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ARTICLES

THE PREPARATION, ORGANISATION AND EXECUTION OF NATIONAL PRODUCTIVITY PROGRAMMES.

(The first half of the above article appearing in the August, 1959, issue of the International Labour Review was republished in the March, 1960, issue of the Madras Labour Gazette. The second half is republished below.)

FINANCE.

42. Although it may be necessary for the centre to be wholly financed by the government in its early days and probably subsidised thereafter, efforts should be made to put its educational and consultant activities on a revenue-producing basis, thus providing supplementary income for expanding the activities of the centre.

SCOPE AND CONTENT OF PRODUCTIVITY PROGRAMMES.

43. *Work Study and Associated Techniques.* The experience of a growing number of national productivity centres and of I.L.O. productivity missions tends to confirm that work study is the most suitable means of arousing interest in productivity programmes during their initial stages. It is relatively easy to demonstrate and teach, and has the advantage that it enables workers and their representatives to participate from the beginning in both theoretical and practical training on the same footing as representatives of management. This is particularly important in view of the fact that improvements effected through the use of work study inevitably affect the individual worker directly. The training given to workers' representatives equips them both to safeguard the interests of their fellows against any misuse of the technique and, at the same time, to explain the nature of and reasons for any steps being taken during an application of work study within the plant. Such explanations, together with the knowledge that their representatives have had this training, can do much to give workers confidence that their interests will be well looked after and so increase their willingness to accept the changes which work study may show to be desirable. Participation of workers with management in such courses also makes an important contribution to better understanding between the two and hence to improved human relations.

44. The basic work study course found in practice to be most satisfactory is one of from six to eight weeks' duration in which theoretical training is combined with practical work, usually in the undertakings from which the participants have been drawn. This course is not intended to produce fully trained productivity technicians, but the participants are nonetheless enabled to make

considerable contributions to raising productivity in individual workplaces and workshops within the plant. This basic course will not, however, suffice to meet the needs either of the training staff on whom a rapid spread of knowledge depends or those of the technicians who will be required to make deeper and more effective applications in industry. Arrangements should be put in hand early in the programme to provide more advanced courses as well. Whether these are to be given by the national productivity centre or by other organisations and institutions will depend upon the facilities available in the country concerned.

45. Work study may be regarded as the basic technique for raising productivity, but associated techniques of industrial engineering should not be neglected. Production planning and control, quality control, planned maintenance and costing are all techniques of first-rate importance in making lasting and effective increases in productivity. As has been the practice in most I.L.O. missions, courses in these techniques, together with courses in labour-management relations, should be among the earliest activities to be started in any productivity programme. Of prime importance is the training of staff qualified to give courses in these subjects.

VOCATIONAL TRAINING AND HIGHER PRODUCTIVITY.

46. Important as is the training of specialised personnel in the techniques of productivity improvement, it is not enough. The achievement of maximum efficiency and productivity in any undertaking calls for the skill, initiative and concerted effort of all those engaged in it—workers, supervisors, technicians and management.

47. While noting the importance of training adequate numbers of workers in the various skills which will be required as industrialisation proceeds the meeting has not attempted to formulate detailed recommendations on this subject, which has been fully covered by other I.L.O. meetings. The meeting does, however, wish to emphasise the importance of utilising the opportunities offered by vocational training courses to make workers productivity-conscious and to encourage them to show initiative and imagination in devising quicker and more efficient ways of doing the work entrusted to them. The extent to which such encouragement will prove effective in practice will of course depend on the quality of the relations between management and labour and in particular on the degree of mutual confidence which exists between them.

TRAINING OF SUPERVISORS.

48. The role of the foreman or supervisor is of key importance since he forms the main link between higher management and the workers on the shop floor. Training of foremen and supervisors is therefore an important element in any productivity programme; attention is drawn in this connection to the recommendations made by I.L.O. meetings of experts on this subject. In the case of this group also every effort should be made to stimulate a keen interest in devising better ways of doing the work under their control, in encouraging workers to come forward with new ideas and improved methods and in enlisting the co-operation of workers in making the best use of the materials and facilities available to them.

TRAINING AND DEVELOPMENT OF HIGHER MANAGEMENT.

49. Primary responsibility for achieving a high level of productivity and efficiency within the undertaking rests, however, with the management, especially with the top management. The middle management—heads of departments and assistant heads has—the responsibility for initiating, carrying

through and maintaining improvements in productivity, but it is the top management which decides major questions of policy, establishes the organisational structure of the undertakings, allocates duties and responsibilities and is responsible for the over-all co-ordination of all activities in the enterprise. The top management is also primarily responsible for the quality of the relations between management and workers within the plant. Unless top management performs its functions efficiently the best efforts of middle management, supervisors and workers are likely to be frustrated.

50. While the value of work study and of the other techniques of industrial engineering in arousing interest in raising productivity has been amply demonstrated, problems have been encountered in maintaining their application in individual undertakings once the guidance of the staff of the productivity centre or of the I.L.O. experts has been withdrawn. This, it is considered, may often be because of insufficient appreciation on the part of the management of the full value of these techniques to the enterprise and their relationship to the many problems with which the management has to deal from day to day outside the workshop or plant. Most courses in industrial engineering and work study have been accompanied by some form of appreciation sessions for employers and top management in order to acquaint them with the use of these techniques. Such sessions, in general, do not examine in any detail the complex of factors, internal and external to the enterprise, which may affect its productivity, some of which may be beyond the control of the individual management, but nevertheless must be taken into account. These factors are economic, commercial, financial, technical, social and psychological and may include considerations imposed by government policy and shortages or deficiencies in material and human resources. Only when these factors, their inter-relations and the effects which they produce are properly understood and the means which management has at its disposal for dealing with them are known, can an enterprise be operated at full efficiency. Managements in newly industrialising countries, especially those managements which are comparatively new to industry, may be considerably assisted in their tasks by the provision of facilities in the form of seminars, discussion groups and conferences to obtain a fuller understanding of these factors and of the ways in which they can be successfully dealt with. Short residential seminars have proved valuable for this purpose.

51. In making provision for such facilities, it should be borne in mind that those demanded for middle management will differ substantially from those which top management will require. Middle management will require a greater grasp of specific management techniques as well as of means of decision making in order to enable it to carry out its day-to-day work and, at the same time, qualify its members to enter the ranks of top management in the future. Courses will need to be intensive, of at least several weeks' duration (not necessarily in one stretch) and preferably residential, at least in part. Top management development activities must be carefully tailored to the requirements of men who already occupy substantial positions in industry and in the community and who require a broad picture of industrial operation and the factors affecting it rather than any detailed command of specific management techniques.

52. The principal task of the national productivity centre is to provide training and development in the fields of industrial engineering and management for people already working in industry and other sectors of the economy. It is desirable that early provision be made for training in these fields to be incorporated in the normal educational system of the country by the establishment of departments of management and industrial engineering in universities

and technical colleges. As well as providing adequate coverage of these subjects in the syllabuses of courses for degrees and diplomas, these departments should provide training and development facilities at higher levels.

ORGANISATION OF TEACHING.

53. Presentation of subject-matter is of first important in making an impact on those attending seminars and courses. Experience of productivity centres and I.L.O. productivity missions has shown that, even for purely informative purposes, the straight lecture should be used sparingly and, where used, should be illustrated wherever possible with prepared diagrams of simple and striking design. All lecture sessions should be kept short, one hour being normally considered the maximum length. Films are valuable as a means of instruction and illustration, especially in the field of work study, but care must be taken in their selection to ensure that the conditions portrayed, both social and technical, are such as can be easily recognised and understood by those to whom they are shown. Foreign films should be "dubbed" in the language of the country or region. The productivity centre should sponsor the making of instructional films in work study and other techniques in the country as soon as practicable; the impact of familiar people and places will be much greater than that of scenes in foreign films and will impress on the minds of audiences that what they are being taught can really be applied in their own country by people like themselves.

54. Different levels of management, supervision and workers, and different subjects, demand differing forms of presentation. A cardinal rule is to encourage as much audience participation as possible. The following techniques of presentation may be considered valuable at different levels,

(a) *Seminars and Conferences for Employers and Managers.*—Case studies in general management; discussion groups led by prominent industrialists; lectures on general economic, commercial and personnel matters by persons outstanding in their fields: films, demonstrations in which members of the audience can participate; decision-making activities;

(b) *Seminars and Courses for Middle Management.*—Case studies embodying various aspects of management; guided discussions in groups; "incidents", role-playing lectures on management techniques; films; demonstrations; simple practical exercises in the classroom or laboratory; decision-making activities;

(c) *Courses for Productivity Technicians and other Technical Personnel: Supervisors and Workers' Representatives.*—Case studies; lectures in techniques; demonstrations and practical exercises; "incidents"; role-playing; films; discussions.

The grouping given above should not be regarded as hard and fast; some judgment must be exercised in the selection of techniques of presentation according to the level of knowledge and education of the participants.

55. In general, it is not necessary to provide complete copies of lectures, but in certain countries textbooks in the language of the country, or, indeed in any language, may be difficult or expensive to obtain; in such cases it may be, desirable to provide full notes with, possibly, supplementary material which participants in courses can re-read at leisure.

LANGUAGE AND INTERPRETATION.

56. Where I.L.O. experts are participating in the training, either such experts should be able to give their course in the language of those taking part or care should be taken to ensure that participants have an adequate command

of the language of the expert or that interpretation facilities are available. Courses have been conducted by I.L.O. productivity missions through interpreters in several countries, but it is essential that the interpreter should not only have a sound knowledge of both the languages involved but should also have an intimate knowledge of the subject-matter, its terminology and an abstract concepts (for example, those connected with human relations) that are embodied in it. The distribution to participants of summaries in their own language and that of the expert can help to overcome language difficulties.

SELECTION OF PARTICIPANTS AND AWARD OF CERTIFICATES.

57. In the selection of personnel to participate in courses in specific productivity improvement techniques, care should be taken to ensure that those selected have the capacity to derive full benefit from them. Formal educational qualifications are less important than an ability to think clearly and practically. As far as possible, all those selected should have had thorough practical experience.

58. While the award of certificates and diplomas for participation in courses may act as a stimulus to enrolment and regular attendance, especially of younger and junior personnel, discrimination should be practised with respect to such awards. In general, attendance at shorter courses may be recognised by the award of "certificate of attendance" on a completion of the course, provided a specified minimum number of attendances, which should represent a high proportion of the total course, have been registered. Diplomas should only be awarded for those courses which raise the standard of knowledge of the participants to a substantial degree (e.g., full courses in industrial engineering) and which embody some form of examination or test by which the proficiency of the participants may be assessed.

ORGANISING AND FOLLOWING UP TRAINING PROGRAMMES.

59. The organisation of programmes for productivity training in groups of firms either in a particular industry or in a particular community or area may prove a useful part of a productivity programme. In addition, it may sometimes be desirable to carry out complete programmes of training both theoretical and practical within a large plant, a member or members of the staff of the productivity centre being detached for this purpose for a period of months. This is especially valuable in the case of large public undertakings, and provides a means of combining training with direct supervision of the implementation of practical projects.

60. The continuation of productivity improvement projects in individual enterprises after the completion of training courses and demonstrations is a criterion of their success. This can only be achieved if the employer or top manager has been convinced of the value to his business of the change introduced. All training, education or demonstration projects should therefore be presented in such a way that their relevance to the problems with which employers and managers are preoccupied is made clear.

61. To ensure the continuation and extension of the practical work of productivity improvement within the individual enterprise it is desirable that an industrial engineering department should be set up, staffed in the first instance by persons who have undergone the appropriate training at the productivity centre or other institutions providing similar courses. This would be a "staff" department with no "line" authority, responsible directly to the top management or at least to the general works management. In small firms, the function might have to be undertaken by one man. All activities relating to productivity improvement, especially work study and production planning

and control, and all training in productivity techniques within the enterprise should be centralised in this department.

THE ROLL OF PROFESSIONAL ASSOCIATIONS.

62. In countries where professional associations of engineers and similar bodies exist, their co-operation should be sought in arousing and maintaining interest in productivity and management matters. The formation of management associations and of associations of industrial engineers or work study technicians, while a matter for voluntary action, should be encouraged and assisted whenever possible. Where no such bodies already exist, they may sometimes be initiated by groups of members or ex-members of courses given by the productivity centre.

63. Such associations or clubs serve a valuable purpose in keeping together persons who have received training in management and productivity improvement techniques, in enabling them to maintain their enthusiasm, exchange experiences and assist in the solution of each other's problems and in broadening their knowledge through the provision of lectures, conferences and discussion groups. Linking up through correspondence with similar bodies in the same fields in other countries, especially those more industrially advanced, offers opportunities for keeping in touch with the latest developments elsewhere and provides the members with a sense of belonging to a world-wide movement. This, in the early days of the productivity programme in a given country, is likely to prove a valuable stimulant to morale. In any such association, care should be taken to avoid the development of a narrow professional outlook.

FELLOWSHIPS AND STUDY TOURS.

64. Fellowships for study abroad by members of the staffs of productivity centres, industrial managers and others in a position to influence the raising of productivity in their own countries should form an integral part of any productivity programme. Anyone to whom such a fellowship is awarded should first have undergone the training available at the productivity centre within his own country, should be thoroughly familiar with the use of management techniques and should have a good knowledge of conditions in industry in his own country. He should have an adequate command of the languages of the countries to which he is to be sent, or of a language in common use in those countries. If an I.L.O. mission is attached to the productivity centre, the fellow should seek the guidance of members of the mission in planning his programme of study. Only in this way can the full benefit of such fellowships be obtained.

65. Provision should be made for study tours composed of groups of industrialists, managers or workers, or mixed management-worker teams. Such groups should be familiar with current practice in their own country in the general subject field which they are to study and, before their departure, should prepare themselves thoroughly so as to be able to derive maximum benefit from the opportunities provided by the tour.

PRODUCTIVITY IMPROVEMENT IN AGRICULTURE.

66. In many countries industry still constitutes only a small part of total economic activity and the great mass of the population is engaged in agriculture, much of the work involving heavy physical effort. The productivity programme should therefore extend not only to industry but also to agriculture, in many branches of which there is great scope for the application of productivity improvement techniques. Possible lines of action include—

(a) in countries exporting agricultural products to world markets and facing world-wide competition ;

(i) improvement in the efficiency with which labour is used in sowing, tending, picking and harvesting, sorting, packing and despatch ;

(ii) reduction of damage to products through improved picking, handling and packing methods and better storage and preservation and the control of quality through more efficient sorting and grading.

(b) in countries where agricultural machinery has to be imported or is otherwise difficult or expensive to obtain, planned operation and maintenance to ensure optimum utilisation of such machinery.

67. Certain under-developed countries do not have any substantial population surplus and may, indeed, have shortages in certain areas. This may be the case in agricultural areas where increasing industrialisation is attracting rural populations to the cities and causes difficulties in operating farms satisfactorily. The introduction of more advanced agricultural techniques tends to involve an increased number of operations, many of them manual. There are also cases where a crop must be harvested within a very limited period of time or suffer deterioration, as with sugar beet. In such cases productivity improvement techniques such as work study and production planning and control may be applied with great benefit, including the elimination of waste and of unnecessary physical effort.

PRODUCTIVITY IMPROVEMENT IN OTHER FIELDS.

68. In any country there are a large number of activities in which the general public is involved, such as commerce, banking and government offices and services of various types, especially the post office. In many countries these fields have hitherto been virtually untouched by modern management and productivity improvement techniques. Where such techniques have been introduced considerable savings have been effected in the time of the public, the strain on the officials concerned and the expenditure of public money. The scope for saving in this field as well as in the general field of public administration may, in some cases, exceed that in industry.

69. Among other fields where productivity techniques used in industry may be and have been successfully applied are transport, cargo-handling in ports, building and civil engineering. In view of the immense importance of building in many countries, attention is specially drawn to the possibilities of greatly increasing productivity in this field.

70. In any productivity programme early provision should be made for promotional activities and training in specific sectors of special importance to the national economy such as those enumerated above. Where necessary, the assistance of international experts specialising in these fields may be sought to institute training programmes and similar activities.

THE ROLE OF I.L.O. PRODUCTIVITY MISSIONS.

71. During the past five years I.L.O. productivity missions have helped to make industry in many under-developed countries aware of the great scope that exists for raising the productivity of existing resources of industrial plant, equipment, raw materials and labour, to train technicians and middle management in the use of such techniques as work study and production planning and control, and to assist in the establishment and development of national productivity centres and other institutions concerned with management training and productivity improvement. The work done so far by these missions thus constitutes a good foundation on which to develop the larger

and more extensive efforts, both national and international, which must be made if the progress of economic development and the raising of standards of living are not to be impeded by failure to make the best use of available resources.

72. The raising of productivity requires first the development and encouragement of attitudes favourable to this objective; secondly, the awakening and stimulation of interest in the methods by which productivity can be raised and, thirdly, the training of those concerned at all levels in industry both in the specific techniques and in the general methods of approach and analysis that can be used for this purpose. This is a field in which the I.L.O. is specially qualified to render assistance, first by, reason of its tripartite composition and its close contacts with employers and workers, secondly, by its long experience of industrial problems and, thirdly, by the effective work it has already done through its productivity missions.

