi Post ..                                          | 13-15                         | G.O. Ms. No. 1350, I.L.C. (Labour) dt., 25-3-59.                         |
| 4                            | Jayalakshmi Mills Limited, Singanallur, Coimbatore                        | 15-16                         | G.O.R. No. 1351, I.L.C., (Labour) dt., 25-3-59.                          |
| 5                            | S.R.R. Photo Mani Beedi Company, Sulur P.O., Coimbatore.                  | 1-2                           | G.O.R. No. 453, I.L.C. (Labour) dt., 30-3-59.                            |
| 6                            | Century Knitting Co., Tiruppur..                                          | 8-4-59                        | G.O. Ms. No. 1448, I.L.C. (Labour) dt., 31-3-59.                         |
| 7                            | Monica Estate, Valparai P.O. ..                                           | 1-2                           | G.O.R. No. 490, I.L.C. (Labour) dt., 3-4-59.                             |
| 8                            | Bansilal Knitting Company, Tiruppur.                                      | 22-4-59                       | G.O. Ms. No. 1502, I.L.C., (Labour) dt., 3-4-59.                         |
| 9                            | Narasimha Mills Limited, Coimbatore.                                      | 4-5                           | * G.O.R. No. 489, I.L.C., (Labour) dt., 3-4-59.                          |
| 10                           | Certain New Textile Mills in Coimbatore, Salem and Tirunelveli Districts. | 22-4-59                       | G.O.R. No. 1500, I.L.C. (Labour) dt., 3-4-59.                            |
| 11                           | Travancore Knitting Company, Tiruppur.                                    | 3-4                           | G.O. Ms. No. 1621, I.L.C. (Labour) dt., 17-4-59.                         |
| 12                           | Thulasidas Morarji and Company, Coimbatore.                               | 29-4-59                       | G.O. Ms. No. 1641, I.L.C., (Labour) dt., 20-4-59.                        |
| 13                           | Anupura Coffee Works, Coimbatore.                                         | 16-18                         | G.O. Ms. No. 1642, I.L.C., (Labour) dt., 20-4-59.                        |
| <i>Kanyakumari District.</i> |                                                                           |                               |                                                                          |
| 14                           | Certain Salt Factories in Kanyakumari District.                           | 4-7                           | G.O. Ms. No. 1640, I.L.C. (Labour) dt., 20-4-59.                         |
| <i>Madras District.</i>      |                                                                           |                               |                                                                          |
| 15                           | Modern Agencies, Madras ..                                                | 5                             | * G.O.R. No. 530, I.L.C. (Labour) dt., 11-4-59.                          |
| 16                           | Integral Coach Factory, Canteen, Madras.                                  | 22-4-59                       | G.O.R. No. 1686, I.L.C. (Labour) dt., 23-4-59.                           |
| <i>Madurai District.</i>     |                                                                           |                               |                                                                          |
| 17                           | Madurai Co-operative Printing Works, Ltd., Madurai.                       | 2-3                           | G.O. Ms. No. 1270, I.L.C. (Labour) dt., 20-3-59.                         |
| 18                           | S. K. P. P. Shanmugha Nadar & Brothers Rice Mills, Madurai.               | 1-4-59                        | G.O.R. No. 527, I.L.C. (Labour) dt., 11-4-59.                            |
| 19                           | Thiru Annamali Rice Mills, Madurai.                                       | 22-4-59                       | * G.O.R. No. 529 I.L.C. (Labour) dt., 11-4-59.                           |
| 20                           | Madura Mills Co., Ltd., Madurai ..                                        | 22-4-59                       | G.O. Ms. No. 1503, I.L.C. (Labour) dt., 3-4-59.                          |
| 21                           | Kothandarama Spinning Mills, Madurai.                                     | 10                            | G.O. Ms. No. 1591, I.L.C., (Labour) dt., 15-4-59.                        |
| 22                           | Madura Mills Co., Ltd., Madurai...                                        | 22-4-59                       | G.O. Ms. No. 1592, I.L.C. (Labour) dt., 15-4-59.                         |
| 23                           | Meenakshi & Company, Tannery, Dindigul.                                   | 11-12                         | G.O. Ms. No. 1685, I.L.C. (Labour) dt., 23-4-59.                         |
| 24                           | Pandian Mills, Madurai ..                                                 | 9-11                          | G.O. Ms. No. 1616, I.L.C., (Labour) dt., 17-4-59.                        |

| (1)                             | (2)                                                                  | (3)              | (4)                                                |
|---------------------------------|----------------------------------------------------------------------|------------------|----------------------------------------------------|
| <i>Nilgiris District.</i>       |                                                                      |                  |                                                    |
| 25                              | Woodbriar Estate, Devershola Post, Nilgiris.                         | 2-4<br>8-4-59    | G.O.R. No. 468, I.L.C. (Labour) dt., 31-3-59.      |
| 26                              | Woodbriar Estate, Devershola Post Nilgiris.                          | 3-4<br>22-4-59   | * G.O.R. No. 546, I.L.C. (Labour) dt., 16-4-59.    |
| 27                              | Woodbriar Estate, Devershola Post and Sussex Estate, Nallacotta P.O. | 1-2<br>29-4-59   | G.O. Ms. No. 1619, I.L.C. (Labour), dt., 17-4-59.  |
| 28                              | Kairbetta Estate, Kotagiri, P.O. ..                                  | 18-19<br>29-4-59 | G.O. Ms. No. 1643, I.L.C. (Labour), dt., 20-4-59.  |
| <i>North Arcot District.</i>    |                                                                      |                  |                                                    |
| 29                              | L. A. Ahmed Basha & Co., Tannery, Ammankuppam, Gudiyattam.           | 8<br>29-4-59     | G.O. Ms. No. 1670, I.L.C., (Labour), dt., 23-4-59. |
| <i>Ramanathapuram District.</i> |                                                                      |                  |                                                    |
| 30                              | Southern Transports (P.), Limited, Keelakarai                        | 9-10<br>1-4-59   | G.O. Ms. No. 1322, I.L.C., (Labour), dt., 24-3-59. |
| <i>Salem District.</i>          |                                                                      |                  |                                                    |
| 31                              | Shreedaran Motor Service, Attur Post, Salem.                         | 6-9<br>1-4-59    | G.O. Ms. No. 1289, I.L.C. (Labour), dt., 21-3-59.  |
| 32                              | P. S. N. Venkatappa Chetti & Bros., Silk Twisting Factory, Salem.    | 2-4<br>8-4-59    | G.O. Ms. No. 1463, I.L.C. (Labour), dt., 1-4-59.   |
| 33                              | Sundaram Spinning Mills, Komarapalayam.                              | 12<br>22-4-59    | G.O.R. No. 488, I.L.C. (Labour), dt., 3-4-59.      |
| <i>Tirunelveli District.</i>    |                                                                      |                  |                                                    |
| 34                              | Sugar Match Factory, Sathur ..                                       | 10-13<br>1-4-59  | G.O. Ms. No. 1326, I.L.C. (Labour), dt., 24-3-59.  |

NOTE.—\* Denotes awards under section 33-A of the Industrial Disputes Act, 1947.