73. It is therefore desirable that governments should make the fullest possible use of the assistance in the field of productivity improvement and management development which can be provided by the I.L.O. and that the necessary financial provision should be made to enable the I.L.O. to extend both the scale and the scope of the assistance which it is in a position to provide.

74. With a view to making the most effective use of international technical assistance careful preparations should be made both by the receiving country and by the International Labour Office before the commencement of any productivity mission. Such preparations should include, wherever possible a preliminary survey by an I.L.O. expert of relevant conditions in the country concerned, on the basis of which careful specifications should be drawn up covering both the action to be taken by the national authorities and the terms of reference and proposed composition and duration of the mission. The action to be taken by the national authorities should include, in addition to the provision of office accommodation, transport and other necessary facilities, the designation and establishment of an appropriate national institution to which the mission should be attached and the appointment of suitably qualified staff to be associated with and trained by the members of the mission. Such action can substantially reduce the time lag between the arrival of the main mission and the date at which it can start effective work.

75. Such a survey mission, which can make a most valuable contribution at a formative stage in the development of the national productivity programme, can usually be of short duration and consequently involve relatively little cost. Generally, however, it must be undertaken before any provision has been made for it in technical assistance funds. Consequently the I.L.O. may not always be able to finance a survey mission. It is therefore suggested that the Government concerned should consider making available to the I.L.O. the funds required to meet the costs involved.

76. Since the processes of education and training which constitute the essence of productivity programme necessarily require considerable time, there should be a clear understanding in advance that the programme, including the provision to be made for technical assistance, will continue over a period of years. The national institution to which the productivity mission is to be attached should, therefore be a continuing one and the national authorities responsible for the determination of the country's, technical assistance programme should undertake to include in this programme for a period of several years the necessary provision for technical assistance in the field of productivity. Both the activities of the national institution concerned and the types and volume of technical assistance required, may, of course, be

expected to be different at different stages in the development of the productivity programme; any plans drawn up will therefore need to be flexible in character.

77. Whenever possible the services of I.L.O. productivity missions should be used, at least in the initial stages, to cover as wide a field as possible in order to spread the idea of productivity. Later it may be desirable to concentrate on a specific industry or other economic sector in order to do more advanced work or to demonstrate the possibilities of a thorough application of productivity improvement and management techniques.

78. In the interest of effective work two experts are considered to represent the minimum desirable size for any mission in its first stages; the amount of time which it is necessary to spend in discussions and on administrative and related matters during the first stages of a mission is liable to lead to undue delay before a one-man mission can start effective work. If at all possible, provision should be made for at least three experts in order to ensure that their work will have a substantial impact from the outset.

79. In the later stages, however, when the national productivity programme is well advanced and there is consequently less need for technical assistance, the mission should be reduced accordingly. The principal objective of the mission will have been achieved when its full-time services are no longer needed. It is, however, suggested that, at an appropriate interval after the departure of such a mission, arrangements should be made for a servicing mission of possibly two months' duration by an expert who could study the progress made, advise on possible further development and, if desired, give short courses on special subjects. Provision for such a servicing mission might accordingly be made in the country's technical assistance programme. Similar arrangements might be made for any short-term missions which might be required from time to time to assist in dealing with special problems.

REPORT ON EMPLOYMENT IN THE PUBLIC SECTOR IN MADRAS STATE—FOR THE QUARTER ENDED SEPTEMBER 30TH, 1959.

I. INTRODUCTION.

This report, second in the series, analyses the trends in the employment market in the public sector of the State of Madras. The information which was collected on form E.M. 6 from the Railways, State Government, Quasi-Government establishments, and Local Bodies and on form S.S. R. 1 from Central Government establishments other than railways at quarterly intervals from the Employers through "establishment reporting system", has been utilised to study and size up the employment market, as it related to the public sector in the State.

On the last day of the quarter ended September, 1959, there were about 2,271 establishments in Madras State, which is 117 more than in the previous quarter. They were made up of 285 Central Government establishments including the railways, 1,319 State Government establishments, 194 Quasi-Government establishments and 473 establishments under Local Bodies. Of the 2,271 establishments addressed during the quarter, as many as 2,256 establishments responded, representing 99.3 per cent. 13. Central Government offices and 2 Quasi-Government offices, defaulted. Taking into consideration the number of employees in the establishments which have not responded, it is estimated that the total number of employees in the public sector is in the order of 5,41,739. This enquiry, therefore may be deemed to have covered 99.4 per cent. of all employees engaged in the public sector.

II. EMPLOYMENT TRENDS.

A. *Total Employment.*—The number of employees in the 2,256 reporting establishments in the public sector in the State was 5,37,680 on 30th September, 1959 as against 5,28,053 on 31st March, 1959, which is an increase of 9,627, i.e., 1.8 per cent. The employment index for the public sector, therefore was 101.8 for the quarter ended September, 1959, taking June, 1959 as the base. (=100).

It is seen that employment in the public sector in the State as a whole has been registering a steady increase from quarter to quarter.

B. *Employment in the four wings of the public sector.*—The public sector consists, of Central Government, State Government, Quasi-Government (State and Central) establishments and Local Bodies. The following statement shows the distribution of employment among the four wings in the public sector and also the changes in the volume of employment under each.

TABLE I.
Statement showing by sub-sector the changes in the level of employment
for the quarter ended September, 1959.

Sub-Sector.	Number of reporting establishments.	Number of employees.		Increase (+) or Decrease (—).	Percentage of increase (+) or decrease (—).
		As on 30—6—59	As on 30—9—59		
1. Central Government ..	272	1,44,514	1,47,726	+3,212	+2.2
2. State Government ..	1,319	2,05,927	2,09,327	+3,400	+1.65
3. Quasi-Government ..	192	67,581	66,734	—847	—1.25
4. Local Bodies :					
(a) Municipalities including Corporation :	111	49,706	50,396	+690	+1.4
(b) Other than Municipalities	362	60,325	63,497	+3,172	+5.25
Total ..	2,256	5,28,053	5,37,680	+9,627	+1.8

In the Central Government wing of the public sector, bulk of the employment increase has occurred in the railways (+2,654) followed by posts and telegraphs department (+276) central administrative departments (+182) manufacture of miscellaneous chemicals (+106), telephones (+33) and research (+20). In the State sub-sector, Public works (+1,126) curative and preventive medicine (+1,392), education and research (442), community development programme (+352), and state administrative services (+232), account for most of the employment increase. Under Quasi-Government, the Neiveli Lignite Corporation (+558), Quasi-Government administration (+241), generation of electricity (+73), general educational services (+73), Life Insurance Corporation (+70), research services (+45) and nationalised banking (+14) were responsible chiefly for increased employment; on the other hand, this increase was more than off set by a decrease (—1,983) under distribution of electricity. This is attributed to large scale retrenchment of casual workers who were employed in the construction of transmission lines. In the local bodies wing, increase of employment was most pronounced under general education (+2,175) and under administration (+1,655); the increase under medical and health services was nominal. It is obvious that the expansion of primary education and the revitalisation of panchayats are reflected in the pattern of employment-increase in the sector.

C. *Analysis of Employment by industries.*—Employment data for the quarter have been analysed by industries. The following statement shows the fluctuations under main industry divisions. Details are given in Appendix 1.

TABLE II.

Statement showing the changes in the level of Employment by industry divisions for the quarter ended 1st July to 30th September, 1959.

Industrial Classification number.	Description of Industry.	Number of reporting establishments.	Number of employees as on: 30th June, 1959.	30th September, 1959.	Increase (+) or Decrease (-).	Percentage of increase (+) or decrease (-).
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Division 0	Plantations	2	1,558	1,517	-	2.6
" 1	Mines and quarries	2	11,860	12,418	+	4.7
" 2 & 3	Manufacturing	51	9,700	9,796	+	0.99
" 4	Construction	145	27,700	28,890	+	4.03
" 5	Electricity, Gas, water, etc.	22	37,824	35,932	-	5.0
" 6	Trade and Commerce	109	7,726	7,832	+	1.37
" 7	Transport and Communications	115	1,25,822	1,28,782	+	2.35
" 8	Services	1,804	3,05,572	3,12,283	+	2.2
	Activities not classified elsewhere	6	221	230	+	4.07
	Total	2,256	5,28,053	5,37,680	+	1.8

SPECIAL ARTICLES.

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All industry divisions excepting electricity, gas and sanitary services and cinchona plantations have recorded increases ranging from 0.9 per cent. under manufacturing to 4.7 per cent. under mines and quarries. The downturn under electricity, gas and sanitary services (- 1,892) is due to the discharge of casuals employed in the construction of transmission lines. The decrease under plantations is the result of a restrictive policy relating to cinchona cultivation. The increase under mines and quarries is, by and large, due to bulk recruitment of workers in the multi-million Neiveli Lignite Corporation. The increased activities under construction, the expansion of Life Insurance Corporation and State Bank activities are reflected under construction and trade and commerce division. Employment buoyancy under railways is mirrored under transport and communications division. State administrative services, local bodies and educational services are the chief contributors towards increased employment reflected under services division.

The extent of the changes in the level of employment by industries is given in Appendix I. Both the actual numbers and the percentages have been indicated. All the same, the following highlights in the employment market are of special interest.

Central Government establishments (+ 3,212) State Government establishments (+ 3,400) and local bodies (+ 3,862) contributed to the increase in employment in the public sector during the period under report. On the other hand, Quasi-Government wing recorded a decline (- 847). As already noted, this was almost entirely due to the completion of the construction of transmission lines, resulting in the discharge of a large number of casual workers.

As expected, the employment under services increased from 3,05,572 at the end of June to 3,12,283 at the end of September, 1959, which is an increase of 6,711, i.e., 2.2 per cent. A further analysis by industry shows that general education (+ 2,271) health services (+ 1,403) administrative services under Quasi-Government and local bodies (+ 1,896), community development programme (+ 376), state administrative services (+ 232), Central administrative services (+ 182), scientific and research services (+ 123) were chiefly responsible for the employment-increase under this group. There was a nominal increase under legal and community services.

Under *Transport and Communications*, the Integral Coach Factory and the doubling of Railway track were responsible for the bulk of employment-increase (+ 2,654). Posts and Telegraphs and Telephones followed with an increase of 309. The increase under Information and Broadcasting was nominal.

Building Construction registered an increase of 1,120 in employment over the previous quarter, which represents an increase of 4.0 per cent. This is due to increased activities in the Public works department.

Mines and quarries recorded an increase of 5.58 in employment representing a 4.7 per cent. increase over the previous quarter. This increase is almost entirely due to the increased activities in the Neiveli Lignite Corporation.

Electricity, Gas and Sanitary services on the other hand recorded a fall of 1,892 in employment, i.e., 5.0 per cent. decrease over the previous quarter. This decrease occurred almost entirely in the distribution of electrical energy, where large scale retrenchment of casuals was made, due to the completion of the erection of transmission lines.

State Trading Corporation, Nationalised Life Insurance and Banking showed increased liveliness, which is reflected in the increased employment under these industry-groups.

D. *Analysis of employment by districts.*—The disposition of employment in the public sector in the various labour markets of the State, analysed by industries, is given in Appendix II to this report. It is seen that employment varied from area to area. Even within the same area, the relative importance of the different wings of the public sector have not been uniform; equally so the employment increases. An analysis of the employment data collected for the quarter ended September, 1959 by sub-sectors and by districts, is as interesting as it is instructive. The following statement shows the position separately for each wing of the public sector and for each area, as absolute numbers and as relative percentages.

TABLE III.
Statement showing the number of employees as on 30th September, 1959 by areas and sub-sectors.

District.	Number of employees on 30th September, 1959.											
	Central Government.			State Government.			Quasi-Government.			Municipalities.		
	Number.	Per- tage.	Number.	Per- tage.	Number.	Per- tage.	Number.	Per- tage.	Number.	Per- tage.	Number.	Per- centage.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1. Coimbatore	4,485	3.0	21,434	10.3	5,939	8.9	5,987	11.8	6,615	14.1	55,550	8.3
2. Cuddalore	1,059	0.7	15,400	7.4	13,365	20.0	1,422	2.8	6,490	10.2	37,756	7.0
3. Kanyakumari	88	..	8,302	4.0	252	..	541	1.0	264	0.4	9,457	1.8
4. Madras	76,881	52.0	39,445	18.8	25,380	39.0	19,900	39.4	..	..	161,606	30.0
5. Madurai	14,539	9.8	17,758	8.5	3,704	5.5	5,861	11.9	6,212	9.8	48,074	8.9
6. Ooty	2,811	1.9	3,224	1.5	5,224	8.0	756	1.5	818	1.3	12,833	2.4
7. Ramanathapuram	1,787	1.2	11,856	5.6	453	0.7	2,337	4.7	4,804	7.5	21,297	3.9
8. Saidapet	5,998	4.1	9,237	4.4	565	0.9	1,157	2.3	3,601	5.6	21,558	4.0
9. Salem	1,039	0.7	18,160	8.7	4,203	6.3	2,139	4.3	9,769	15.4	35,310	6.6
10. Tanjore	2,365	1.7	17,907	8.5	311	0.4	2,337	4.7	6,422	9.1	29,342	5.5
11. Tiruchirapalli	31,179	21.1	19,427	9.3	737	1.1	3,208	6.4	6,951	10.1	61,016	11.7
12. Tirunelveli	1,695	1.1	12,757	6.0	476	0.6	1,770	3.5	4,947	7.8	21,645	4.0
13. Vellore	4,054	2.7	14,972	7.0	5,795	8.6	2,921	5.7	5,604	8.7	33,336	6.2
Total ..	147,726	100	209,327	100	66,734	100	50,396	100	63,497	100	537,680	100

Central Government employment, of which Railway employment forms a significant part, is mainly concentrated in Madras City, Tiruchirapalli and Madurai areas. State Government employment is more marked in Madras City, Coimbatore, Tiruchirapalli, Salem, Madurai and Tanjore and Quasi-Government employment in Madras City, Cuddalore, Coimbatore, Vellore and Ooty. Municipal services are pronounced in Madras City, Coimbatore, and Madurai and other Local board services in Salem, Coimbatore, Cuddalore and Tiruchirapalli.

Similarly the over-all employment increase has not been uniform in all the areas; they have tended to vary depending on the economic importance of each area. For instance, the bulk of the increase was centred in the Madras City, Vellore, Cuddalore and Tanjore. The following analysis of the increase by areas, both in absolute numbers and as a relative to the sum total of the increase in the state as a whole, brings into sharp focus the areas where economic activity has been comparatively keener.

TABLE IV.

Statement showing the number of employees in identical establishments on 30th September, 1959, analysed by districts.

Serial number and district.	Number of employees on		No. of increase (+) or decrease (—).	Percentage of increase (+) or decrease (—) to total (Col. 5.)
	30th June, 1959.	30th September, 1959.		
(1)	(2)	(3)	(4)	(5)
1. Coimbatore ..	43,804	44,450	+	6.7
2. Cuddalore ..	36,599	37,756	+	1.57
3. Kanyakumari ..	9,440	9,457	+	0.2
4. Madras ..	1,59,545	1,61,606	+	21.4
5. Madurai ..	47,271	48,074	+	8.3
6. Ootacamund ..	12,598	12,833	+	2.4
7. Ramanathapuram ..	20,838	21,297	+	4.8
8. Saidapet ..	20,844	21,558	+	7.4
9. Salem ..	34,614	35,310	+	7.3
10. Tanjore ..	28,348	29,342	+	10.3
11. Tiruchirapalli ..	61,304	61,016	—	2.9
12. Tirunelveli ..	21,411	21,645	+	2.4
13. Vellore ..	31,437	33,336	+	19.7
Total ..	5,28,053	5,37,680	+	100.0

Viewed from every angle, Madras City maintains its lead as the metropolis of administration and economic endeavour; of all the market areas it is the most important in the state. The impact of the Neiveli Lignite Corporation and the Electricity Board in the Cuddalore and Vellore market areas respectively are closely reflected in the above table.

Madras City.—By far the most important, Madras market area continued its upward trend in employment during this quarter also. Both in the matter of employment and increase relative to the State as a whole, Madras City accounts for a substantial share in them. The following analysis underlines its importance.

TABLE V.

Statement showing the number of employees and the increase in employment as on 30th September, 1959, in the Madras City and Madras State.