**Errata to notifications S.R.O. No. A-979 of 1959,  
dated 18th February, 1959.**

(1) Errata dated 12th March, 1959, issued to the award of the Industrial Tribunal Madras, in respect of the "Textile Mills in Coimbatore District" at page 16 of the supplement to Part I of the *Fort St. George Gazette*, dated 1st April, 1959.

**Errata to notification S.R.O. No. A-8246 of 1958,  
dated 13th February, 1959.**

(2) Errata dated 12th March, 1959, issued to the award of the Industrial Tribunal, Madras, in respect of Metro Goldwyn Mayor (India) Limited, Madras, at page 4 of the supplement to Part I of the *Fort St. George Gazette*, dated 8th April, 1959.

6. Statement showing the closures and stoppages of work in factories and mills for reasons other than strikes and lock-outs in the State of Madras during the month of April, 1959.

| Name of the concern.                                                      | Industry.         | Number of workers involved. | Closures.         |                   | Cause.                            | Compensation paid to workers if any.         |
|---------------------------------------------------------------------------|-------------------|-----------------------------|-------------------|-------------------|-----------------------------------|----------------------------------------------|
|                                                                           |                   |                             | Began             | Ended             |                                   |                                              |
| (1)                                                                       | (2)               | (3)                         | (4)               | (5)               | (6)                               | (7)                                          |
| 1. M. M. Anwarullah, A. M. Ghouse & Company, 'B' Tannery, Solur, Ambur.   | Tanning of skins. | 22                          | April, 1959       | Permanent         | Loss in trade                     | ..                                           |
| 2. P. Abdul Khadar & Co., 'B' Tannery, Thuthipet, Gudiyatham.             | Do.               | 53                          | Do.               | Do.               | Do.                               | ..                                           |
| 3. P. Abdul Baseeth & Co., Tannery, Ambur.                                | Do.               | 24                          | Do.               | Do.               | Do.                               | ..                                           |
| 4. Thiru. Arooram Sugars Ltd., Vadapathinangalam P. O., Tanjore District. | Sugar             | 186                         | 6-4-59            | Temporary         | Harvest of sugar cane is over.    | ..                                           |
| 5. Sri Vasudeva Industries, Coimbatore.                                   | Fibre             | 140                         | 3-4-59            | 6-4-59            | Non-availability of staple fibre. | Compensation paid as per the I.D. Act, 1947. |
| 6. Do.                                                                    | Do.               | 140                         | 22-4-59<br>4 P.M. | 27-4-59<br>4 P.M. | Do.                               | Do.                                          |
| 7. Karuna Cafe, Madras                                                    | Hotel             | 34                          | 21-4-59           | Temporary.        | Unavoidable circumstances.        | Compensation paid.                           |
| 8. Merchants Cafe, Vellore                                                | Do.               | 30                          | 26-4-59           | Permanent.        | Loss in business.                 | ..                                           |

7. Particulars of complaints received, investigated or settled by Labour Officers of the State of Madras, during the month of April, 1959.

| Labour Officers.   | Wages and allowances. | Bonus. | Personnel (Dismissal and suspension). | Retrenchment. | Leave and hours of work. | Others not classifiable. | Causes not known. | Total. | Complaints investigated or settled. |
|--------------------|-----------------------|--------|---------------------------------------|---------------|--------------------------|--------------------------|-------------------|--------|-------------------------------------|
|                    |                       |        |                                       |               |                          |                          |                   |        |                                     |
| (1)                | (2)                   | (3)    | (4)                                   | (5)           | (6)                      | (7)                      | (8)               | (9)    | (10)                                |
| 1. Coimbatore      | ..                    | 15     | 40                                    | 19            | 5                        | 39                       | ..                | 123    | 123                                 |
| 2. Coonoor         | ..                    | 18     | 13                                    | 1             | 2                        | 26                       | ..                | 66     | 64                                  |
| 3. Madras-I        | ..                    | 18     | 23                                    | ..            | ..                       | 38                       | ..                | 92     | 94                                  |
| 4. Madras-II       | ..                    | 13     | 26                                    | 4             | 13                       | 36                       | ..                | 110    | 101                                 |
| 5. Madurai         | ..                    | 13     | 34                                    | ..            | 4                        | 13                       | ..                | 71     | 71                                  |
| 6. Nagercoil       | ..                    | 1      | 9                                     | 4             | 1                        | 8                        | ..                | 25     | 25                                  |
| 7. Pollachi        | ..                    | 13     | 12                                    | ..            | 4                        | 12                       | ..                | 43     | 43                                  |
| 8. Salem           | ..                    | 20     | 66                                    | 13            | 5                        | 57                       | ..                | 166    | 151                                 |
| 9. Tiruchirappalli | ..                    | 3      | 8                                     | 10            | ..                       | 11                       | ..                | 32     | 32                                  |
| 10. Tirunelveli    | ..                    | 10     | 18                                    | 1             | 3                        | 36                       | ..                | 74     | 56                                  |
| Total ..           | 124                   | 54     | 259                                   | 52            | 37                       | 276                      | ..                | 802    | 760                                 |

**8. Industrial Employment (Standing Orders) Act, 1946 :—**

Statement showing the number of Standing Orders certified during the month of April, 1959.

|                                                                         |     |
|-------------------------------------------------------------------------|-----|
| Number of Standing Orders certified as on 1st April, 1959 ..            | 772 |
| Number of Standing Orders certified during the month of April, 1959. .. | 3   |
| Total ..                                                                | 775 |

Number of amendments to the Standing Orders certified during April, 1959. .. Nil.

**9. Workmen's Compensation Act, 1923 :—**

Statement of accidents reported and amounts of compensation paid for the month of April, 1959.

\* Amounts of compensation paid under each head.

Rs.      NP.

Number of accidents resulted in.

|                             |        |    |
|-----------------------------|--------|----|
| (a) Death—12                | 24,783 | 00 |
| (b) Permanent disablement—3 | 556    | 43 |
| (c) Temporary disablement   | ..     | .. |

Total .. 25,339 43

\* Represents only the amounts deposited with the Commissioner for Workmen's Compensation under section 8 (1) &amp; (2) of the Workmen's Compensation Act.

**10. Workmen's Compensation Act, 1923.**

Statement showing the number of cases received and disposed of during the month of April, 1959.

| Nature of cases.                       | Number pending. | Number received. | Total. | Number disposed of. | Balance. |
|----------------------------------------|-----------------|------------------|--------|---------------------|----------|
| 1. Application under section 10 :      |                 |                  |        |                     |          |
| (a) Fatal ..                           | 37              | 9                | 46     | 1                   | 45       |
| (b) Non-fatal :                        |                 |                  |        |                     |          |
| Permanent disablement.                 | 32              | 5                | 37     | 1                   | 36       |
| Temporary disablement.                 | 2               | ..               | 2      | ..                  | 2        |
| 2. Deposit under section 8 (1) :       |                 |                  |        |                     |          |
| (a) Fatal ..                           | 36              | 12               | 48     | 4                   | 44       |
| (b) Person under a legal disability .. | 5               | ..               | 5      | ..                  | 5        |
| 3. Deposit under section 8 (2) ..      | 16              | 3                | 19     | 3                   | 16       |
| 4. Memorandum of Agreement :           |                 |                  |        |                     |          |
| (a) Permanent disablement              | 94              | 14               | 108    | 29                  | 79       |
| (b) Temporary disablement.             | 9               | ..               | 9      | 1                   | 8        |
| 5. Recovery under section 31. ..       | 6               | ..               | 6      | 1                   | 5        |
| 6. Indemnification under section 12 .. | 1               | 1                | 2      | ..                  | 2        |
| Total ..                               | 238             | 44               | 282    | 40                  | 242      |

**11. Payment of Wages Act, 1936 :—**

Statement for April, 1959.

|                                                                |     |
|----------------------------------------------------------------|-----|
| (1) Number of cases pending at the end of the previous month.. | 157 |
| (2) Number of applications filed during this month ..          | 13  |
| (3) Number of applications disposed of during the month ..     | 18  |
| (4) Number of applications pending at the end of the month..   | 152 |

**12. Madras Shops and Establishments Act, 1947 :—**

Appeals filed and disposed of under section 41 and applications filed and disposed of under section 51 of the Act, for the month of April, 1959.

|                                                                      |     |
|----------------------------------------------------------------------|-----|
| (1) Appeals under section 41 pending at the beginning of the month.. | 185 |
| (2) Appeals filed during the month ..                                | 54  |
| (3) Appeals disposed of during the month ..                          | 40  |
| (4) Appeals pending at the end of the month ..                       | 199 |
| (5) Applications under section 51 pending on 1st April, 1959 ..      | 1   |
| (6) Applications admitted during the month ..                        | Nil |
| (7) Applications disposed of during the month ..                     | Nil |
| (8) Applications pending as on 1st May, 1959 ..                      | 1   |

**13. List of Trade Unions registered under the Indian Trade Unions Act, 1926, during the month of April, 1959.**

| S. No. | Registration No. | Date of Registration. | Industry.                           | Name and address of the Union.                                                                                    |
|--------|------------------|-----------------------|-------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| 1      | 2696             | 2-4-59                | Agricultural and Allied activities. | National Agricultural Workers Union, Nattarasankottai, Ramnad District.                                           |
| 2      | 2697             | 2-4-59                | Food, beverages and tobacco.        | Madras State Snuff Workers Union, 187, Tiruvottur High Road, Tondiarpet, Madras-21.                               |
| 3      | 2698             | 8-4-59                | Textiles-others                     | The Gunny Stitching Workers Union, Dr. No. 11/94 Main Road, Mettupalayam.                                         |
| 4      | 2699             | Do.                   | Motor Transport                     | Motor Workers Union, Namakkal, Salem District.                                                                    |
| 5      | 2700             | Do.                   | Miscellaneous                       | Guindy Estate and General Workers' Union, 5, Ritchie St., Mount Road, Madras-2.                                   |
| 6      | 2701             | Do.                   | Do.                                 | National Viswakarma Blacksmith and Carpenters Labour Union, Parthibanoor P.O., Paramakudi Taluk, Ramnad District. |
| 7      | 2703             | Do.                   | Do.                                 | The Madras Laundry Workers Union, 88, Purasawalkam High Road, Madras-10.                                          |
| 8      | 2704             | Do.                   | Textiles                            | Handloom Workers' Union, 10th Ward near 11th Main Road, Puliangudi.                                               |
| 9      | 2705             | Do.                   | Manufacture of metal products.      | Pettai Brass Vessels Workers Union, No. 6 Rahimania and Pallivasal Sannathi St., Pettai, Tirunelveli District.    |
| 10     | 2706             | Do.                   | Construction                        | South India Building Workers' Union, Valparai P.O. (Via) Pollachi, Coimbatore District.                           |
| 11     | 2707             | 28-4-59               | Chemical and Chemical products      | Meenakshi Match Workers' Union, 249-C 3/4, Kalliamankoil St., Kovilpatti.                                         |

| (1) | (2)  | (3) | (4)                    | (5)                                                                        |
|-----|------|-----|------------------------|----------------------------------------------------------------------------|
| 12  | 2708 | Do. | Motor Transport        | The Neelamalai Motor Drivers Union, 19, Mount Road Coonoor R.S. Nilgiri.   |
| 13  | 2709 | Do. | Banking and Insurance. | Union Bank of India Employees Union, 12/13, Angappa Naicken St., Madras-1. |

Registration No. 2702 was assigned to a Union transferred to this State by the Kerala State on 28th April, 1959. This has already been taken into account. The name of the Union is "Quilon District Estate Workers' Union", Shencottah.