Types of establishment.	Employees on.		Percentage.	Increases in.		Percentage.
	State.	Madras City.		State.	Madras City.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Central Government ..	147,726	76,881	52.0	3,212	2,748	85.5
State Government ..	209,327	39,445	18.8	3,400	1,050	30.9
Quasi Government ..	66,734	25,380	38.0	847	2,052	254.0
Local Body ..	113,893	19,900	17.4	3,862	315	8.1
Total ..	537,680	161,606	30.0	9,627	2,061	21.4

A little less than a third of the total employment and a little more than a fifth of the employment increase in the State were in the Madras City. Employment increased from 159,545 at the end of June to 161,606 at the end of September 1959; the increase was in the order of 2,061 (1.2 per cent.) While Central Government (+ 2,748), State Government (+ 1,050) and Municipal Corporation (+ 315) registered increases, the Quasi-Government employment fell (— 2,052). Railways (+ 2,567), Central Administrative services (+ 106) Postal Communications (+ 30) and Telephone services (+ 33) in the Central Government wing; State administrative services (+ 507), health services, (+ 235) and Construction (+ 218), in the State Government wings; and general education (+ 282) in the Municipal Corporation accounted for most of the employment increase during the quarter. On the other hand employment in distribution of electrical energy (— 2,352) fell. This is attributed to the transfer of some offices under the Electricity Board to other areas like Vellore. Employment under Quasi-Government administrative services, however, went up (+ 214).

Coimbatore Area.—Employment during the quarter picked up: it rose from 43,804 at the end of June to 44,450 at the end of September, 1959, an increase of 646, i.e., 1.5 per cent. This is a reversal of the employment trend noticed during the previous quarter. All wings excepting the Quasi-Government, which continued to slump, have registered increase. Railway Signal Communications Workshop, Podanur (+ 54) postal communications (+ 51), and administrative services (+ 35) under Central Government; construction (+ 503), administrative services (+ 100), technical education (+ 45) and health services (+ 22) under State Government; general education (+ 129) under Municipality and under Local Board administration (+ 158) accounted for increased employment during the quarter. But employment under distribution of electrical energy (— 621) under Quasi-Government decreased. This is due to the transfer of some electricity offices to Vellore.

Cuddalore Area.—Employment in the Public sector continued its upward trend during this quarter also. 133 establishments who responded to the enquiry, reported an increase in employment from 36,599 at the end of June to 37,756 at the end of September, 1959, an increase of 1,157 (3.2 per cent.) over

the previous quarter. All the four wings in the public sector registered increases in varying degrees, the local bodies contributing as much as 7.7 per cent. The quasi-government sub-sector followed with 4.9 per cent. (+ 625). The chief contributors to the increase under quasi-government sub-sector are Neiveli Lignite Corporation (+ 557) and the Annamalai University (+ 68). Under State Government, the over-all increase was only 51 over the previous quarter. An analysis by industry groups reveals that while construction (+ 111) and health services (+ 50), contributed to the increase, State administrative services (—122) registered a decrease, chiefly attributable to the re-organisation of the agricultural department. Under Central Government, Post and Telegraph communications increased (+ 21) over the previous quarter; the decrease under central administrative services was nominal.

Kanyakumari Area.—Employment in this area as reported by 125 establishments, of whom 3 were in the central government, 67 State Government, 5 quasi-Government and 50 local body establishments increased from 9,440 at the end of the quarter ended June to 9,457 at the end of September, 1959, representing an increase of 0.2 per cent. over the previous quarter. An analysis by sub-sectors shows that, excepting for the State Government offices, the other wings of the public sector in the area have registered increases in employment. This is an improvement over the past trend where all the wings of the public sector excepting Central Government offices showed a downward trend. Under State Government, general and educational services, health services and community services increased in employment. On the other hand, constructions, State administrative services and legal services showed a decline. The State Bank organisation showed a decrease in employment. The Life Insurance Corporation remained static. Under local body sub-sector, there was an increase of 18 over the previous quarter, the increase limited to the local bodies administrative services.

Madurai Area.—There has been an overall increase of 803 in employments during the quarter. 21 Central Government establishments including railways, 130 State Government, 14 Quasi-Government and 43 Local bodies establishments responded to the enquiry. The down-turn noticed during the previous quarter has been reversed and the area as a whole reported an increase of 1.7 per cent. over the previous quarter. Excepting the Quasi-Government sub-sector which continued to slump, all the other wings of the sub-sector have registered increases. Under Central Government, there was an increase of 494 during the quarter, which is a reversal of the employment trend noticed in the previous quarter. Under State Government, the over-all increase was only nominal. An analysis by industry groups shows that while health services (+ 78), community services (+ 68) technical education (+ 34) and State administrative services (+ 26) showed increases, there was a decrease (—152) under construction. Municipal offices showed an increase in employment, particularly the Municipal administrative services (+ 93) and general education (+ 38); municipal health services remained static. Local Board offices other than municipalities showed an overall increase of 153 over the previous quarter. This increase occurred under general education (+ 80) local board administrative services (+ 62) and health services (+ 11).

Ootacamund Area.—97 establishments reported an increase in employment from 12,598 at the end of June to 12,833 at the end of September, 1959, which is an increase of 235 (1.8 per cent.) over the previous quarter. All the wings of the sub-sector recorded increases including the Quasi-Government establishments which, during the previous quarter showed a downward trend. 17 establishments under Central Government, reported an increase of 95 during the quarter. While the decrease in most of these Central Government offices

have been nominal, this has been more than off-set by a marked increase (+ 106) under one establishment engaged in the manufacture of other chemicals and chemical products which, during the previous quarter reported a downward trend in employment. Under State Government, increased employment was mostly confined to construction (+ 21), community services (+ 14), health services (+ 10), general education (+ 6) and State administrative services (+ 6). 11 establishments under Quasi-Government organisation that reported a decrease during the previous quarter, registered buoyant conditions (+ 65) during the period under report. The bulk of the increase (+ 98) was under generation of electrical energy. On the other hand, distribution of electrical energy recorded a decrease in employment (—33). The Life Insurance Corporation, the nationalised State Bank of India and health services remained static. Under Local bodies, while establishments other than municipalities reported an employment increase of 21 during the quarter, municipalities recorded a nominal decrease of 4. The entire increase in employment under this sub-sector was under Local bodies administrative services.

Ramanathapuram Area.—149 establishments in the area reported an increase in employment of 459 (2.2 per cent.) over the previous quarter. 11 Central Government establishments reported an increase of 51 persons. Railways, Post and Telegraph communications and the Central Fisheries Research Station accounted for the increase. Under State Government, health services (+ 258) and Construction (+ 94) recorded employment increase. On the other hand 42 establishments under State administrative services reported an employment decrease of 287. The bulk of the decrease was due to the reorganisation of the Agricultural office, the disbandment of the temporary loan staff in the collectorate and the reduction of staff employed in the Settlement Office due to completion of work. Under Local Boards, the District Board organisation engaged 330 School-teachers. Municipal administrative services increased by 27. The increase under Quasi-Government wing was nominal.

Saidapet area.—Over the whole sector in the area, employment increased by 714 (3.4 per cent.) during the quarter. Analysed by wings of the public sector, State Government, Quasi-Government and Local Boards reported increases as compared to the previous quarter. On the other hand, the Central Government sub-sector continued its downward trend. Among the Central Government offices, Post and Telegraph communications reported nominal increase. This was more than off-set by decreases in the nationalised Road Transport Workshop and in Central administrative offices. Of the 51 State Government establishments who responded, national malaria eradication programme accounted for an increase of 521 in employment. There was a slight decrease in the State Government administrative offices. The Quasi-Government sub-sector, which was in a state of slump in the previous quarter, showed a nominal increase during the period under report. Most of the increase occurred under Quasi-Government administrative offices, though there was a decrease in employment under nationalised State Bank of India.

Salem Area.—159 establishments, who responded to the enquiry, reported an increase in employment from 34,614 at the end of June to 35,310 at the end of September, 1959. All the wings in the Public sector excepting the Quasi-Government recorded varying degrees of increases. The bulk of the increase occurred under State Government offices. Analysed by industry groups, national malaria eradication programme and allied health services and community services, contributed substantially to the increase. Under Central Government, Post and Telegraph department and the Central administrative services reported a slight increase. General educational services under municipal and District Board control also increased during the quarter. On the

other hand, Quasi-Government sub-sector, which showed an upward trend, during the last quarter recorded a significant decrease during this quarter. Almost the entire decrease occurred under distribution of electrical energy (-746), due to the transfer of a few offices under the Electricity Board to Vellore area.

Tanjore Area.—Compared to the previous quarter, the Quasi-Government wing of the public sector, showed a nominal decrease. While the Life Insurance Corporation slightly increased in employment, this was more than off-set by a decrease under the State Bank of India offices. There was a nominal increase in employment under Central Government offices. Construction (+ 269), health services (+ 273) and community services (+ 88) under State Government establishments reported an increase during the quarter. The increased employment under health services is due to the recruitment of field staff for the national malaria eradication programme. Under Local Bodies, municipal services recorded a slight decrease. On the other hand, District Board and Panchayat establishments reported significant increases, the bulk of which (+ 348) was under Local bodies administrative services.

Tiruchirappalli Area.—Excepting the local bodies and Quasi-Government organisations, all the other wings of the public sector reported decrease in employment. The State Government departments which were in the up-grade during the last quarter reported a decrease of 552 in employment. While community services increased by 72, this was more than off-set by a decrease of 681 under health services and 81 under administrative services. The reason for the significant reduction under health services is due to the transfer of some of the anti-malaria units to other areas. The Central Government continued its slump during this quarter also. This was largely due to the reduction of staff under railways (+ 343). On the other hand, Postal and Telegraph communications increased its employment by 73. Under Quasi-Government, employment increased under distribution of electrical energy (+ 309) due to the employment of temporary staff for the construction of transmission lines. State Bank organisation (+ 11) and wholesale trade (+ 11) also contributed to this increase. The employment increase under municipalities was nominal. The District Board reported an increase of 190 additional teachers during the quarter.

Tirunelveli Area.—Employment in the area increased by 234 during the quarter as reported by 150 establishments. The Central Government establishments failed to improve in this quarter also. Under State Government, health services (+ 70) and construction (+ 51) reported increased employment. There was, however, a decrease under State administrative services and under research services. The local library authority and the Life Insurance Corporation were chiefly responsible for the slight increase under Quasi-Government sub-sector. Municipalities reported increased employment of teachers and a few additional medical and health personnel. The District Board organisation reported an increase (+ 115) under their general educational services.

Vellore Area.—There was an increase in employment of 1,899 persons during the quarter in 136 establishments who rendered the information during the quarter. Analysed by sub-sectors, Central Government organisation as a whole, contrary to the trend in the previous quarter, reported employment-decrease. While Post and Telegraph communications registered an increase in employment, this was more than off-set by a decrease under the two Railway establishments in the area. Among the State Government offices who reported increase in the quarter, construction (+ 47), community services (+ 47),

administrative services (+ 16), technical education (+ 7), health services (+ 22) and legal services (+ 10) were the more important. There was a pronounced employment increase of 1,528 persons under distribution of electrical energy. This is due to the transfer of some of the offices under the Electricity Board to this area. Municipalities suffered a nominal loss in employment but the District Board and Panchayat organisations more than made up the loss. The increase in employment under the District Board and Panchayat was due to the increased intake of teachers under their expanded primary and secondary educational programme.

ADMINISTRATION AND ENFORCEMENT OF NON-TECHNICAL ACT—TRANSFER FROM THE FACTORIES WING TO THE LABOUR WING.

The volume of work that will be generated by the implementation of the Madras Catering Establishments Act, 1958 and the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958, will be too large for the Factories Wing of the Labour Department to deal with. Further, it has been considered necessary to step up the efficiency of the administration of the Factories Act in view of the increase in the rate of accidents in factories, that has been observed of late. It was therefore considered that the Factory Inspectors who are technical officers should not be burdened with the administration of the non-technical acts if they are to concentrate on the effective enforcement of the provisions of the Factories Act and ensure that the rising rate of accidents in factories is checked. With this end in view the work relating to the administration of the following non-technical Acts and the rules framed thereunder have been transferred and entrusted to the Labour Wing of the Labour Department.

1. The Madras Shops and Establishments Act, 1947.
2. The Madras Catering Establishments Act, 1958.
3. The Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958.
4. The Employment of Children Act, 1948.

The following Acts and the Rules framed thereunder will continue to be enforced by the Inspectorate of the Factories Wing :—

1. The Factories Act, 1948.
2. The Madras Maternity Benefit Act, 1934.
3. The Cotton Ginning and Pressing Factories Act, 1925.

The remaining non-technical Acts, viz., the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the Madras Industrial Establishments (National and Festival Holidays) Act, 1958 and the rules under these Acts which are also applicable to factories covered by the Factories Act will continue to be enforced by the Inspectors of Factories but only in respect of Factories covered by the Factories Act. In respect of other establishments the above enactments and rules will be enforced by the Labour Wing.

The enforcement of the Plantations Labour Act, 1951 and the rules will continue to be with the Factories Wing.

A Deputy Commissioner of Labour has been appointed to assist the Commissioner of Labour in the administration of the non-technical Acts. The Chief Inspector of Factories will continue to assist the Commissioner of Labour in the administration of the Factories Act and the Plantation Labour Act.

INDUSTRIAL RELATIONS.

March, 1960.

The labour situation in the State was generally satisfactory. There were 24 strikes and one hunger strike during the month of March, 1960. Of these, 14 strikes related to cotton mills, 3 to plantation estates, 2 to undertakings in the engineering industry and 5 to undertakings in other industries 5, 898, 278, 38 and 4,569 workers being respectively affected. The mandays lost due to the above stoppages were 21,015, 4,853, 44 and 11,659 respectively. The details of the strikes are furnished below.

TEXTILES.

About 8 workers of the B. & C. Mills in the Spinning Department, Madras, struck work on 8th March, 1960 as a protest against the alleged increase of their workload. The workers resumed work of their own accord on the same day.

About 193 workers of Sri Hari Mills (Private) Ltd., Kamachipuram, Coimbatore District, struck work on 5th March, 1960 at 12 noon as a protest against the action of the management in suspending one worker. The workers resumed work on 18th March, 1960, at 7 A.M. on the intervention of the Labour Officer.

The management of Sri Kannapiran Mills Ltd., Sowripalayam, asked the casual workers to distribute themselves for work in day and half night shifts instead of in full night shifts. The workers numbering 557 of this mill struck work on 8th March, 1960. On the intervention of the Labour Officer the workers resumed work on 13th March, 1960.

The management of Nagammal Mills, Ltd., Nagercoil, refused employment to 2 workers as a result of which 375 workers of the mill struck work on 17th March, 1960. The management declared a lockout on the same day. The strike was in progress at the end of the month.

About 85 out of 219 workers of Sri Lakshminarayana Textiles Ltd., Palladam Taluk, Coimbatore, struck work on 18th March, 1960, as a protest against the action of the management in laying off of reelers. The strike continued at the end of the month.

On the termination of the services of a worker by the management of Surya Prabha Mills (Private) Ltd., Kuniamuthur, Coimbatore District, about 217 workers struck work on 16th March, 1960. The dispute was settled by direct negotiation and the workers resumed work on 17th March, 1960.

A dispute arose over the basis of employment of doffers on 100s in Kadiri Mills Ltd., Singanallur, as a result of which about 490 workers struck work on 19th March, 1960. The workers resumed work on 20th March, 1960, after direct negotiation.

About 15 workers of the D.P.F. Textiles Ltd., Coimbatore, struck work on 22nd March, 1960 at 8-30 A.M. as a protest against the action of the management in suspending 2 workers. The workers resumed work voluntarily on the same day at 1-30 P.M.

About 382 workers of the D.P.F. Textiles Ltd., Coimbatore, struck work on 23rd March, 1960, as protest against the action of the management in posting a worker as a spinner. The strike continued at the end of the month.

The management of the B. & C. Mills, Madras, took disciplinary proceedings against a worker. As a result, about 988 workers struck work on 30th March, 1960 and resumed work on the same day after direct negotiation. 724 workers struck work again on 31st March, 1960, on the same grounds on which they struck work earlier and the strike continued at the end of the month.

About 13 workers of Vijayakumar Mills Ltd., Palni, struck work on 3rd March, 1960, as a protest against the management's action in entertaining one more worker to pack twelve bundles. On the intervention of the Labour Officer, the workers resumed work on 5th March, 1960.

Due to non-employment of 5 workers by the management of Kamala Mills Ltd., Singanallur, about 750 workers struck work on 5th March, 1960 and on the mediation of the Labour Officer the workers resumed work on 7th March, 1960.

Due to alleged alteration of the conditions of employment in the preparatory department, 1101 workers of the Pankaja Mills Ltd., Singanallur, struck work on 26th March, 1960 and resumed work on 29th March, 1960, on the advice of the Labour Officer.

PLANTATIONS.

About 167 workers of the Tuttipullam Estate, Tuttipullam P.O., struck work on 4th March, 1960, as a protest against the action of the management in discharging some casual workers. The workers returned to work of their own accord.

About 50 workers of the Burnside Estate, Kotagiri, struck work on 28th March, 1960, for reasons not known. They resumed work on 29th March, 1960, of their own accord.

About 61 workers of the Carrimoney Estate, Thadikkarakonam, struck work on 2nd January, 1960, as a protest against the action of the management in dismissing a worker. The management declared a lockout on 4th January, 1960, which still continues.

ENGINEERING.

As the management of the Maya Industries, Madras 1, did not concede the demand of the workers for wage increase, etc., workers numbering 18 struck work on 5th March, 1960. On the mediation of the Labour Officer, the workers resumed work on 7th March, 1960.

About 20 workers of the General Fabricators (Private) Ltd., Madras, struck work on 15th March, 1960 at 9 A.M. as a protest against the action of the management in sending material outside the undertaking for fabrication. On the mediation of the Labour Officer, the workers resumed work on the same day at 12 noon.

OTHERS.

On the ground that the management of the Cauvery Sugars and Chemicals, Ltd., Pattavaithalai, did not concede the demands of the workers for wage increase, bonus, etc., 465 workers struck work on 11th March, 1960 and the management declared on the same day a lockout which still continues.

On the ground that their demand for wage increase, permanency of workers, etc., was not conceded by the Madras State Electricity Board; 2844 workers in the Kundah Hydro Electric Project, Nilgiris, struck work on 9th March, 1960. The workers resumed work on 10th March, 1960, of their own accord.

About 1178 workers of the Madras State Electricity Board, Vellore Electricity System, struck work on 21st March, 1960, as a protest against, the manage-

ment for not conceding the demands of the workers. The workers returned to work on 22nd March, 1960, voluntarily.

About 37 workers of the Ramanath Press, Madras, struck work on 29th March, 1960, as a protest against the management for not conceding the demands of the workers. On the mediation of the Labour Officer, the workers resumed work on 30th March, 1960.

About 45 workers of the Bramhappa Thavanappanavar (M) (Private) Ltd., Madras, struck work on 22nd March, 1960 at 10 A.M., as a protest against the management for not conceding the demands raised. On the mediation of the Labour Officer the workers resumed work on the same day at 11 A.M.

HOUSING.

Out of the 14 schemes sanctioned by the Government for the construction of 1508 houses at an estimated cost of Rs. 50.86 lakhs, 918 houses have been completed and the construction of the remaining 590 houses has not yet been started.

EMPLOYEES PROVIDENT FUND ACT, 1952.

During the month of March, 1960, 11 establishments were brought under the Employees' Provident Fund Act bringing the total number of covered establishments to 867.

A sum of Rs. 20,03,989.62 was received as employers' and employees' contribution to the Fund during the month.

The total number of covered employees in the Madras State at the end of the month was 2,69,002.

CENTRAL SPHERE.

CONCILIATION.

(1) The Regional Labour Commissioner (Central), Madras, held conciliation proceedings on 10th March, 1960, in the dispute between the management of the Dalmia Cement (B) Ltd., Dalmiapuram and the Dalmia Mines Workers Union, Dalmiapuram, regarding improper supply of trucks, etc., to quarry workers, promotions, etc., and brought about an amicable settlement.

(2) The Regional Labour Commissioner (Central) Madras held conciliation proceedings on 10th March, 1960, in the dispute between the management of the Dalmia Cement (B) Ltd., Dalmiapuram and the Dalmia Cement Workers Union, Dalmiapuram, regarding illegal suspension of two quarry workers, dismissal of a quarry clerk, payment of difference of D.A. and bonus for the year 1957, etc. and brought an amicable settlement.

(3) The Conciliation Officer (Central), Madras, held conciliation proceedings on 3rd March, 1960, in the dispute between the Magnesite Workers Munnetra Sangham, Salem and the management of the Salem Magnesite (P), Ltd., Salem, regarding alleged illegal dismissal of some workers by the management of the Salem Magnesite (P.) Ltd., Salem and brought about an amicable settlement.

(4) The Conciliation Officer (Central), Madras, held conciliation proceedings on 3rd March, 1960, in the dispute between the Magnesite Workers Munnetra Sangham, Salem and the management of the Salem Magnesite (P.) Ltd., Salem, regarding alleged illegal dismissal of some workers by the management and brought about an amicable settlement.

STRIKES AND LOCKOUTS.

- (1) *Major Ports.*—Nil
- (2) *Railways.*—Nil
- (3) *Mines.*—Nil
- (4) *Banks.*

The employees in the 64 branches of the State Bank of India in the Madras State (including the local main office) numbering about 1,500 struck work from 5th March, 1960 to 24th March, 1960 over the charter of demands submitted by the All India State Bank of India Employees Federation.

In response to the call given by the All India Bank Employees Association the Bank employees in the Madras City numbering about 2500 (including about 900 employees of the Reserve Bank of India, Madras) and other places in the State like Madurai, Coimbatore, Erode, Trichy, etc., observed one day token strike on 19th March, 1960 in support of the demands of the striking employees of the State Bank of India and as a protest against the alleged "backing out of the Government on its commitments given to the Aibea for a settlement of the dispute in the banking industry through machinery other than a Tribunal".

- (5) *Insurance companies.*—Nil
- (6) *Other Central Sphere Undertakings.*—Nil

THREATENED STRIKES AND LOCKOUTS.

- (i) *Major Ports.*—Nil
- (ii) *Railways.*—Nil
- (iii) *Mines.*

The Magnesite Workers Union, Salem (Aituc) in its letter dated 26th March, 1960, threatened to call a strike of the workers of the Dalmia Magnesite Corporation if the three contractors of the Dalmia Magnesite Corporation implement their proposal to retrench the workers employed under them.

- (iv) *Banks.*—Nil
- (v) *Insurance Companies.*—Nil
- (vi) *Other Central Sphere Undertakings.*—Nil

PARTICULARS REGARDING DISPUTES RECEIVED, ETC.

- | | |
|--|-----|
| (i) No. of industrial disputes received | 5 |
| (ii) No. of industrial disputes settled | 4 |
| (iii) No. of threatened strikes | 1 |
| (iv) No. of strikes which materialised | Nil |
| (v) No. of draft standing orders certified | Nil |

INSPECTIONS UNDER LABOUR LAWS AND LABOUR WELFARE.

	No. of inspections made.	No. of irregularities detected.
1. Minimum Wages Act, 1948	7	32
2. Payment of Wages Act (Railways)	41	57
3. Payment of Wages Act (Mines)	3	17
4. F.W.C. & C.P.W.D. Contractors Labour Regulations	8	26
5. Employment of Children Act, 1938	15	4
6. Hours of Employment Regulations, 1951	19	118
7. Labour Welfare	24	16
		(suggestions.)

DISPUTES REFERRED FOR ADJUDICATION.

The dispute between the employers in relation to the Vanguard Insurance Co., Ltd., Madras and their workmen regarding scales of pay *d.a.* gratuity, Provident Fund, leave, allowances during suspension and holidays was referred to the Industrial Tribunal, Madras for adjudication during the month under review.

AWARDS PUBLISHED.

The Award of the Industrial Tribunal, Madras in the matter of the dispute between the workmen and the management of the Canara Banking Syndicate Ltd., Udipi, as to "whether the clerk of the cash branch in the Canara Industrial and Banking Syndicate, Madras who is asked to hold a key of the single lock cash book under the existing circumstances is entitled to an allowance under paragraph 164 (b) of the Bank Award and if not to what relief he is entitled" was published during the month under review.

STATE SPHERE.

Conciliation under the Industrial Disputes Act, 1947.

The conciliation officers enquired into and settled 706 disputes during the month of March, 1960. Sixty-nine 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.

Adjudication under the Industrial Disputes Act, 1947.—The State Government referred thirty-two industrial disputes in which settlements could not be brought about by conciliation to the Industrial Tribunal, Madras and to the Labour Courts at Madras, Coimbatore and Madurai, for adjudication. The details of the disputes referred for adjudication are published in the Gazette under the statistical portion.

Forty-six awards given by the Industrial Tribunal, Madras, and the Labour Courts, Madras, Coimbatore and Madurai on industrial disputes referred to them were published in the *Fort St. George Gazette* during the month of March, 1960.

WELFARE.

During the month of March, 1960, the Employment Offices in the State registered 15,886 applicants including 1945 women, 1871 scheduled caste/Tribe applicants and 479 Ex-services personnel, and placed 2512 applicants including 376 women, 283 Scheduled Caste/Tribe applicants and 80 Ex-services personnel. 879 employers made use of the Employment Offices in the State during the month. 2604 vacancies were notified to the Employment Offices and 13147 applicants were submitted to employers for consideration. 1,26,792 applicants were awaiting employment assistance on the live registers of the various Employment Offices in the State at the end of the month.

There was a dearth of trained personnel in the following occupations during the month under review ;

Blacksmiths
Boilermen
Diploma holders (L.M.E./L.E.E./L.C.E.) (with one or two years experience).
Fitters
Public Works Supervisors/overseers
Road Roller Drivers
Sanitary Inspectors

Draughtsmen (Civil and Mechanical)
 Radio Mechanics with experience
 Instructors (Blacksmithy and Carpentry)
 Field Assistants (Anti Malaria)
 Wiremen (Priority with 3 years experience)
 Engineering Instructors (B.E. Mech. or Electrical)
 Midwives
 Nurses
 Screw pine Instructors
 High School Assistants (B.T./L.T./B.Ed. in Maths., Science & Social Studies Men and Women.)
 Physical Training Instructors/Instructresses
 Civil Engineering Supervisors
 Scientific Assistants (Electrochemists)
 Medical Officers (Male and Female)
 Health visitors/Assistants
 Librarians
 Marine Engineers
 Electroplaters
 Social workers
 Laboratory Technicians
 Veterinary Graduates
 Nursing Orderlies (Male and Female)
 Electrical Superintendent Grade II
 Pharmacists
 Stenographers
 Surpluses continued to exist in the clerical and unskilled categories.

During the month of March, 1960, bulk demands for skilled categories of personnel were notified to the Employment Offices for which, candidates were sponsored by the Employment Office at Madurai, Kanyakumari and Salem.

The following manpower schemes under the Second Five Year Plan were in progress during the month :—

(a) *The Employment Market Information Scheme.*—Under the Scheme on collection of Employment Market Information, the Employment Market Report on the Public Sector for the quarter ended 30th September, 1959, was under print. The enquiry for the quarter ended 31st December, 1959, was completed during the month. The total number of employers establishments addressed, the number of live establishments and the number that responded as on the last day of the month under review are as under :

Sectors.	Number of establishments addressed.	Number of live establishments.	Number that responded as on 31st March, 1960.
Public	2343	2273	2264
Private	1373	1373	1276

The administrative sanction of the Government of Madras for the expansion of the Employment Market Information Scheme to cover the private sector in the districts of Salem, Madurai, North Arcot, Tiruchirappalli and Thanjavur was received during the month.

(b) *Occupational Research and Analysis scheme.*—Under this scheme, the District Employment Officer (Occupational Information) completed the original work in respect of the three families and one Group, (viz.,) University Teachers (Family 050), Laboratory Assistants (009-Family), and Draftsmen Structural (Family 090) and Fishermen and related workers (Group 43) covering 44 occupations. These were sent to the Directorate General of Resettlement and Employment, New Delhi, during the month under review. The field study of occupations regarding technical and educational requirements for craftsmen occupation by visiting carriage works and Loco works, Southern Railway, Perambur, was completed. Under the Ford Foundation Project scheme the Occupational Information Officer visited carriage workshop and Loco works at Perambur and as a result of study and discussion, 214 questionnaires were prepared and sent to the Directors General of Resettlement and Employment, New Delhi. Besides the District Employment Officer (Employment Market Information) conducted special survey of the cement Industry in this State by visiting two cement Factories at Dalmiapuram and Thalayat during the month. As a result of this special survey and study of occupational pattern and structure, the various occupations were split into individual and identifiable category of occupations.

(c) *The Youth Employment Service and Employment Counselling Scheme.*—The Youth Employment Service and Employment Counselling Scheme Unit attached to the District Employment Office, Madras, gave group guidance to 650 youths and individual guidance to 25 youths during the month. This Unit also provided guidance information to 186 candidates during the month. Efforts were also made to collect information on the training facilities, details of courses of Studies and apprenticeship for dissemination to applicants.

THE PLANTATIONS LABOUR RULES.

CHAPTER I.

PRELIMINARY.

1. **Short title, extent and commencement.**—(1) These rules may be cited as the Madras Plantations Labour Rules, 1955.
2. These rules shall extend to the whole of the State of Madras.
3. These rules, except rules 12 to 19 and 29 to 42, shall come into force at once. 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.
2. **Definitions.**—In these rules, unless there is anything repugnant in the subject or context,—
 - (a) “Act” means the Plantations Labour Act, 1951.
 - (b) “Form” means a form appended to these rules.
 - (c) “Health Officer” means the Municipal Health Officer or such other official as may be appointed by the State Government in that behalf.
 - (d) “Inspector” means an officer appointed under Section 4 of the Act and includes “Chief Inspector”.
 - (e) “Maintained” means maintained in an efficient state, in efficient working order and in good repair.
 - (f) “Public Health Authority” means the local Health Officer having jurisdiction over the area.
 - (g) “Section” means a section of the Act.
 - (h) All other words and expressions used herein and not defined shall have the meaning respectively assigned to them under the Act.

CHAPTER II.

THE INSPECTING STAFF.

Rules prescribed under section 5.

3. **Powers and Functions of Inspectors.**—An inspector shall, for the purpose of giving effect to the provisions of the Act, have power to do all or any of the following things, that is to say—
 - (i) to photograph any non-adult worker; to inspect, examine, measure, copy, photograph, sketch or test, as the case may be, any house, building or room, register or document maintained under the Act or anything provided for the purpose of securing the health or welfare of the workers employed in a plantation;
 - (ii) to prosecute, conduct or defend before a court any complaint or other proceeding arising under the Act;
 - (iii) to require an employer to supply or send any return of information relating to the provisions of the Act;
 - (iv) to satisfy himself at each inspection that—

- (a) the provisions of the Act and the rules regarding the health and welfare of workers employed in the plantation are observed;
 - (b) the adolescents and children employed in the plantation have been granted certificates of fitness and that no adolescent or child is employed who is obviously unfit;
 - (c) the prescribed registers are properly maintained;
 - (d) the periods of rest and holidays provided by the Act are granted and that the limits of hours of work laid down therein are not exceeded;
 - (e) the notice of period of work required under Section 23 of the Act is duly affixed;
 - (f) leave with wages and sickness and maternity benefits are granted in accordance with the provisions of the Act and the rules;
 - (v) to note how far the defects pointed out at previous inspections have been removed and how far orders previously issued have been complied with; and
 - (vi) to point out all such defects or irregularities as he may have observed and to give orders for their removal and to record and furnish to the employer a summary of the defects or irregularities and of his orders.
4. Every order passed under the Act and the rules shall be served on the employer—
 - (a) by delivering a copy of it to him personally or at his office, or
 - (b) by registered post.

Rules prescribed under section 7.

5. (1) **Duties of Certifying Surgeons.**—For purposes of the examination and certification of young persons who wish to obtain certificates of fitness for work, the Certifying Surgeon shall fix a suitable time and place in consultation with the employer for the attendance of such persons, before the expiry of one month from the date of application, and shall give previous notice in writing thereof to the employers of the plantations situated within the local limits assigned to him.
- (2) Every Certifying Surgeon shall keep bound books containing certificates in Form No. 1 respectively in foil and counterfoil. In each book, the form shall be numbered consecutively and shall be printed on cloth-backed or other durable paper. The foil and counterfoil shall be filled in and either the signature or the left thumb-mark of the person in whose name the certificate is granted shall be taken on them. On being satisfied as to the correctness of the entries made therein and of the fitness of the person examined, the Certifying Surgeon shall sign the foil and initial the counterfoil and shall deliver the foil to him. The foil so delivered shall be the certificate of fitness granted under Section 27. All counterfoils in a book shall be preserved by the Certifying Surgeon for a period of at least two years after the issue of the last certificate in that book.
- (3) A person who loses a certificate of fitness which has been granted to him may apply to the Certifying Surgeon who granted it for a copy of the certificate and the said Surgeon after making such enquiry from the employer of such person (or if such person is unemployed, from his last employer) and from such other sources, as he deems fit, may grant a duplicate of the lost certificate. The word “Duplicate” shall be clearly written in red ink across such duplicate certificate and initialled by the Certifying Surgeon. The counterfoil in the bound book of forms shall be similarly marked “Duplicate” and initialled. For every copy of a duplicate certificate granted, a fee of eight

annas shall be charged from the person concerned which shall be credited to Government. The Certifying Surgeon shall maintain a register in Form No. 2 of all fees paid for the issue of duplicate certificates and shall initial each entry therein. No duplicate of a certificate shall be granted to any person otherwise than in accordance with the provisions of this sub-rule.

(4) The Certifying Surgeon at his periodical visit shall satisfy himself as to the fitness of all the adolescents and children employed in the plantation and shall revoke the certificate of fitness of any whom he deems to be unfit.

(5) The Certifying Surgeon shall hand over to the employer and Chief Inspector a note in Form No. 3 detailing the result of each visit to the plantation.

(6) The Certifying Surgeon shall, upon request by the Chief Inspector carry out such examination as he may indicate for any plantation or class of plantations where young persons are, or are to be, employed in any work which is likely to cause injury to their health.

(7) The employer shall provide for the purpose of any medical examination which the Certifying Surgeon wishes to conduct at the plantation (for this exclusive use on such occasion) a room which shall be properly cleaned and adequately ventilated and furnished with a screen, a table (with writing materials) and chairs.