#### List of Trade Unions Cancelled during the month of April, 1959.—

| S. No. | Registration No. | Date of Cancellation. | Industry.                    | Name of the Union and address.                          |
|--------|------------------|-----------------------|------------------------------|---------------------------------------------------------|
| (1)    | (2)              | (3)                   | (4)                          | (5)                                                     |
| 1      | 1672             | 2-4-59                | Textiles—Others ..           | The Madras Silk and Rayon Mill Labour Union, Madras-12. |
| 2      | 1844             | 20-4-59               | Food, Beverages and Tobacco. | The Iykia Hotel Workers' Union Pollachi.                |
| 3      | 1881             | Do.                   | Motor Transport ..           | The Salem District Motor Workers' Association, Salem    |

#### List of Trade Unions dissolved during the month of April, 1959.

| S. No. | Registration No. | Date of dissolution. | Industry.                   | Name of the Union and address.                |
|--------|------------------|----------------------|-----------------------------|-----------------------------------------------|
| (1)    | (2)              | (3)                  | (4)                         | (5)                                           |
| 1      | 2547             | 5-4-59               | Wholesale and Retail Trade. | The Geoferry Manners Employees Union, Madras. |

#### ABSTRACT.

|                                                        |    |     |
|--------------------------------------------------------|----|-----|
| Total No. of Trade Unions on 1st April, 1959           | .. | 953 |
| Total No. of Trade Unions registered during the month  | .. | 13  |
| Total No. of Trade Unions cancelled during the month   | .. | 3   |
| Total No. of Trade Unions dissolved during the month   | .. | 1   |
| Total No. of Trade Unions amalgamated during the month | .. | ..  |
| Total No. of Trade Unions as on 30th April, 1959       | .. | 968 |

#### 14. Particulars of Inspections made by the Inspectors during the month of April, 1959.

| Particulars.                             | Factories Act. | Payment of Wages Act. | Madras Maternity Benefit Act. | Madras Shops and Establishments Act. | Minimum Wages Act. |
|------------------------------------------|----------------|-----------------------|-------------------------------|--------------------------------------|--------------------|
| (1)                                      | (2)            | (3)                   | (4)                           | (5)                                  | (6)                |
| 1. Number of establishments inspected .. | 740            | 634                   | 314                           | 49,601                               | 689                |
| 2. * Nature of Irregularities noticed .. | 68             | 16                    | 9                             | 425                                  | 22                 |
| 3. Number of cases warned ..             | 68             | 36                    | 3                             | 1,862                                | 21                 |
| 4. Number of prosecutions launched ..    | 46             | ..                    | ..                            | 53                                   | ..                 |
| 5. Number of convictions obtained ..     | 11             | ..                    | ..                            | 62                                   | ..                 |
| 6. Amount of fines levied in rupees. ..  | 525            | ..                    | ..                            | 930                                  | ..                 |

\* The common irregularities noticed were in respect of maintenance of registers, notices, upkeep of sanitation, employment of young persons, and payment of wages at rates lower than that fixed under the Minimum Wages Act.

15 (a). Numerical List of Factories for the month of April, 1959.

| District.          | AT THE BEGINNING.                  |                         |                                    |                         | REGISTERED.                        |                         |                                    |                         | REMOVED.                           |                         |                                    |                         | TOTAL.                             |                         |                                    |                         | REMARKS. |
|--------------------|------------------------------------|-------------------------|------------------------------------|-------------------------|------------------------------------|-------------------------|------------------------------------|-------------------------|------------------------------------|-------------------------|------------------------------------|-------------------------|------------------------------------|-------------------------|------------------------------------|-------------------------|----------|
|                    | 2 (m) (i).                         |                         | Section 2 (m) (ii).                |                         | 2 (m) (i).                         |                         | Section 2 (m) (ii).                |                         | 2 (m) (i).                         |                         | Section 2 (m) (ii).                |                         | 2 (m) (i).                         |                         | Section 2 (m) (ii).                |                         |          |
|                    | Other than hotels and restaurants. | Hotels and restaurants. | Other than hotels and restaurants. | Hotels and restaurants. | Other than hotels and restaurants. | Hotels and restaurants. | Other than hotels and restaurants. | Hotels and restaurants. | Other than hotels and restaurants. | Hotels and restaurants. | Other than hotels and restaurants. | Hotels and restaurants. | Other than hotels and restaurants. | Hotels and restaurants. | Other than hotels and restaurants. | Hotels and restaurants. |          |
| (1)                | (2)                                | (3)                     | (4)                                | (5)                     | (6)                                | (7)                     | (8)                                | (9)                     | (10)                               | (11)                    | (12)                               | (13)                    | (14)                               | (15)                    | (16)                               | (17)                    | (18)     |
| 1. Madras          | ..                                 | 595                     | 54                                 | 84                      | 119                                | 6                       | ..                                 | ..                      | 1                                  | 2                       | 1                                  | ..                      | 600                                | 52                      | 83                                 | 119                     |          |
| 2. Chingleput      | ..                                 | 148                     | ..                                 | 37                      | 171                                | 3                       | ..                                 | ..                      | ..                                 | ..                      | ..                                 | ..                      | 151                                | ..                      | 38                                 | 171                     |          |
| 3. South Arcot     | ..                                 | 101                     | ..                                 | 20                      | 43                                 | 1                       | ..                                 | ..                      | ..                                 | ..                      | ..                                 | ..                      | 102                                | ..                      | 19                                 | 43                      |          |
| 4. North Arcot     | ..                                 | 130                     | ..                                 | 276                     | 52                                 | ..                      | 2                                  | ..                      | ..                                 | ..                      | 6                                  | ..                      | 130                                | ..                      | 272                                | 52                      |          |
| 5. Tanjore         | ..                                 | 269                     | 4                                  | 34                      | 85                                 | ..                      | ..                                 | ..                      | ..                                 | ..                      | ..                                 | ..                      | 269                                | 4                       | 34                                 | 85                      |          |
| 6. Tiruchirappalli | ..                                 | 203                     | 5                                  | 68                      | 106                                | 7                       | ..                                 | ..                      | ..                                 | ..                      | 1                                  | ..                      | 210                                | 5                       | 67                                 | 106                     |          |
| 7. Ramanathapuram  | ..                                 | 196                     | 1                                  | 86                      | 8                                  | ..                      | ..                                 | ..                      | 1                                  | ..                      | 1                                  | ..                      | 195                                | 1                       | 85                                 | 8                       |          |
| 8. Madurai         | ..                                 | 336                     | 11                                 | 97                      | 33                                 | 2                       | ..                                 | ..                      | 7                                  | ..                      | 1                                  | ..                      | 331                                | 11                      | 97                                 | 33                      |          |
| 9. Tirunelveli     | ..                                 | 244                     | ..                                 | 75                      | 39                                 | 1                       | ..                                 | ..                      | 4                                  | ..                      | ..                                 | ..                      | 241                                | ..                      | 76                                 | 39                      |          |
| 10. Coimbatore     | ..                                 | 780                     | 6                                  | 112                     | 89                                 | 6                       | ..                                 | ..                      | 2                                  | ..                      | ..                                 | ..                      | 784                                | 6                       | 113                                | 89                      |          |
| 11. Salem          | ..                                 | 347                     | ..                                 | 83                      | 66                                 | ..                      | ..                                 | ..                      | ..                                 | ..                      | 2                                  | ..                      | 347                                | ..                      | 81                                 | 66                      |          |
| 12. The Nilgiris   | ..                                 | 102                     | ..                                 | ..                      | 2                                  | 2                       | ..                                 | ..                      | ..                                 | ..                      | ..                                 | ..                      | 104                                | ..                      | ..                                 | 2                       |          |
| 13. Kanyakumari    | ..                                 | 34                      | ..                                 | 6                       | ..                                 | ..                      | 1                                  | ..                      | 1                                  | ..                      | ..                                 | ..                      | 33                                 | ..                      | 7                                  | ..                      |          |
| Total              | ..                                 | 3,485                   | 81                                 | 978                     | 813                                | 28                      | ..                                 | 7                       | 16                                 | 2                       | 13                                 | ..                      | 3,497                              | 79                      | 972                                | 813                     |          |
| Grand Total—5,361. |                                    |                         |                                    |                         |                                    |                         |                                    |                         |                                    |                         |                                    |                         |                                    |                         |                                    |                         |          |

15. (b) Numerical List of Plantations covered by the Plantations Labour Act, 1951, for the month of April, 1959.

| Category of Plantations. | Number of Plantations at the beginning of the month. |     | Number of Plantations added during the month. |    | Number of plantations removed during the month. |    | Number of plantations at the end of the month. |             |
|--------------------------|------------------------------------------------------|-----|-----------------------------------------------|----|-------------------------------------------------|----|------------------------------------------------|-------------|
|                          | A.                                                   | B.  | A.                                            | B. | A.                                              | B. | A.                                             | B.          |
|                          | A.                                                   |     | B.                                            |    | A.                                              |    | B.                                             |             |
| Coffee                   | ..                                                   | 112 | 25,814.03                                     | .. | ..                                              | .. | 112                                            | 25,814.03   |
| Tea                      | ..                                                   | 128 | 61,384.53                                     | .. | ..                                              | .. | 130                                            | 61,384.53   |
| Rubber                   | ..                                                   | 16  | 5,795.00                                      | .. | ..                                              | .. | 16                                             | 5,795.00    |
| Cinchona                 | ..                                                   | 3   | 9,694.50                                      | .. | ..                                              | .. | 3                                              | 9,694.50    |
| Total                    | ..                                                   | 259 | 1,02,508.06                                   | 2  | 180.00                                          | .. | ..                                             | 1,02,688.06 |

A : Number of Plantations. B : Total acreage under cultivation.

## 16 (a). Statement of Accidents for the month of April, 1959.

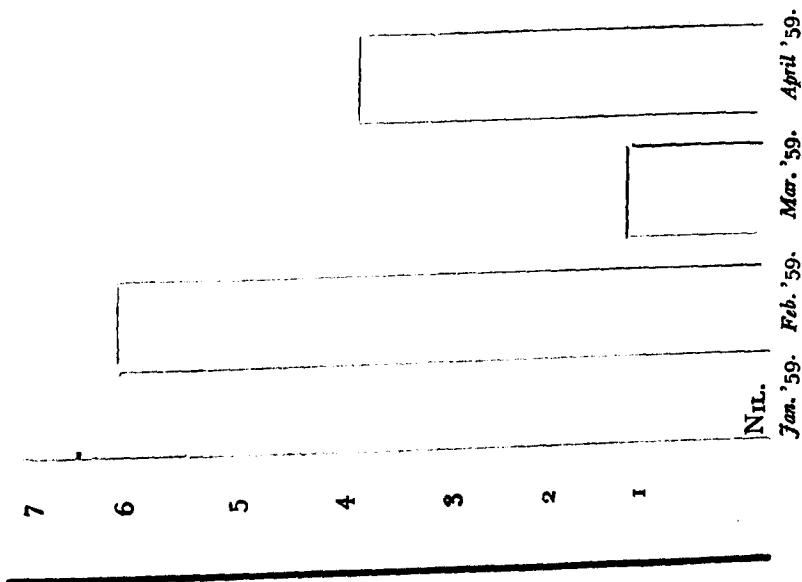
| Number of Industries.<br>(1) | Name of Industry.<br>(2)                                                  | Number of Accidents. |                   |
|------------------------------|---------------------------------------------------------------------------|----------------------|-------------------|
|                              |                                                                           | Fatal.<br>(3)        | Non-fatal.<br>(4) |
| 01                           | Processes allied to agriculture (Gins and Presses) ..                     | 1                    | 4                 |
| 20                           | Food Except Beverages ..                                                  | ..                   | 108               |
| 21                           | Beverages ..                                                              | ..                   | ..                |
| 22                           | Tobacco ..                                                                | ..                   | 1                 |
| 23                           | Textiles ..                                                               | 2                    | 265               |
| 24                           | Foot-wear, other wearing apparel and made-up textile goods ..             | ..                   | ..                |
| 25                           | Wood and cork except furniture ..                                         | ..                   | 1                 |
| 26                           | Furniture and fixtures ..                                                 | ..                   | 8                 |
| 27                           | Paper and paper products ..                                               | ..                   | 1                 |
| 28                           | Printing, Publishing and allied industries ..                             | ..                   | 11                |
| 29                           | Leather and Leather products (except foot-wear) ..                        | ..                   | 9                 |
| 30                           | Rubber and rubber products ..                                             | ..                   | 11                |
| 31                           | Chemicals and Chemical products ..                                        | ..                   | 106               |
| 32                           | Products of petroleum and coal ..                                         | ..                   | 15                |
| 33                           | Non-metallic Mineral Products (except Products of Petroleum and coal.) .. | ..                   | 33                |
| 34                           | Basic Metal Industries ..                                                 | ..                   | 12                |
| 35                           | Metal Products (except machinery and transport equipments) ..             | ..                   | 24                |
| 36                           | Machinery (except electrical machinery) ..                                | ..                   | 189               |
| 37                           | Electrical Machinery, apparatus, appliances and supplies ..               | ..                   | 21                |
| 38                           | Transport equipment ..                                                    | ..                   | 714               |
| 39                           | Miscellaneous Industries ..                                               | ..                   | 24                |
| 51                           | Electricity, Gas and Steam ..                                             | ..                   | 5                 |
| 52                           | Water and Sanitary Services ..                                            | ..                   | ..                |
| 83                           | Recreation Services (Cinema Studios) ..                                   | 1                    | ..                |
| 84                           | Personal Services (laundries, dyeing and cleaning) ..                     | ..                   | 4                 |
| Total ..                     |                                                                           | 4                    | 1560              |