(6) If a qualified medical practitioner employed in a Garden or Group Hospital referred to in Chapter III is appointed to be a Certifying Surgeon, an appeal will lie against his finding to the Civil Surgeon of the area in which the plantation is situated.

CHAPTER III.

HEALTH.

Rules prescribed under section 8.

7. **Drinking water.**—An adequate supply of wholesome drinking-water shall be made available in every plantation at work sites or at a place or places to be approved by the Inspector, at all times during working hours.

8. **Source of supply.**—The water provided for drinking shall be supplied—

(a) from the taps connected with a public water-supply system, or

(b) from any other source approved by the Chief Inspector of Plantations.

9. **Storage of water.**—If drinking water is not supplied from taps connected with a public water-supply system, it shall be kept in suitable vessels and renewed at least daily. All practicable steps shall be taken to preserve the water and vessels from contamination and to keep the vessels scrupulously clean.

10. **Cleanliness of Well or Reservoir.**—(1) Drinking water shall not be supplied from any open well or reservoir unless it is so constructed, situated, protected and maintained as to be free from the possibility of pollution by chemical or bacterial and extraneous impurities.

(2) Where drinking-water is supplied from such well or reservoir, the water in it shall be sterilized periodically as required by the Inspector by written order, and the date on which sterilizing is carried out shall be recorded :

Provided that this requirement shall not apply to any such well or reservoir if the water therein is filtered and treated before it is supplied for consumption.

11. **Report from the Health Officer.**—The Inspector may by order, in writing direct the employer to obtain at such time or at such intervals as he may direct a report from the Health Officer or the Certifying Surgeon if the former is not available as to the fitness for human consumption of the water supplied to workers and in every case to submit to the Inspector a copy of such report as soon as it is received from the Health Officer.

Rules prescribed under section 9.

12. **Latrine Accommodation.**—(a) Latrine accommodation shall be provided in every plantation on the scale of one latrine for every fifty acres of the area under cultivation or part thereof :

Provided that there shall be at least one latrine each for either sex.

(b) The latrines shall be conveniently situated and shall have exclusive access for either sex.

13. **Latrines to conform to Public Health Requirements.**—The latrines should conform to public health requirements and latrines other than those connected with an efficient water-borne sewage system, shall comply with the requirements of the Public Health authorities.

14. **Privacy of Latrines.**—Every latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastenings.

15. **Sign Boards to be displayed.**—Where workers of both sexes are employed, there shall be displayed outside each latrine or latrine block, a notice in Hindi and also in the language understood by the majority of workers "For Men Only" or "For Women Only" as the case may be. The notice shall also bear the figure of a man or of a woman as the case may be.

16. **Water Taps in Latrines.**—(a) Where piped water-supply is available a sufficient number of water taps, conveniently accessible, shall be provided in or near such latrine accommodation.

(b) If piped water-supply is not available, sufficient quantity of water shall be kept stored in suitable receptacles near the latrines.

17. **Urinal Accommodation.**—Urinal accommodation shall be provided on the scale of one urinal for every 50 acres of the area under cultivation or part thereof. The urinals shall be conveniently situated for both males and females and shall have exclusive access for either sex.

18. **Urinals to conform to Public Health Requirements.**—Urinals should conform to public health requirements. Urinals other than those connected with an efficient water-borne sewage system shall comply with the requirements of the Public Health authorities.

19. **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 the effluent disposed of by connecting such drains with a suitable drainage line :

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

MEDICAL FACILITIES.

Rules prescribed under section 10.

20. **Type of Hospitals.**—There shall be two types of hospitals in plantations, namely, garden hospitals and group hospitals—

(1) *Garden Hospitals* will deal with out-patient, inpatients not requiring any elaborate diagnosis and treatment, infectious cases, midwifery, simple pre-natal and post-natal care, care of infants and children and periodical inspection of workers.

(2) *Group Hospitals* shall be capable of dealing efficiently with all types of cases normally encountered but will not be used for routine treatment. Admission to group hospitals except in emergency shall be only on the recommendation of a garden hospital doctor.

21. **Garden Hospitals.**—(1) Subject to the provisions of sub-rules (2) and (3) every employer shall, by the 31st December, 1956, either

(a) provide a garden hospital in his plantation according to the standards laid down in these rules ; or

(b) have a lien on beds in such hospital in a neighbouring plantation or other hospital to the scale of 15 beds per 1,000 workers as may be approved by the Chief Inspector :

Provided that in the case of lien on hospital beds outside the plantation, a plantation or group of plantations may provide a dispensary with up to five detention beds under the immediate care and supervision of a qualified medical practitioner assisted by at least a full-time trained nurse and such other staff as the Chief Inspector may consider necessary, with corresponding reduction in the number of beds on which the plantation or group of plantations shall have a lien.

(2) A plantation employing 1,000 or more workers shall run its own garden hospital wherever possible while plantations employing less than 1,000 workers which are situated within reasonable distances from one another may, with the approval of the Chief Inspector, combine and provide joint hospitals/dispensaries and share their expenses. For this purpose, the plantations concerned shall submit to the Chief Inspector particulars of the scale of staff proposed to be employed, the equipment proposed to be provided, the location of joint hospitals/dispensaries, areas of plantations served, the distances of plantations from the another, the number of workers employed and all other relevant information :

Provided that in the case of combined hospitals, plantations employing more than 200 workers shall, wherever possible, run their own dispensaries referred to in proviso to sub-rule (1).

(3) In the plantations where a garden hospital/dispensary or a combined garden hospital/dispensary provided under sub-rule (1) is not situated, the employer shall also provide and maintain so as to be readily available during all hours at least one first-aid box or cupboard equipped with such contents as may be specified by the Chief Inspector. The first-aid box or cupboard shall be kept in charge of a responsible person trained in first-aid treatment whose services shall be readily available during all hours to render first-aid.

(4) Notwithstanding anything contained in sub-rules (1) to (3) small and inaccessible plantations employing 350 or less workers so situated as not to be within reasonable distance or reach of a garden hospital shall have,

subject to the approval of the Chief Inspector, dispensaries with detention beds up to 5 under the immediate care of a full-time qualified compounder, but supervised and visited thrice a week by the nearest garden doctor.

(5) Each garden hospital shall be under a qualified medical practitioner assisted by at least one trained nurse one trained maternity assistant, a qualified compounder, one man and one woman nursing orderly, one toti and one sweeper. The services of the staff shall be readily available during all hours :

Provided that in the case of doctors, nurses, maternity assistants and compounders employed in plantations at the commencement of these rules, the Chief Inspector of Plantations may, in consultation with the Director of Medical Services, grant exemption from possessing the qualifications prescribed for them.

(6) Medical and Auxiliary personnel shall be appointed according to the following scale :—

Qualified medical practitioner/number of workers not less than 1/1,750.

Maternity assistants/number of workers not less than 1/1,750.

Compounders/number of workers not less than 1/1,750.

Man Nursing Orderly/number of workers not less than 1/1,750.

Woman Nursing Orderly/number of workers not less than 1/1,750.

Toti/number of workers not less than 1/1,750.

Sweeper/number of workers not less than 1/1,750.

NOTE.—Where more than one medical practitioner are appointed, at least one shall be a lady doctor.

7. (a) A minimum of 15 beds shall be provided in every garden hospitals per 1,000 workers served and each bed shall be allowed at least 60 square feet of floor space.

(b) Every hospital shall be of sound permanent construction with impermeable washable walls to a height of at least 5 feet on the inside with proper water-supply and efficient sanitary arrangements.

(c) Every hospital shall have pure piped water-supply and the wards, consulting room, operation theatre and dispensary shall each have a water point over a suitable glazed sink.

(d) The following departments shall be provided :—

(i) General ward for males ;

(ii) General ward for females ;

(iii) Maternity with separate labour room ;

(iv) Family planning centre ;

(v) Infectious ward with separate sanitary arrangements ;

(vi) Out-patient department (with sufficient waiting space for patients to wait under cover) preferably situated in a separate block from general wards ;

(vii) Consulting room so arranged that patients can be examined in privacy ;

(viii) Minor operation and dressing room ;

(ix) Dispensary and drug store ;

(x) General store ;

(xi) Kitchen for cooking (fly-proofed).

(e) In every hospital transport facilities shall be provided for carrying patients to and from group hospitals.

22. **Group hospitals.**—(1) Group hospitals shall be established by the 1st July, 1957.

(2) Plans for the establishment of group hospitals containing details as regards their location and size, areas of plantations served, the number of workers employed thereon, etc., shall be approved by the State Government.

(3) Every group hospital shall have a minimum of 100 beds and there shall be at least three beds per 700 workers, every bed having 80 square feet of floor space :

Provided that the State Government may fix a lesser number of beds to be provided in a group hospital and exempt a group of plantations from providing a group hospital if it is satisfied that adequate alternative arrangements exist for treatment of patients intended to be treated at a group hospital ;

Provided further that no exemption shall be allowed without the previous approval of the Central Government.

(4) The hospitals shall be built according to such specifications as may be approved by the State Government.

(5) There shall be provision for piped supply of pure water, electricity, modern methods of sanitation and water-flushed closets. Each ward, labour room, surgical dressing room, consulting room and dispensary shall have a water point over a suitable glazed sink :

Provided that with the approval of the State Government suitable alternative arrangements may be made in regard to supply of pure water, electricity and other modern methods of sanitation.

(6) Each hospital shall have provision for—

- Operating theatre block ;
- X-Ray block ;
- Physical Therapy block ;
- Dental treatment block ;
- Labour room ;
- T.B. and V.D. clinics ;
- Consulting and examination rooms ;
- Clinical Laboratory fully equipped ;
- Dispensary ;
- Administrative and office block ;
- Kitchen and laundry blocks ;
- Lavatories and bath-rooms ;
- Stores ;
- Mortuary and post-mortem room ;

Out-patients block which should preferably be at some little distance from the wards.

Separate wards shall be provided for males, females, maternity cases and small isolated wards for infectious diseases :

Provided that X-ray and Physical Therapy blocks may not be provided if satisfactory arrangements are made by employers to provide these facilities with some hospital approved by the Chief Inspector.

(7) (a) Every group hospital shall have such medical and other staff as may be specified by the State Government. All doctors in a group hospital shall be qualified medical practitioners.

(b) There shall be 15 nurses for a 100 bedded hospital of whom one shall be senior trained, 5 junior trained and 9 assistant nurses. Such classification may be made according to their qualifications and experience.

(8) A properly equipped ambulance shall be maintained in every group hospital.

23. (a) **Equipment and Drugs.**—Every dispensary, garden hospital and group hospital shall maintain such equipment and drugs, etc., as may be specified by the State Government.

(b) The District Medical Officer concerned or an Assistant Surgeon nominated by the District Medical Officer shall visit the dispensaries, garden hospitals and group hospitals at least once a year to see whether they are sufficiently equipped and stocked with drugs and send a report to the management and to the Chief Inspector of Plantations.

24. **Medical Records.**—The medical officer in charge of each dispensary, garden or group hospital shall—

(a) maintain such registers, books, accounts and medical records in respect of every patient, as may be prescribed by the State Government for the purposes ; and

(b) comply with such regulations as may be made by the State Government in respect of medical stores.

25. **Standard of medical facilities :—**(a) **Out-patient's treatment.**—It shall include—

- (i) detention for observation and treatment ;
- (ii) preventive treatment such as vaccination and inoculation ;
- (iii) free provision of all drugs including those needed for injections and dressings and appliances that may be considered necessary ;
- (iv) ante-natal and post-natal advice ;
- (v) provision of certificates free of cost in respect of maternity and sickness benefit claims under section 32 of the Act.

(b) **In-patients' treatment.**—The hospital treatment shall, include maintenance, food and medicines including treatment at *confinement* as may be available at the hospital :

Provided the State Government may fix the charge of food supplied to a patient while he is in the hospital ;

Provided further that the facilities mentioned in this rule shall, except in the case mentioned in the first proviso, be free of cost to workers, and shall be paid for by the plantations, and in the case mentioned in the first proviso be paid for the patients.

26. **Submission of scheme for the provision of medical facilities and progress reports.**—(1) Within six months of the promulgation of these rules every employer shall submit to the Central as well as State Government concerned a scheme for providing medical facilities according to the prescribed standards. The scheme shall show the various stages in and the date by which the required medical facilities are proposed to be provided. Medical facilities shall be provided according to the approved scheme.

(2) Every employer shall furnish to the Central as well as the State Government concerned reports in such form as may be prescribed by the 31st January and 31st July every year to show progress made in providing medical facilities according to the approved scheme.

27. Failure to provide and maintain medical facilities as required in these Rules.—If any employer does not provide and maintain medical facilities as required in these rules to the satisfaction of the Chief Inspector, the latter will cause to be provided and maintained these facilities in the nearest garden hospital or dispensary, or in a district board or other similar hospital. The defaulting employer shall be liable to pay the cost of such medical facilities including charges, if any, in respect of—

(a) a medical officer's visit to the plantation for the purpose of attendance on any sick worker or workers ;

(b) the maintenance of sick worker in a hospital/dispensary for each day's maintenance ; and

(c) transport to and fro provided to the sick worker.

28. Recovery of sum due under Rule 27.—When any sum of money is due from any employer under rule 27, the Chief Inspector shall give him notice in writing requiring the payment of the amount to the Collector, who may recover the same as an arrear of land revenue.

CHAPTER IV.

WELFARE.

Canteens.

29. Rules prescribed under section 11.—In or near every plantation wherein 150 or more workers are ordinarily employed, the employer shall provide and maintain a canteen or canteens with facilities for sale of coffee, tea and snacks to workers.

30. Prices to be charged.—(1) Coffee, tea and snacks served in every canteen shall be sold on a no-profit basis.

(2) The prices of all items served in the canteen shall be conspicuously displayed in every canteen.

CRECHES.

31. Rules prescribed under sub-section (3) of section 12.—(1) In every plantation wherein fifty or more women workers are employed or were employed on any day of the preceding twelve months, the employer shall provide and maintain a creche or creches for the use of their children who are below the age of six years according to the standards laid down in these rules.

(2) Every creche shall be conveniently accessible to the mothers of the children accommodated therein.

(3) There shall be not less than 15 square feet of floor area for each child to be accommodated in a creche.

(4) The building in which the creche is situated shall be of sound construction with a good plinth.

(5) The plan of the creche building shall be in accordance with the standard plan or plans laid down by the Chief Inspector :

Provided that where no standard plan has been laid down or where it is proposed to deviate from a standard plan, the Chief Inspector's approval shall be obtained.

(6) The creche shall be furnished with suitable furniture and a cradle for each child below the age of two and provided with playing materials such as sliding chutes, sec-saws, dummy horses, toys, etc.

(7) A suitably fenced and shady open air playground shall be provided for the older children.

(8) The employer shall appoint (i) a woman trained in the care of children and infants as creche-in-charge to look after children during the absence of their mothers and (ii) other staff on a scale approved by the State Government.

32. Wash room.—(1) There shall be in or adjoining the creche a suitable wash room for the washing of the children and their clothes.

(2) There shall be provided a latrine for the use of the children in the creche.

33. Supply of milk and refreshment.—At least half a pint of clean pure milk if possible, otherwise powdered milk approved by the certifying surgeon shall be made 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, two intervals of sufficient time to visit the creche and feed the child. For children above two years of age there shall be provided in addition an adequate supply of wholesome refreshment.

34. Supply of clothes, soap and oil.—(1) The creche staff shall be provided with suitable clean clothes for use while on duty in the creche.

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

RECREATIONAL FACILITIES.

35. Rules prescribed under section 13.—Every employer shall provide and maintain—

(i) a recreation centre or centres for workers with provision for in-door games suitable for adult and child workers ; and

(ii) where adequate flat open space is available within a reasonable distance, a playground or playgrounds for adult and child workers with necessary sports equipment for out-door games ;

Provided that subject to the provisions of the rule 36, a group of employers may, with the approval of the Chief Inspector, provide and maintain joint recreation centres and playgrounds and share their expenses.

36. Every recreation centre to be provided and maintained under rule 35 shall be conveniently situated as near as possible to the workers' quarters.

Rules prescribed under section 14.

37. Educational facilities for Workers' Children.—Every employer shall, if the number of workers' children between the ages of 6 and 12 in his plantation exceeds 25, provide and maintain a primary school or schools for imparting primary education to the children :

Provided that an employer may not provide and maintain a primary school if there is one under the direct management of the State Government

or of any local body for imparting free education to the children up to the primary or higher standard, with enough seats to admit the children between the ages of six and twelve of the workers in his plantation and within a distance of one mile from the place where workers reside in his plantation, or if under any other law he is required to pay a cess or tax for primary education:

Provided further that subject to the provisions of sub-rule (1) of rule 38, a group of employers may jointly provide and maintain a primary school and share its expenses.

38. (1) Every school to be provided and maintained under rule 37 shall be conveniently situated and within a distance of one mile from the workers' quarters.