## 16 (b). Statement of Accidents in Cotton and Jute Mills for the Month of April, 1959.

| Name of Industry.<br>(1)                     | Adults.     |               | Adolescents. |                | Children.    |               |
|----------------------------------------------|-------------|---------------|--------------|----------------|--------------|---------------|
|                                              | Men.<br>(2) | Women.<br>(3) | Male.<br>(4) | Female.<br>(5) | Boys.<br>(6) | Girls.<br>(7) |
| <b>Cotton Machinery—</b>                     |             |               |              |                |              |               |
| 1. Opening and Blow Room Machinery ..        | 4           | ..            | ..           | ..             | ..           | ..            |
| 2. Card Room Machinery ..                    | 17          | ..            | ..           | ..             | ..           | ..            |
| 3. Drawing Frames ..                         | 4           | ..            | ..           | ..             | ..           | ..            |
| 4. Speed Frames ..                           | 3           | ..            | ..           | ..             | ..           | ..            |
| 5. Spinning Machinery ..                     | 58          | 1             | ..           | ..             | ..           | ..            |
| 6. Weaving Machinery ..                      | 22          | ..            | ..           | ..             | ..           | ..            |
| 7. Finishing Machinery ..                    | 1           | ..            | ..           | ..             | ..           | ..            |
| 8. Flying Shuttles ..                        | 3           | ..            | ..           | ..             | ..           | ..            |
| 9. Other Miscellaneous Textile Machinery ..  | 41          | 1             | ..           | ..             | ..           | ..            |
| 10. Miscellaneous Non-Machinery Accidents .. | 111         | 1             | ..           | ..             | ..           | ..            |
| Total ..                                     | 264         | 3             | ..           | ..             | ..           | ..            |
| Jute Machinery ..                            | ..          | ..            | ..           | ..             | ..           | ..            |

GRAPH II.  
Fatal Accidents.

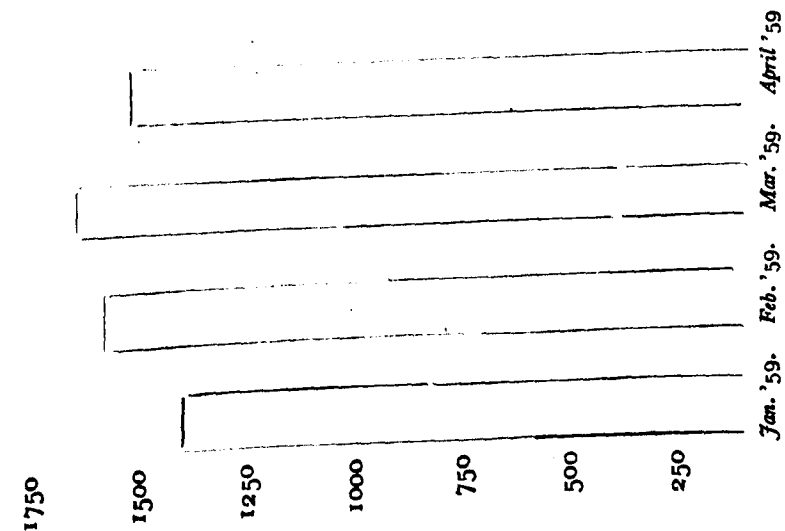
Scale—1" = 1 Fatal Accident.



GRAPH I.

Non-fatal Accidents.

Scale : 1" = 250 Non-fatal Accidents.



17. The Government of Madras granted exemptions to the following factories and establishments from the Provisions of the Acts and Rules as indicated below during the month of April, 1959.

| Name of the factories or establishments.                                      | Section from which exempted.     | Duration of exemption.                                                                                                                                                                        | Authority.                                                                                                                 |
|-------------------------------------------------------------------------------|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| (1)                                                                           | (2)                              | (3)                                                                                                                                                                                           | (4)                                                                                                                        |
| <i>Factories Act, 1948.</i>                                                   |                                  |                                                                                                                                                                                               |                                                                                                                            |
| 1. Integral Coach Factory, Perambur, Madras.                                  | 51                               | For a period of 3 months from 1st October, 1958 subject to the conditions that overtime payment to the workers shall be made in accordance with the provisions of section 59 of the said Act. | S.R.O. No. A-1827 of 1959 published at page 462 of Part I of the <i>Fort St. George Gazette</i> , dated 1st April, 1959.   |
| 2. Government Madras Press.                                                   | 51, 54 and 56.                   | For a period of 3 months from 1st January, 1959, subject to the condition that overtime wages are paid as laid down in section 59 of the said Act.                                            | S.R.O. No. A-1828 of 1959 published at page 462 of Part I of the <i>Fort St. George Gazette</i> , dated 1st April, 1959.   |
| 3. Eswaran & Sons (Agencies) Private Ltd., Industrial Estate, Guindy, Madras. | 51, 52, 54 and 56.               | Three days on 7th, 8th and 9th November, 1958, subject to certain conditions.                                                                                                                 | S.R.O. No. A-2253 of 1959 published at page 561 of Part I of the <i>Fort St. George Gazette</i> , dated 22nd April, 1959.  |
| 4. India Pistons (P.) Ltd., Sembium, Madras.                                  | 52 and 61 (10).                  | One day on the 23rd December, 1958.                                                                                                                                                           | S.R.O. No. A-2415 of 1959 published at page 588 of Part I of the <i>Fort St. George Gazette</i> , dated 29th April, 1959.  |
| 5. Wheel & Rim Company of India (P.) Ltd., Sembium, Madras.                   | 52                               | One day on 23rd October, 1958.                                                                                                                                                                | S.R.O. No. A-2416 of 1959, published at page 588 of Part I of the <i>Fort St. George Gazette</i> , dated 29th April, 1959. |
| <i>Employees' State Insurance Act, 1948.</i>                                  |                                  |                                                                                                                                                                                               |                                                                                                                            |
| 1. Certain Educational Institutions (four) in Madras & Coimbatore.            | All chapters except chapter V-A. | For a further period of one year with effect from 28th March, 1959.                                                                                                                           | S.R.O. No. A-1829 of 1959 published at page 462 of Part I of the <i>Fort St. George Gazette</i> , dated 1st April, 1959.   |
| 2. Government Industries Engineering Workshop Washermenpet, Madras.           | Do.                              | With effect from 28th March, 1959, without time limit.                                                                                                                                        | S.R.O. No. A-2010 of 1959, Published at page 497 of Part I of the <i>Fort St. George Gazette</i> , dated 8th April, 1959.  |