(2) The school building shall be constructed in accordance with the standard plan or plans which may be laid down by the State Government:

Provided that where there is no standard plan or where it is proposed to deviate from a standard plan the State Government's approval of the plan of the school building shall be obtained.

(3) Where adequate space is available, an open air playground with suitable accessories shall also be provided for the children attending the school.

39. The employer or employers, as the case may be, shall provide for every primary school maintained under rule 37 such educational and other equipment as may be considered necessary by the State Government.

40. (1) The employer or employers concerned shall appoint one teacher for every forty children attending the primary school.

(2) The teacher shall possess the qualification prescribed by the State Government for teachers in Government primary schools:

Provided that in the case of any person who is working as a school teacher in a plantation at the commencement of these rules, the State Government may, subject to such conditions as it may specify, relax any of the qualifications.

41. The curriculum, duration, standard and syllabus of the course of instruction to be imparted in the primary school shall be such as may be approved by the State Government.

42. No fees shall be charged from the workers' children attending the primary school.

Rules prescribed under section. 16.

43. **Housing accommodation for workers.**—Every employer shall provide for every worker and his family residing in a plantation, housing accommodation as near as possible to the place of work. It shall be open to an employer to provide such accommodation in the course of several years provided that houses shall be built for at least eight per cent of the resident workers every year.

44. **Standard and Specification of housing accommodation.**—All housing accommodation for workers in a plantation shall conform to such standard and specifications as may be approved by the State Government on the recommendation of the Advisory Board referred to in rule 53.

45. **Sites for housing accommodation.**—(1) The housing accommodation shall be provided on dry well-drained land which, consistent with the requirements regarding distance from the plantation, has supplies of

wholesome drinking-water within a reasonable distance. In malarial tracts the houses shall be provided at a safe distance from the swamps and marshes and above the highest flood-level.

(2) Adequate lighting arrangements shall be provided in and around the area in which housing accommodation is provided.

(3) The employer shall maintain in good condition the approach roads and paths to the area where houses are located as also the sewers and drains in that area.

(4) The employer shall not deny to the public free access to those parts of the plantation where the workers are housed.

(5) The employer shall cause the vicinity of all houses to be kept clear of refuse and excreta and the latrines and drains to be cleaned out daily and all refuse in or near them to be collected, removed and disposed of hygienically.

46. **Housing scheme.**—Within three months from the date of intimation by Government of their approval of the Advisory Board's recommendations in the matter, every employer shall submit to the Chief Inspector of Plantations for approval a scheme in regard to the provision by him of housing accommodation for workers. The scheme shall provide for the following matters:—

(1) Specification of the period during which housing accommodation is proposed to be provided in respect of all resident workers in a plantation, such period being not later than the period referred to in rule 43.

(2) The type design which is proposed to be adopted for the construction of houses, such design being in conformity with the standards and specifications as may be approved by the State Government under rule 44.

(3) Plans and site plans in triplicate of the buildings to be constructed in accordance with the provisions of rule 43 or remodelled for use as workers' houses.

47. **Construction of houses in accordance with scheme and report in relation thereto.**—All houses shall be built in accordance with the scheme as approved in writing by the Chief Inspector of Plantations. With a view to showing the progress made in providing houses according to the approved scheme every employer shall submit to the Chief Inspector of Plantations a report in Form No. 4 on the 31st July every year.

48. **Maintenance of houses.**—(1) The employer shall, at his own expense, execute such repairs to the houses as may be required from time to time and maintain the houses in fit and safe condition for occupation.

(2) A worker occupying a house may, and an Inspector appointed under the Act shall, bring to the notice of the employer any defects in the condition of a house which make it dangerous to the health and safety of the worker. Where an Inspector so brings any such defects to notice, it shall be the duty of the employer to rectify them with the least possible delay.

(3) The employer shall get all the houses lime-washed at least once every year and all the doors, windows and other wooden structure varnished or painted once in three years. A record of dates on which lime-washing or painting was carried out shall be maintained in a register in Form No. 5.

49. **Accommodation to be rent free.**—No rent shall be charged by an employer for the housing accommodation provided to workers and their families residing in his plantation.

50. **Occupation of houses.**—(1) Houses shall be allotted on the basis of one house for one worker.

Provided that it shall be open to an employer to allot houses to single workers at the rate of a house for not more than four such workers :

Provided further that if there are more than one worker in a family only one house shall be allotted to the husband, his wife and children.

(2) The occupant of a house shall not make any unauthorized additions to or alterations in the house.

(3) The occupant shall not exchange the house with the occupant of another house except with the written permission of the employer.

(4) The occupant shall not let the house or any portion thereof to any person.

(5) All workers and members of their families occupying the houses shall use the latrines provided and shall not pollute the soil and shall keep the houses and the precincts thereof clean and tidy and shall not waste drinking water.

(6) No cattle or goats shall be kept in the living rooms or verandas and no windows or air spaces shall be blocked up.

(7) The employer shall bring to the notice of each worker to whom housing accommodation has been provided, the conditions governing the occupation of such accommodation, in writing, in a language which the latter can understand.

51. Occupation of accommodation after termination of employment.—When a worker dies in the service of the employer, or retires or goes on transfer, or resigns, or goes on leave or when his services are terminated, he or his family may retain the house up to the period as detailed below:—

(i) in the case of death, a period of not exceeding two months ;

(ii) in the case of transfer, termination of service retirement, or resignation, a period not exceeding one month ;

(iii) in the case of leave for the period of leave and ;

(iv) in the case where the discharge of a worker is disputed and the matter has been taken to an industrial tribunal or Court, for so long as the case is not finally disposed of.

52. Facilities for harvesting standing crops on termination of Employment.—In the case of termination of his employment, a worker shall, where possible, be given reasonable facilities to harvest the standing crops in his garden plot.

ADVISORY BOARD.

53. Constitution of Advisory Board.—The State Government shall, by notification in the official Gazette, constitute an Advisory Board for consultation in regard to matters connected with housing.

54. Composition of Advisory Board.—(1) The Advisory Board shall consist of—

(i) the Secretary to the State Government in the department concerned, who shall be the chairman of the Board ;

(ii) the Chief Inspector of Plantations, who shall be the Secretary of the Board ;

(iii) one official to be nominated by the State Government ; and

(iv) three representatives each of the employers and workers nominated in consultation with the interest concerned.

(2) No act or proceedings of the Advisory Board shall be invalid on the ground of any defect in the constitution of, or any vacancy in the Board.

55. Terms of Office of Members.—(1) A nominated member shall, unless he resigns his office or dies, hold office for a period of three years from the date of the notification appointing him a member of the Board and shall be eligible for renomination ;

Provided that an outgoing member shall continue in office until the appointment of his successor is notified.

(2) The official member of the Board shall hold office during the pleasure of the State Government.

56. Travelling allowances for members.—Every non-official member shall be entitled to draw travelling and daily allowances at the ordinary rate as admissible to a Government servant of the first class for any journey performed by him for attending a meeting of the Advisory Board.

57. Resignation.—A non-official member may resign his office by letter addressed to the Chairman of the Advisory Board and his office shall fall vacant from the date on which his resignation is accepted by the Chairman.

58. Vacation of office.—A nominated member may be declared by the Chairman of the Advisory Board to have vacated his office—

(a) if he becomes insolvent ; or

(b) if he is convicted of an offence, which in the opinion of the State Government, involves moral turpitude ; or

(c) if he is absent from three consecutive meetings of the Advisory Board without leave of absence from its Chairman ; or

(d) if the State Government consider it undesirable that he should continue to be a member of the Advisory Board ; or

(e) if he is declared to be of unsound mind by a competent Court.

PROCEDURE RELATING TO MEETINGS.

59. Disposal of business.—(1) Every question which the Advisory Board is requested to take into consideration, shall be considered either at its meeting or if its Chairman so desires, by circulating the necessary papers to all the members for their opinion :

Provided that the papers need not be circulated to a member who is at the time outside India.

(2) When a question is circulated for opinion under sub-rule (1) any member may request that the question be considered at a meeting of the Advisory Board and thereupon the Chairman may, and if the request is made by three or more members, shall, direct that it be so considered.

60. Time and place of meetings.—The Advisory Board shall meet at such time and place as may be appointed by the Chairman.

61. Notice of meetings.—(1) Notice shall be given to every member of the time and place fixed for each ordinary meeting at least fifteen days before such meeting and each member shall be furnished with a list of business to be transacted at the meeting :

Provided that when an emergent meeting is called by the Chairman, a notice, giving such reasonable time as he may consider necessary, shall be deemed sufficient.

(2) No business which is not in the list shall be considered at a meeting without the permission of the Chairman.

62. Presiding at meetings.—The Chairman of the Advisory Board shall preside at every meeting of the Board at which he is present. If the

Chairman is absent from any meeting, the members present shall elect one of the members to preside over the meeting and the member so elected shall at that meeting exercise all the powers of the Chairman.

63. **Quorum.**—No business shall be transacted at the meeting of the Advisory Board whether ordinary or emergent, unless at least three members are present :

Provided that if at any meeting, less than three members are present, the Chairman of the Advisory Board may adjourn the meeting to a date not later than seven days, informing the members present and sending notice to other members that he proposes to dispose of the business at the adjourned meeting, whether there is a quorum or not, and he may thereupon dispose of the business at such adjourned meeting even if there is no quorum.

64. **Decision by majority.**—(1) Every question at a meeting of the Advisory Board shall be decided by a majority of votes of the members present and voting on the question but the minority shall have the right of getting their dissent recorded. In the case of an equality of votes, the Chairman shall have a second or casting vote.

(2) Every question referred to the members for opinion shall, unless the Chairman reserves it for consideration at a meeting, be decided in accordance with the opinion of the majority of members submitting their opinion within the specified time.

65. **Minutes of meeting.**—(a) The proceedings of each meeting of the Advisory Board shall be circulated to all members not later than two months from the date of the meeting and thereafter recorded in a minute book which shall be kept for permanent records.

(b) The record of the proceedings of each meeting shall be signed by the Chairman of the Advisory Board, or, as the case may be, by the person presiding at that meeting.

66. **Powers and functions of the Advisory Board.**—(1) The Advisory Board shall advise the State Government as regards standards and specifications of houses which may be approved.

(2) The Advisory Board shall scrutinize the yearly progress reports from employers and advise the State Government to issue such instructions in the light thereof as will ensure compliance with the relevant provisions of the Act and these rules within the scheduled period.

(3) In addition to matters specified in sub-rules (1) and (2), the Advisory Board shall consider and report on any matter connected with housing of workers which may be referred to it by the State Government or by the Chairman of the Advisory Board.

67. **Removal of difficulties.**—If there is any difficulty in the working of rules 43 to 66, the State Government may issue such instructions as it may consider necessary to remove the difficulty.

Rule prescribed under section 17.

68. **Facilities for protection from weather.**—Every employer shall supply to every worker, free of cost, at specified interval or intervals, such materials for protection from rain or cold as may be notified by the State Government.

CHAPTER V.

HOURS AND LIMITATION OF EMPLOYMENT.

Rule prescribed under section 20.

69. **Weekly holidays.**—(1) Unless otherwise permitted by the State Government no worker shall be required or permitted to work on any plantation on a Sunday, except when he has had or will have a day of rest on one of the three days immediately preceding or succeeding that Sunday :

Provided that the weekly holiday may be substituted by another day :

Provided further that every worker shall be free to work on a day of rest, if so required by his employer, which is not a closed holiday, but in so doing he shall not work for more than ten days consecutively without having holiday for full one day.

(2) Every worker shall be paid for work on the day of rest at the overtime rate prevailing in a particular area as fixed under the Minimum Wages Act, 1948, and where there is no such rate, at double the ordinary rate.

Rules prescribed under section 23.

70. **Notice of period of work.**—(1) The notice prescribed in section 23 shall be in Form No. 6.

(2) It shall be written in English and in language understood by the majority of workers in the plantation, shall be displayed at some conspicuous and convenient place and shall be maintained in a clean and legible condition.

(3) Any modification in the periods of work in the plantation which may necessitate a change in the aforesaid notice shall be intimated to the Inspector in duplicate, along with a copy of the original notice either before the change is made or within three days of making any such change.

CHAPTER VI.

SICKNESS AND MATERNITY BENEFITS.

Rules prescribed under section 32.

71. **Payment of sickness allowance.**—(1) Every worker shall be entitled to obtain sickness allowance from his employer for each day of certified sickness for a total period of 14 days in a year at the rate of two-thirds of his daily wages or of the average daily earnings if he is employed on piece wages, subject to a maximum of annas twelve per day :

Provided that the worker shall not be entitled to the allowance for an initial waiting period of two days except in the case of a spell of sickness following, at an interval of not more than fifteen days, the spell of sickness for which sickness allowance was last paid.

(2) Sickness allowance specified in sub-rule (1) shall be paid at the option of the worker either at the time of payment of weekly advances on account of wages or along with the first instalment of wages payable to the workers after he resumes his work on recovery from certified sickness.

(3) The certificate of sickness shall be issued in Form No. 7 (to be supplied by the employer free of cost) by the certifying surgeon or a resident medical officer appointed by the employer or any other qualified medical practitioner to every worker entitled to obtain sickness allowance, on a request being made by such worker in this behalf. Every employer shall pay to a worker sickness allowance due to him on presentation of such certificate in accordance with the provisions of sub-rule (2) above. If a worker has to

pay any fee for obtaining the sickness certificate, the employer shall bear the cost.

(4) No sickness allowance shall be paid to a worker if he attends to work on any day for which he has been granted sickness allowance.

72. Payment of maternity allowance.—(1) Subject to the provisions of these rules but without prejudice to her right if any, to free medical facilities existing in a plantation, every woman employed in a plantation shall be entitled to obtain from her employer a maternity allowance for a period of four weeks immediately preceding the expected day of her delivery and for a period of eight weeks immediately following the day of her delivery :

Provided that a woman shall not be entitled to obtain such maternity allowance unless she has worked in the plantation or plantations of the employer from whom she claims such allowance for not less than one hundred and fifty days in the twelve months immediately preceding the expected day of her delivery :

Provided further that the period of 150 days may either be continuous or interrupted by a period or periods of absence on account of authorized leave.

(2) A woman shall not be entitled to obtain maternity allowance if she has not—

(a) permitted herself to be medically examined for the purpose of certifying pregnancy or expected confinement by a certifying surgeon or a qualified resident medical officer with the assistance of a nurse, if the surgeon/medical officer is male or a qualified lady medical practitioner, or

(b) during the period which extends from the commencement of the four weeks immediately preceding the expected day of her delivery to the day of her delivery and during the period of eight weeks immediately following the day of her delivery attended, or permitted herself to be treated in, a hospital by a qualified medical practitioner or under the supervision of such medical practitioner by a nurse :

Provided that non-compliance by the woman with the provision of this sub-rule shall not disentitle her to maternity allowance if a certifying surgeon or any other qualified medical practitioner certifies that in his opinion such non-compliance was due to premature delivery or to a *bona fide* miscalculation on the part of the woman as to the state of advancement of her pregnancy.

73. Prohibition of employment of women during certain period.—(1) No employer shall knowingly employ a woman in a plantation during the four weeks immediately preceding the expected day of her delivery and during the eight weeks immediately following the day of her delivery.

(2) In case of miscarriage, a woman shall on production of a certificate signed by the certifying surgeon or any other qualified medical practitioner or such other proof of miscarriage as may be accepted by her employer, be entitled to two weeks leave from the day of her miscarriage with pay at the rate of rupees five and annas four per week.

(3) During the period of pregnancy a woman shall not be employed on work which is arduous or which requires long hours of standing at one place or which may in any way interfere with her pregnancy and is likely to cause miscarriage or adversely affect her health and interfere with the normal development of foetus.

(4) If a woman works in any plantation or factory after she has been permitted by her employer to absent herself under the provisions of rule 72 or 73 she shall forfeit her claim to the payment of the maternity benefit to which she is entitled.

74. Procedure regarding payment of maternity allowance.—

(1) (a) A woman who claims or intends to claim maternity allowance shall on any day give notice in Form No. 8 to the employer that she expects to be confined within one month next following and may nominate therein a person for purposes of sub-rule (2) of rule 76 ;

(b) where no such notice has been given and the woman has been delivered of a child, she shall, within seven days of the delivery, give notice in Form No. 9 that she has given birth to a child :

Provided that non-compliance of the procedure laid down in the sub-rule shall not disentitle a woman to maternity allowance if she is found to be illiterate.

(2) When such notice as is referred to in clause (a) or clause (b) of sub-rule (1) is received, the employer shall permit the woman to absent herself from work in the plantation on and from the day following that on which such notice is received until the expiration of eight weeks after the day of her delivery.

75. Payment of maternity allowance.—(1) Where a woman entitled to obtain maternity allowance has given notice referred to in clause (a) of sub-rule (1) of the rule 74 and has obtained permission to absent herself from work, the employer shall pay her maternity allowance for twelve weeks at the rate of rupees five and annas four per week in twelve equal weekly instalments and the payment of the first instalment shall be made within three days of the receipt of the notice :

Provided that an employer before making any payment may require the woman to whom such payment is to be made to produce a certificate in Form No. 10 given by a certifying surgeon or a qualified resident medical officer or any other qualified medical practitioner as to the expected day of her delivery.