| (1)                                                                                           | (2)                                                                       | (3)                                                                                                                                | (4)                                                                                                                |
|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| 3. F. I. N. S. Women's Workshop, Madras.                                                      | All chapters except chapter V-A                                           | For a further period of one year with effect from 10th April, 1959.                                                                | S.R.O. No. A-2011 of 1959, published at page 497 of Part I of the Fort St. George Gazette, dated 8th April, 1959.  |
| 4. Highways Repair Yard, Guindy and Highways Yard, Coimbatore.                                | Do.                                                                       | From 14th March, 1959 up to and inclusive of 13th September, 1959.                                                                 | S.R.O. No. A-2257 of 1959, published at page 561 of Part I of the Fort St. George Gazette, dated 22nd April, 1959. |
| 5. Tractor Workshop, Coimbatore and Public Works Workshops and Stores, Old Jail Road, Madras. | Do.                                                                       | Do.                                                                                                                                | S.R.O. No. A-2258, of 1959, published at page 561 Part I of the Fort St. George Gazette, dated 22nd April, 1959.   |
| <b>Madras Shops and Establishments Act, 1947.</b>                                             |                                                                           |                                                                                                                                    |                                                                                                                    |
| 1. Shops & Establishments in the Madras State.                                                | Chapters II, III, V and VI and Section 31 of Chapter VII of the said Act. | One year from 25th March, 1959, subject to certain conditions                                                                      | S.R.O. No. A-2256 of 1959, published at page 561 of Part I of the Fort St. George Gazette, dated 22nd April, 1959. |
| 2. Stalls situated in Madurai Chittirai Exhibition, Madurai.                                  | Suspension of operation of all provisions of the Act.                     | For a period of 40 days from the 15th April, 1959 to the 24th May, 1959 (both days inclusive).                                     | S.R.O. No. A-2410 of 1959, published at page 587 of Part I of the Fort St. George Gazette, dated 29th April, 1959. |
| 3. Persons employed in dyeing establishments of Chayapattaraia or work places.                | From all provisions of the Act.                                           | For a further period of one year commencing from 31st March, 1959 and ending with 30th March, 1960.                                | S.R.O. No. A-2411 of 1959, published at page 588 of Part I of the Fort St. George Gazette, dated 29th April, 1959. |
| 4. Madurai Devi Bala Vinodha Sangeetha Sabha.                                                 | Do.                                                                       | For a further period of one year commencing on the 1st April, 1959 and ending with 31st March, 1960 subject to certain conditions. | S.R.O. No. A-2412 of 1959, published at page 588 of Part I of the Fort St. George Gazette, dated 29th April, 1959. |
| 5. Third All India Khadi Handloom Swadeshi and Industrial Exhibition, Dharmapuri, Salem.      | Suspension of operation of provisions of the Act.                         | For a period of 32 days from 14th April, 1959 to 15th April, 1959 (both days inclusive).                                           | S.R.O. No. A-2413 of 1959, published at page 588 of Part I of the Fort St. George Gazette, dated 19th April, 1959. |

| (1)                                                             | (2)                             | (3)                    | (4)                                                                                                                |
|-----------------------------------------------------------------|---------------------------------|------------------------|--------------------------------------------------------------------------------------------------------------------|
| 6. All Khadi Vastralayas of Tamilnad Sarvodaya-sangh, Tiruppur. | From all provisions of the Act. | Permanent exemption .. | S.R.O. No. A-2414 of 1959, published at page 588 of Part I of the Fort St. George Gazette, dated 29th April, 1959. |

## 18. Consolidated Statement of prices of cotton and yarn for April, 1959.

| For the week ending. | Price of cotton per candy of 784 lbs. |             |
|----------------------|---------------------------------------|-------------|
|                      | Cambodia.                             | Karunganny. |
|                      | Rs.                                   | Rs.         |
| 4th April, 1959.     | .. 915                                | 810         |
| 11th April, 1959     | .. 915                                | 810         |
| 18th April, 1959     | .. 915                                | 810         |
| 25th April, 1959     | .. 915                                | 810         |

| For the week ending. | Price of Yarn per bundle of 10 pounds. |       |       |                |                |
|----------------------|----------------------------------------|-------|-------|----------------|----------------|
|                      | 10s.                                   | 20s.  | 40s.  | 60s. (Single). | 80s. (Single). |
| 4th April, 1959 ..   | 16/63                                  | 16-13 | 27/62 | 48/00          | 57/25          |
| 11th April, 1959 ..  | 16/63                                  | 16-13 | 27/62 | 48/00          | 57/25          |
| 18th April, 1959 ..  | 16/63                                  | 16-00 | 27/62 | 48/00          | 57/25          |
| 25th April, 1959 ..  | 16/63                                  | 15/63 | 27/62 | 48/00          | 57/25          |

## 19. The Cost of Living Index numbers\* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act XI of 1948) in Madras City and in the different mofussil Urban Centres for the month of April 1959 as ascertained and declared by the Director of Statistics under section (a) (d) of that Act.