(2) Where a woman entitled to maternity allowance has given notice referred to in clause (b) of sub-rule (1) of rule 74 the employer shall pay her maternity allowance for eight weeks at the rate of rupees five and annas four per week in eight equal weekly instalments and the payment of the first instalment shall be made within three days of the receipt of the notice :

Provided that an employer before making any payment may require the woman to whom such payment is to be made to produce a certified extract from a birth register or a certificate signed or countersigned by a certifying surgeon or a qualified resident medical officer or any other qualified medical practitioner.

76. Payment of maternity allowance in case of a woman's death.—(1) If a woman entitled to obtain maternity allowance dies before being delivered of a child the employer shall be liable only for the payment of maternity allowance due in respect of the four weeks immediately preceding the expected day of her delivery.

(2) If a woman entitled to maternity allowance dies on the day of her delivery or during the period of eight weeks immediately following that day the liability of the employer shall not by reason of her death be discharged and he shall pay the amount of the maternity allowance if the newly born child survives her to the person who undertakes the care of the child and if the child does not survive her, the person nominated by her under sub-rule (1) of rule 74 or if she has made no nomination to her next of kin as determined by the employer subject to the Inspector's approval.

(3) The fact that a woman is dead shall be proved by the production either of a certificate to that effect from a certifying surgeon or any other

qualified medical practitioner or of a certified copy of an extract from a death register maintained under the provisions of any law.

77. Prohibition of dismissal during or on account of absence from work owing to confinement.—(1) When a woman absents herself from work in accordance with the provisions of these rules it shall not be lawful for her employer to give her notice of dismissal during such absence or on such a day that the notice will expire during such absence.

(2) The dismissal of a woman at any time within six months before she is delivered of a child if the woman but for such dismissal would have been entitled to obtain maternity allowance under these rules shall not have the effect of depriving her of the maternity allowance if the Chief Inspector is satisfied that her dismissal was without cause.

(3) If the confinement involves illness incapacitating a woman for work the employer shall not be entitled to dismiss her or give her notice of dismissal if she fails to return to duty on the expiry of eight weeks after the date of delivery without getting the approval of a Certifying Surgeon who may increase the period of absence if he considers fit.

78. Muster Roll.—(1) Every employer in a plantation in which women are employed shall prepare and maintain a muster-roll in Form No. 11 and shall enter all particulars specified in the Form in respect of all women employed in the plantation from whom notice of confinement is received ;

(2) All entries in the muster-roll shall be made in ink and maintained and it shall be made available for inspection at any time during the working hours.

79. Every employer shall supply to a woman at her request free of cost copies of Form Nos. 8 and 9.

80. Records relating to payment of maternity benefit under these rules shall be preserved for two years from the date of preparation.

CHAPTER VII.

MISCELLANEOUS.

81. Appeals.—(1) An appeal against the orders of an Inspector shall lie to the Chief Inspector and against the orders of the Chief Inspector to the State Government or to such authority as the State Government may appoint in this behalf. The appellate authority after giving both parties an opportunity of being heard shall either reject the application or decide in any manner it deems fit.

(2) All appeals under sub-rule (1) shall be in the form of a memorandum setting forth concisely the grounds of objections to the order and shall be accompanied by a certified copy of the order appealed against duly signed by the appellant or on his behalf by a duly authorised agent or legal practitioner. An appeal shall be considered valid only if submitted within two months from the date of the order appealed against.

(3) On receipt of the memorandum of appeal the appellate authority shall if it thinks fit, appoint an assessor within two weeks to assist in the disposal of the appeal. It shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspector or Chief Inspector, as the case may be, whose order is appealed against. (Rule prescribed under sub-section 2 (e) of section 43).

82. Registers.—(1) Every employer shall maintain—

(a) registers of adult and non-adult workers in Form Nos. 12 and 13, respectively and

(b) a register in Form No. 14 hereinafter called the Leave with Wages Register which shall be preserved for a period of three years after the last entry in it :

Provided that if the Chief Inspector is of the opinion that any muster-roll or register maintained by the employer gives the required particulars in respect of any or all workers in the plantation, he may, by order in writing, direct that such muster-roll or register shall, to the corresponding extent, be maintained in the place of and be treated as the register required under this sub-rule in respect of that plantation.

(2) (a) Every employer shall provide a plantation worker with a book in Form No. 15 (hereinafter called the Leave Book). The Leave Book shall be the property of the worker and the employer or his agent shall not demand it except to make necessary entries, and shall not keep it for more than a week at a time.

(b) If a worker loses his Leave Book, the employer shall provide him with another copy on the payment of an anna.

(3) Every employer shall maintain a bound Inspection Book and shall produce it when required by the Inspector or Certifying Surgeon. (Rule prescribed under sub-section 2 (j) of section 43.)

83. Returns.—(1) Every employer shall furnish to the Inspector and the Chief Inspector on or before the 31st January of every year an annual return in duplicate in Form No. 16.

(2) Every employer shall furnish to the Inspector and the Chief Inspector not later than the 15th February of the year subsequent to that to which it relates, returns in Form Nos. 17, 18, 19, 20 and 21.

(3) Every employer shall furnish to the Inspector and the Chief Inspector by the 31st January and 31st July every year a half-yearly progress report in duplicate in regard to the provision of medical facilities in Form No. 22.

FORM No. 1.

(Prescribed under sub-rule (a) of rule 5.)

CERTIFICATE OF FITNESS.

1. Serial No.....	Serial No.....
Date.	Date.
2. Name	I certify that I have personally examined (name)
3. Father's name.	son/daughter of residing at
4. Sex.	
5. Residence.	
6. Age certified.	
7. Physical fitness.	
8. Descriptive marks.	and that his/her age, as nearly as can be ascertained from my examination, is... years, and
9. Reasons for	that he/she is fit for employment in plantation as an adolescent/child.
(i) refusal of certificate.	His/her description marks are
(ii) certificate being revoked.	Thumb-impression.
Thumb-impression.	Initials of Certifying Surgeon.
Initials of Certifying Surgeon.	Certifying Surgeon.

NOTE.—Exact details of cause of physical disability should be clearly stated.

FORM No. 2.

(Prescribed under sub-rule (3) of rule 3.)

Register showing the fees paid to the Certifying Surgeon for the issue of duplicate certificates.

Date.	Serial number.	Number and date of previous certificate.	Name of person to whom granted.	Father's name.	Initials of the Certifying Surgeon.
(1)	(2)	(3)	(4)	(5)	(6)

Paid into Treasury at.....on (date).....
 Signature of the Certifying Surgeon.

FORM No. 3.

(Prescribed under sub-rule (5) of rule 5.)

CERTIFYING SURGEON'S VISIT NOTE.

Visit to (Plantation) on (date) 195
 Name of the Certifying Surgeon.

Examination and Certificates.

A. Children—

1. Original examination number examined certificates. Number granted.
 2. Re-examination of those holding certificates.
- Number examined certificates cancelled for cancellation Number of Reason.
 in each case (i.e., general nature of unfitness).

B Adolescents—

1. Original examination number examined certificates. Number granted.
 2. Re-examination of those holding certificates.
- Number examined cancelled cancellation in each case Number of certificates Reason
 (i.e.) general nature of unfitness. for.
 (Signed)

Certifying Surgeon.

N.B.—Names of young person who have been granted certificates and of those whose certificates have been cancelled shall be given in an Appendix to this Form.

FORM No. 4.

(Prescribed under rule 47.)

Yearly Progress Report for the period from 1st July, 19 to 30th June, 19

- (i) Name of Plantations.
- (ii) Name of State and district.
- (iii) Name and address of the employer.
- (iv) Total resident labour population including dependents in the plantation.
- (v) Number of resident workers' requiring houses (vide rules 22 and 29 (1)).
- (vi) Number of houses required to be provided according to the approved scheme every year (8 per cent. of (v) above).
- (vii) Number of houses provided according to the approved scheme by—
 - (i) Construction of new houses.
 - (ii) Adaptation of old houses.
- (viii) Reasons for not providing the number of houses as required in item (vi).

FORM No. 5.

(Prescribed under sub-rule (3) of rule 48.)

Record of lime-washing, painting, etc.

Descriptions of houses.	Parts lime-washed painted, varnished or oiled, e.g., walls, ceilings, wood-work, etc.	Treatment whether lime-washed painted, varnished or oiled.	Date on which lime washing painting, varnishing or oiling was carried out (according to the English Calendar).			Remarks.
			Date.	Month.	Year.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)

Signature of employer.

FORM No. 6.

(Prescribed under rule 70.)

(Notice of period of work.)

Name of Plantation.	Place.		District.	
	Adults.		Adolescents.	
Period of work.	Male. ABC	Female. DEF	Male. GH	Female. IJ
(1)	(2)		(3)	
From To	Description of Groups.		Remarks.	
(4)	(5)		(6)	
Group letter. Nature of work.				
From To				
K L M				

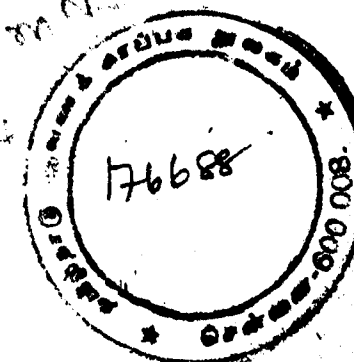
Date on which the notice is first exhibited.

(Signed)

Employer.

INSTRUCTIONS TO BE FOLLOWED IN FILLING IN THE NOTICE OF PERIOD OF WORK.

- (1) Divide all workers into groups according to the nature and periods of their work and classify 'Groups' as A, B, C, D, etc.
- (2) If workers in a particular group do not work during the same periods on all working days of the week, the periods should be shown separately for different days or sets of days during the week.

A
B
C
D
E
F
G
H
I
J
K
L
M

FORM No. 7.

(Prescribed under sub-rule (3) of rule 71.)

Certificate of sickness.

This is to certify that I have examined
 employed in son/daughter/wife of plantation at in the
 district of on and found him/her
 suffering from I recommend
 allowance. days absence from work and payment of the corresponding sickness

Signature, qualification and designation of
 Medical Practitioner.

FORM No. 8.

(Prescribed under sub-rule (1) (a) of rule 74.)

I, wife/daughter of employed in group No. of
 plantation hereby give notice that I expect to be confined within one
 month next following from the date of this notice and that I will absent myself from work on the
 plantation with effect from

2. For the purpose of rule

I hereby nominate (name and address of the nominee)
 to receive maternity benefit due to me in case of my death.

Given this day.

Signature/thumb-impression.

Signature of attester in case
 the woman affixes thumb-
 impression.
 Address.

To

The Employer,

(name of plantation and
 full address.)

FORM No. 9.

(Prescribed under sub-rule (1) (b) of rule 74.)

I, wife/daughter of employed in group No. of
 plantation, hereby give
 notice that I gave birth to a child on the 19 .
 2. For the purpose of rule , I hereby nominate
 (name and full address of nominee) to receive maternity benefit due to me in case of my death.
 Given this day.

Signature/thumb-impression.

Signature of attester in case the
 woman affixes thumb-impression.

Address

To

The Employer,

(Name of plantation
 and full address.)

FORM No. 10.

(Prescribed under sub-rule (1) of rule 75).

This is to certify that I examined
 in wife/daughter of employed
 in the district of plantation at on
 found* that she is pregnant and is expected to be delivered of a child within
 cannot discover

months and/or days from the abovementioned date.

Signature, qualification and
 designation of Medical Prac-
 titlone of Midwife.

* Strike out when not applicable.

FORM No. 11.

(Prescribed under sub-rule (1) of rule 78.)

Muster Roll.

Name of plantation.		Address.			
Name of woman and age.	Name of husband or father.	Nature of work.	Date on which employed.	Date of production of medical certificate.	Date of birth of child.
(1)	(2)	(3)	(4)	(5)	(6)

Date of giving notice of pregnancy.	Date of giving notice of delivery.	Date of production of proof of birth.	Date of production of proof of death, if any.	Dates with amounts of maternity benefits paid.	
(7)	(8)	(9)	(10)	Date.	Amount.
				(11)	(12)

Rs. A. P.

Payment of bonus, if any.	Name of persons to whom paid with date and amount in event of death.	Name of person nominated.	Remarks.
(13)	(14)	(15)	(16)

FORM No. 12.

(Prescribed under sub-rule (1) of rule 82.)

Register of adult workers.

Serial number.	Name, age and address.	Father's/husband's name.	Nature of work.	Letter of group as in notice of period of work (Form No. 6).	Remarks.
(1)	(2)	(3)	(4)	(5)	(6)

FORM No. 13.

(Prescribed under sub-rule (1) of rule 82.)

Register of non-adult workers.

Number.	Name and address.	Father's name.	Date of first employment.	Number of certifying Surgeon's Certificate with date.
(1)	(2)	(3)	(4)	(5)
Age as entered in the certificate.	Token number reference to certificate, if any.	Nature of work.	Letter of group as in notice of period of work (Form No. 6).	Remarks.
(6)	(7)	(8)	(9)	(10)

FORM 14.

(Prescribed under sub-rule (1) of rule 82.)

REGISTER OF LEAVE WITH WAGES.

Part I—Adults.

Part II—Non-adults.

Plantation
Serial number
Serial number in the register of adult/non-adult workers
Date of entry into service
Name of worker
Father's/husband's name
Address.

Address.			Number of days worked.		Leave earned.	Leave at credit (including balance, if any, on return from leave on last occasion).
From	To	Total days worked.				
(1)	(2)	(3)		(4)	(5)	

Leave taken.			Balance on return from leave.	Date on which wages for leave paid and amount paid.	Remarks.
From	To	Number of days.			
(6)	(7)	(8)	(9)	(10)	(11)

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

FORM No. 15.

(Prescribed under sub-rule (2) of rule 82.)

LEAVE BOOK.

Part I—Adults.

Part II—Non-adults.

Plantation
Serial number
Serial number in the register of adult/non-adult workers.
Date of entry into service.
Name of worker.
Father's/husband's name.
Address.

Number of days worked.			Leave earned.	Leave at credit (including balance if any, on return from leave on last occasion).	
From	To	Total days worked.			
(1)	(2)	(3)	(4)		(5)
Leave taken.			Balance on return from leave.	Date on which wages for leave paid and amount paid.	Remarks.
From	To	Number of days.			
(6)	(7)	(8)	(9)	(10)	(11)

Note.—The Leave Book shall be made out separately for each worker on thick bound sheets.

FORM No. 16.

(Prescribed under sub-rule (1) of rule 83).

Annual return for the year ending the 31st December, 1955

(To be furnished to the Inspector and Chief Inspector by the 31st January.)

1. Name of plantation
2. Name of employer
3. District.
4. Postal address
5. Average number of workers employed daily*—
 - (i) Men
 - (ii) Women
 - (iii) Adolescents
 - (a) Male
 - (b) Female.
6. Normal hours worked per week—
 - (i) Adults
 - (ii) Adolescents
 - (iii) Children.

7. Number of days worked in the year.
8. What rest intervals were given to†—
 - (i) Adults
 - (ii) Adolescents
 - (iii) Children.
9. Were week days sometimes substituted for Sundays as weekly holidays?
10. Total number of workers discharged during the year for which this return is made.

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

Signature of employer.

* The average daily number should be calculated by dividing the aggregate number of attendance on working days by the number of working days in the year. In reckoning attendances attendance by temporary as well as permanent workers should be counted and all workers should be included, whether they are employed directly or under contractors. Days on which the plantation was closed, for whatever cause, should not be treated as working days.

† Enter "one hour", "two half-hours", "one-half hour" or "None" as the case may be. If none of these categories apply to the adult workers, enter the category applicable to the majority of adult workers. Where the majority received an interval exceeding one hour, enter "one hour".

Note.—Where possible, separate figures should be shown in respect of clerical and supervisory staff and other workers.

FORM No. 17.

(Prescribed under sub-rule (a) of rule 83).

Leave with wages—Annual return for the year ending the 31st December, 195 .

(To be furnished to the Inspector and Chief Inspector by the 15th February.)

1. Name of plantation
2. Name of employer
3. District
4. Postal address
5. Total number of persons employed during the year.
 - (a) Men
 - (b) Women
 - (c) Young persons
 - Adolescents
 - Children
6. Number of persons who were granted leave during the year—
 - Men
 - Women
 - Adolescents
 - Children
7. Number of workers to whom the leave allowed amounted to thirty days—
 - Men
 - Women
 - Adolescents
 - Children

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

Signature of employer.

Note.—Where possible, separate figures should be shown in respect of clerical and supervisory staff and other workers.

FORM No. 18.

(Prescribed under sub-rule (a) of rule 83).

Annual return—Creches—Year ending the 31st December, 195 .

(To be furnished to the Inspector and Chief Inspector by the 15th February.)