(\* The cost of living index numbers are now called Consumer Price Index numbers).

| Centre.                               | Food. | Fuel and Lighting. | Clothing. | House rent. | Miscellaneous. | Cost of Living Index. |
|---------------------------------------|-------|--------------------|-----------|-------------|----------------|-----------------------|
| (Base : Year ended June, 1936 : 100). |       |                    |           |             |                |                       |
| 1. Madras City ..                     | 463.1 | 531.3              | 381.9     | 238.4       | 325.0          | 413.6                 |
| 2. Cuddalore ..                       | 441.8 | 427.7              | 289.2     | 302.9       | 429.1          | 411.5                 |
| 3. Tiruchirapalli.                    | 471.2 | 456.2              | 381.5     | 204.1       | 328.3          | 412.7                 |
| 4. Madurai ..                         | 464.0 | 325.8              | 442.0     | 182.6       | 300.9          | 388.2                 |
| 5. Coimbatore ..                      | 472.9 | 463.8              | 471.4     | 406.7       | 242.7          | 448.8                 |

|                              | Food  | Housing . | Clothing. | Miscellane-<br>ous. | Cost of<br>Living<br>Index. |
|------------------------------|-------|-----------|-----------|---------------------|-----------------------------|
| (Base : August, 1939 : 100). |       |           |           |                     |                             |
| 6. Nagercoil ..              | 337.7 | 276.3     | 498.6     | 276.6               | 453..                       |

Comparative statement of the Cost of Living Index numbers for the months of March, 1959 and April, 1959.

| Zone.                                                           | Centre.           | Cost of living index<br>number for the month of. |              | Variation. |
|-----------------------------------------------------------------|-------------------|--------------------------------------------------|--------------|------------|
|                                                                 |                   | March, 1959.                                     | April, 1959. |            |
| (Base : Year ended June, 1936 : 100).                           |                   |                                                  |              |            |
| 1. Madras City and<br>Chingleput District.                      | Madras City ..    | 409                                              | 414          | + 5        |
| 2. North Arcot and<br>South Arcot Districts.                    | Cuddalore ..      | 401                                              | 412          | + 11       |
| 3. Tiruchirapalli and<br>Tanjore Districts.                     | Tiruchirapalli .. | 391                                              | 413          | + 22       |
| 4. Madurai, Rama-<br>nathapuram and Tiru-<br>nelveli districts. | Madurai ..        | 384                                              | 388          | + 4        |
| 5. Coimbatore and<br>Salem Districts.                           | Coimbatore ..     | 449                                              | 449          | Nil.       |
| (Base : August 1939 : 100).                                     |                   |                                                  |              |            |
| 6. Kanyakumari dis-<br>trict.                                   | Nagercoil ..      | 453                                              | 453          | Nil.       |

## MADRAS CITY.

INDEX : 414.

*A rise of five points.*

The index for the food group rose by eleven points to 463 due mainly to a rise in the prices of rice, tamarind and gingelly oil.

The index for the fuel and lighting group fell by eight points to 531 due to a fall in the prices of firewood and charcoal.

The index for the clothing group rose by one point to 382 due to a rise in the price of dhoties.

The index for the miscellaneous group fell by six points to 325 due to a fall in the prices of betel leaves and tobacco for chewing.

The index for house rent remained unchanged at 238 points.

| Group.                      |    | Weight proportional<br>to the total expen-<br>diture. | Group Index Number. |              |
|-----------------------------|----|-------------------------------------------------------|---------------------|--------------|
|                             |    |                                                       | March, 1959.        | April, 1959. |
| Food                        | .. | 58.23                                                 | 452.4               | 463.1        |
| Fuel and Lighting           | .. | 8.42                                                  | 538.9               | 531.3        |
| Clothing                    | .. | 6.10                                                  | 380.7               | 381.9        |
| House rent                  | .. | 14.57                                                 | 238.4               | 238.4        |
| Miscellaneous               | .. | 12.68                                                 | 330.7               | 325.0        |
| Total                       | .. | 100.00                                                |                     |              |
| Cost of living index number | .. |                                                       | 408.7               | 413.6        |

## CUDDALORE.

INDEX : 412.

*A rise of eleven points.*

The index for the food group rose by eighteen points to 442 due mainly to a rise in the prices of rice, chillies and tamarind.

The index for the fuel and lighting group fell by nine points to 428 due to a fall in the price of firewood.

The index for the miscellaneous group fell by three points to 429 due to a fall in the price of tobacco for chewing.

The groups indices in respect of clothing and house rent remained unchanged at 289 and 303 points respectively.

## TIRUCHIRAPALLI

INDEX : 413.

*A rise of twenty-two points.*

The index for the food group rose by thirty-four points to 471 due mainly to a rise in the prices of rice, chillies, tamarind and turmeric.

The index for the clothing group rose by five points to 382 due to a rise in the prices of dhoties and shirting.

The index for the miscellaneous group rose by six points to 328 due to a rise in the price of betel leaves.

The group indices in respect of fuel and lighting and house-rent remained unaltered at 456 and 204 points respectively.

## MADURAI.

INDEX : 388.

*A rise of four points.*

The index for the food group rose by ten points to 462 due mainly to a rise in the prices of rice, vegetables and coriander seeds.

The index for the fuel and lighting group fell by fifteen points to 326 due to a fall in the price of firewood.

The group indices in respect of clothing, house rent and miscellaneous remained stationary at 442, 183 and 301 points respectively.

## COIMBATORE.

INDEX : 449.

*A slight fall.*

The index for the food group rose by one point to 473 due mainly to a rise in the prices of vegetables and tamarind.

The index for the fuel and lighting group fell by one point to 464 due to a fall in the price of kerosene oil.

The index for the clothing group fell by fourteen point to 471 due to a fall in the price of sarrees.

The group indices in respect of house rent and miscellaneous remained unchanged at 407 and 243 points respectively.

(Base : August, 1939: 100).

## NAGERCOIL.

INDEX : 455.

*A slight rise.*

The index for the food group rose by two points to 538 due mainly to a rise in the price of rice.

The index for the miscellaneous group fell by five points to 277 due to a fall in the price of pan and tobacco.

The group indices in respect of housing and clothing remained unaltered at 290 and 499 points respectively.

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