1. Name of Plantation
2. Number of women workers normally employed
3. Area of the plantation
4. Number of creches
5. Number of children admitted in each creche
6. Average daily attendance of children at each criche
 - (i) Two years and below
 - (ii) Above two years
7. Facilities provided in each creche—
 - (i) Milk
 - (ii) Food
 - (iii) Clothes
 - (iv) Toys
 - (v) Medical aid.
 - (vi) Others.
8. Strength of staff employed in each creche—
 - (i) Doctors—
 - (a) Males
 - (b) Females
 - (ii) Nurses
 - (iii) Ayahs/or inferior attendants
 - (iv) Sweepers.
9. Remarks.

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

Date :

Signature of employer.

FORM No. 19.

(Prescribed under sub-rule (a) of rule 83).

Annual return—Canteens—Year ending the 31st December, 195 .

(To be furnished to the Inspector and Chief Inspector by the 15th February.)

Name of plantation.
Area of plantation.

Number of workers normally employed daily.	Number and type of canteens.			
	Providing cooked food and refreshment, etc.	Providing cooked food only.	Providing refreshment and tea only.	Providing tea only.
(1)	(2)	(3)	(4)	(5)
Number of workers patronizing each canteen normally daily.	Whether articles sold below cost price. If so, state items provided below cost price in each canteen.			Remarks.
(6)	(7)			(8)

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

Signature of employer:

FORM No. 20.

(Prescribed under sub-rule (2) of rule 83.)

Annual return—Maternity benefit for the year ending the 31st December, 195 .

(To be furnished to the Inspector and Chief Inspector by the 15th February.)

Name of plantation—

Total number of women employed during the year.	Number of women who worked for a period of not less than 150 days.	Number of women who gave notice of confinement.	Number of cases where women refused to submit to medical examination.
(1)	(2)	(3)	(4)

Number of cases where employed refused permission for absence during four weeks before the expected day of delivery.	Number of cases where employer granted permission to absent on account of notice of confinement.	Number of claims for maternity benefit paid and the total amount.
(5)	(6)	(7)

Number of claims for benefit rejected.	Number of expectant women dismissed while working.	Number of expectant women who were fined.
(8)	(9)	(10)

Number of cases in which women died.		Remarks.
Before delivery. (11)	After delivery. (12)	

NOTE—Where possible, separate figures should be shown in respect of clerical and supervisory staff and other workers.

N.B.—Full particulars of each case and reason for action taken under headings (5), (8), (9) and (10) should be given.

FORM No. 21.

(Prescribed under sub-rule (2) of rule 83).

Annual return—Sickness benefit for the year ending the 31st December, 195

• (To be furnished to the Inspector and Chief Inspector by the 15th February).

Name of plantation—

Number of persons employed.	Number of persons who applied for sickness benefit.	Number of cases in which the claim was rejected and the reasons therefor.	Number of persons who were granted sickness benefit and the total amount paid.	Remarks.
(1)	(2)	(3)	(4)	(5)

Date.

Signature of employer.

NOTE.—Where possible, separate figures should be shown in respect of clerical and supervisory staff and other workers.

FORM No. 22.

(Prescribed under sub-rule (3) of rule 83.)

Provision of medical facilities.

Return for the period ending the 30th June, 195 , or 31st December, 195 .

(To be furnished to the Inspector and the Chief Inspector by the 31st July/31st January.)

1. Name of plantation.
2. Total population.
3. Average number of workers employed daily.
4. Garden/hospital/dispensary.

Nature of medical facilities.	Figures per 700 workers.		
	Facilities prescribed in the rules.	Facilities available.	Deviation + (Plus) — (minus).
Hospital beds	..	..	..
Doctors	..	..	..
Maternity Assistants	..	..	..
Nurses	..	..	..
Compounders	..	..	..
Men nursing orderlies	..	..	..
Women nursing orderlies	..	..	..
Totics	..	..	..
Sweepers	..	..	..

5. Number of first-aid boxes or cupboards maintained, if any.
6. Steps taken or proposed to be taken, if any, to bring the medical facilities available in the plantation at par with those prescribed in rules. State with special reference to the various stages of the approved scheme for provision of medical facilities.
7. Number of patients recommended for treatment at the Group Hospital and arrangements made for their treatment if no Group Hospital has been established.

Signature of employer.

CURRENT TOPICS

The Commissioner of Labour, Madras, attended the meeting of the Second Seminar on Labour Management Co-operation held at New Delhi on the 8th and 9th March, 1960, and the second meeting of the eighteenth session of the Standing Labour Committee held at New Delhi on the 10th and 11th March, 1960, to discuss draft proposals on labour policies and programmes for inclusion in the Third Five-year plan.

The Commissioner of Labour, Madras, attended the third meeting of the Regional Board, Employees State Insurance Corporation, held in the University Buildings, Madras, on 4th March, 1960, to meet Dr. A. Lakshmanaswamy Mudaliar, Vice-Chancellor of the University of Madras, who has been appointed by Government of India as a one-man committee to go into the working of the Employees' State Insurance Scheme.

The Commissioner of Labour, Madras, attended the meeting of the Employees' State Insurance Corporation held at New Delhi on 7th March, 1960.

The twenty-second meeting of the State Housing Board was held at the Secretariat on 2nd March, 1960, to review the progress of the various housing schemes in the State. The Commissioner of Labour attended the meeting. The Commissioner also attended the 13th Meeting of the Central Board of Trustees, Employees' Provident Fund, held at New Delhi on the 30th March, 1960.

The State Liaison Committee meeting was held at 11-30 A.M. on the 16th March, 1960, at the Secretariat. The Commissioner of Labour who is a member of the Committee attended the meeting.

* * *

The Madras Productivity Council organised "a Course in the Principles Practices and Administration of a Quality Control Programme". The 'Appreciation Course' conducted from 21st March, 1960 to 8th April, 1960 and again from 25th April, 1960 to 30th April, 1960, covered such subjects as "Introduction to Quality Control"; 'Measurement and Variability'; 'Sampling for control (Variables)'; 'Construction and reading of Control Charts'; 'Inplant Practice'; 'Films on quality control'; 'Sampling experiments'; 'Process Capabilities'; 'Studies and Evaluation' etc. The 'Appreciation Course' lasted from 21st March, 1960 to 8th April, 1960 and was intended for top and middle management, supervisors as well as for union representatives. The course related to 'Quality Control' and what it can do 'Organising for quality'; 'Some techniques of quality control' and 'Case studies, in quality control.'

AWARDS AND AGREEMENTS

IN THE HIGH COURT OF JUDICATURE AT MADRAS.

(Special Original Jurisdiction.)

Wednesday the ninth day of December one thousand nine hundred and fifty-nine.

(18th day of Agrahayana 1881, Sak 1.)

PRESENT :—MR. JUSTICE RAJAGOPALA AYYANGAR.

Writ Petition No. 648 of 1959.

Railway Employees Co-operative Bank Limited, Park Town, Madras-3

.. Petitioner*

versus

1. The Presiding Officer, Labour Court, Madras.

2. T. K. Jayaram

.. Respondents.

Petition under Article 226 of the Constitution of India, praying that in the circumstances stated therein, and in the affidavit filed therewith the High Court will be pleased to issue a Writ of Prohibition prohibiting the respondent (The Presiding Officer, Labour Court, George Town, Madras) from in any way proceeding further with the hearing of C.P. No. 160 of 1959 on its file.

This Writ Petition coming on for hearing on Friday the 20th and Monday the 23rd days of November, 1959, upon perusing the petition and the affidavit filed in support thereof the order of the High Court, dated 21st July, 1959 and made therein, and the counter-affidavits on behalf of the 2nd respondent herein filed herewith and the records in C.P. No. 160 of 1959 on the file of the Labour Court, Madras, and comprised in the return of the Respondent 1 herein to the Writ made by the High Court, and upon hearing the arguments of Messrs. G. Vasantha Pai and D. Padmanabha Pai, Advocates for petitioner, and of Mr. K. V. Sankaran, Advocate for the Respondent 2 herein, and having stood over for consideration till this day the Court made the following :

ORDER.—The Railway Employees' Co-operative Bank Limited, Madras, is the petitioner, and it prays for the grant of a Writ of Prohibition, restraining the Presiding Officer of the Labour Court from proceeding further with the hearing in C.P.No. 160 of 1959 on its file. There are two respondents to this Petition. The first is the Presiding Officer of the Labour Court, Madras, against whom the Writ of Prohibition is sought, the other is Jayaraman who was an employee of the Petitioner-Bank. 84 of the employees of whom the second respondent is one, filed applications before the Labour Court claiming overtime wages under section 33-C (2) of the Industrial Disputes Act, 1947, on the basis that this was a benefit which they were entitled to receive from the employer, the prayer being that it should be computed in terms of money. The overtime wages claimed and which they desired to be computed related to the period May to November, 1956. These 84 applications which were in common form but naturally claiming different sums were filed in April, 1959.

This claim to overtime was based on section 31 of the Madras Shops and Establishments Act, 1947, reading,

"Where any person employed in any establishment is required to work overtime, he shall be entitled, in respect of such overtime work, to wages at twice the ordinary rate of wages."

Section 9 of the same Act enacts,

"(1) Subject to the provisions of this Act, no person employed in any shop shall be required or allowed to work therein for more than eight hours in any day and forty-eight hours in any week :

Provided that any such person may be allowed to work in any shop for any period in excess of the limit fixed under this sub-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."

If these two provisions alone applied, it is common ground that the second respondent would not have been entitled to the payment of any overtime, because the hours during which the workmen were required to work by the Bank were 10 A.M. to 7 P.M. with an interval for lunch on week days and 10 A.M. to 4 P.M. with an interval for lunch on Saturdays and therefore limit prescribed by section 9 were not exceeded.

The case of the workers, however, was that prior to 26th May, 1956, from when, by reason of an office Order they were to adhere to the working hours stated earlier the hours of work was between 10 A.M. to 4-30 P.M. on week days with half an hour interval for lunch and 10 A.M. to 1-30 P.M. on Saturdays. The claim of the workmen was that under section 50 of the Madras Shops and Establishments Act, the obligation to work only between 10 A.M. to 4-30 P.M. and upto 1-30 P.M. on Saturdays was a right or privilege to which they were entitled before the Madras Shops and Establishments Act came into force, and to the continuance of which they were entitled under section 50 of that Act.

Section 50 of the Act ran :

"Nothing contained in this Act shall affect any rights or privileges which any person employed in any establishment is entitled to, on the date on which this Act comes into operation in respect of such establishment, under any other law, contract, custom or usage applicable to such establishment, if such rights or privileges are more favourable to him than these to which he would be entitled under this Act."

The argument on the basis of which the claim to overtime wages was made was that under provisions of the Shops and Establishments Act they were bound to work only between 10 A.M. and 4-30 P.M. Any work required to be done by them beyond those hours should be treated as overtime within section 31 of the Act, and they were entitled to have the monetary value of this benefit evaluated by the Labour Court under section 33-C (2) of the Industrial Disputes Act, 1947. The Shops and Establishments Act provides for questions or disputes arising under section 50 to be referred and decided by the Commissioner of Labour.

Section 51 enacts (to quote only the relevant words),

"If any question arises . . . whether section 50 applies to any case or not, it shall be decided by the Commissioner of Labour and his decision thereon shall be final and shall not be liable to be questioned in any Court of Law." The workers accordingly invited the Commissioner of Labour to decide their previously existing rights which were continued by section 50 by invoking his jurisdiction under section 51. In his order, dated 31st December, 1958, the Commissioner of Labour decided two points which were in controversy before him ; (i) whether the normal hours of work prior to 1st April, 1948 (the date when the Shops and establishments Act came into force) were 33½ hours per week. On this the finding was that the normal hours of work was between 10 A.M. to 4-30 P.M. but that the employees who could not finish their work within

that time used to work beyond the normal working hours for which no overtime wages were paid. The second point as formulated was whether the employees were entitled to overtime wages for work in excess of the normal hours of work? The finding of the Labour Commissioner was that "although I have found that the normal hours of work were 33½ hours per week prior to 1-4-1948 admittedly the employees were not paid overtime wages for the hours worked after 4-30 P.M. and after 1-30 P.M. on Saturdays. The employees were not therefore entitled to any protection under section 50 of the Madras Shops and Establishments Act, 1947".

It will be found that the contention which was raised before Labour Court by the workers was that they were entitled to overtime wages under section 31 of the Madras Shops and Establishments Act for any period during which they worked beyond 33½ hours per week. Such a contention could not be countenanced in the face of the finding of the Commissioner of Labour under section 51.

Mr. Vasantha Pai, learned counsel for the Petitioner sought to sustain the relief of prohibition by contending that on a proper construction of section 33-C. (2) of the Industrial Disputes Act the claim for overtime wages under the Shops and Establishments Act could not be within the jurisdiction of the Labour Court. For the purpose of appreciating the argument, it is necessary to set out the whole of section 33-C which runs :

"(1) Where any money is due to a workman from an employer under a settlement or an award or under the provisions of Chapter V-A, the workman may, without prejudice to any other mode of recovery, make an application to the appropriate Government for the recovery of the money due to him and if the appropriate Government is satisfied that any money is so due, it shall issue a certificate for that amount to the Collector who shall proceed to recover the same in the same manner as an arrear of land revenue.

(2) Where any workman is entitled to receive from the employer any benefit which is capable of being computed in terms of money, the amount at which such benefit should be computed may, subject to any rules that may be made under this Act, be determined by such Labour Court as may be specified in this behalf by the appropriate Government, and the amount so determined may be recovered as provided for in sub-section (1).

(3) For the purposes of computing the money value of a benefit, the Labour Court, may, if it so thinks fit, appoint a commissioner who shall after taking such evidence as may be necessary, submit a report to the Labour Court and the Labour Court shall determine the amount after considering the report of the Commissioner and other circumstances of the case."

Under section 33-C (1) the certificate is issued only for moneys due to a worker by an employer under (i) a settlement (ii) an award and (iii) under the provisions of Chapter V-A (Retrenchment Compensation) and to no others. Learned counsel urged that the scope of the sub-section (2) was also similar and should be also held to be confined to the evaluation of benefits which were conferred under some one or other of the provisions of the Industrial Disputes Act, which would practically mean under a settlement or an award. On the other hand the learned counsel for the respondent urged that there was no reason to limit the Court's Jurisdiction under sub-section (2) and that the absence of the words, "settlement, award" and "under Chapter V-A" in the second sub-section indicated that the Legislature intended for it a wider scope so as to comprehend all claims which arose between an employer and workman in their character as employer and workmen.

In this connection learned counsel for the respondent pointed out that section 33-C was introduced into the Industrial Disputes Act, 1947, by Central Act, (XXXVI of 1956). The first statutory provision that was introduced into industrial legislation for enabling either recovery of money due to workmen from employers or providing the machinery for the ascertainment of the amounts due in the case of dispute, was contained in section 20 of the Industrial Disputes (Appellate Tribunal) Act, 1950. I shall set out the terms of this section since the main argument of the learned counsel for the respondent rested on a comparison or contrast between the provision contained in section 29 (2) of this Act and the section with which this petition is concerned, namely, section 33-C of the Industrial Disputes Act of 1947. Section 20 of the Industrial Disputes (Appellate Tribunal) Act ran :

" (1) Any money due from any employer under any award or decision of an industrial tribunal may be recovered as arrears of land revenue or as a public demand by the appropriate Government on an application made to it by the person entitled to the money under that award or decision.

(2) Where any workman is entitled to receive from the employer any benefit under an award or decision of an industrial tribunal which is capable of being computed in terms of money, the amount at which such benefit should be computed may, subject to the rules made under this Act, be determined by that industrial tribunal, and the amount so determined may be recovered as provided for in sub-section (1).

(3) For the purpose of computing the money value of a benefit the industrial tribunal may, if it so thinks fit, appoint a Commissioner, who shall, after taking such evidence, as may be necessary submit a report to the Industrial Tribunal, and the said tribunal shall determine the amount after considering the report of the Commissioner and other circumstances of the case."

The Industrial Disputes (Appellate Tribunal) Act of 1950, though it effected several amendments to the Industrial Disputes Act of 1947 (*Vide* section 34 of the 1950 Act) did not however enable the original industrial tribunals functioning under the Industrial Disputes Act, 1947, to exercise powers similar to those which were vested in the appellate Tribunal under section 20. It was only in 1956 that such a power was conferred on the Industrial Tribunals and Labour Courts by reason of the enactment of section 33-C by Central Act (XXXVI of 1956). As I indicated earlier a large part of the submission of the learned counsel for the respondent was based upon the contrast between the language used in section 20 (2) of the Industrial Disputes (Appellate Tribunal) Act of 1950 and section 33-C of the Industrial Disputes Act of 1947. In the former the computation in terms of money could be effected by the Tribunal only of benefits which the workmen were entitled to receive from the employer under an award or decision of an Industrial Tribunal, whereas these words are significantly absent in section 33-C (2). I consider this argument well founded and I hold that the jurisdiction of a Tribunal or of the Labour Court under section 33-C (2) extends to the computation in terms of money not merely of all benefits which workmen are entitled to receive from the employer under a settlement or award under the Industrial Disputes Act but also any benefit to which they might be entitled in their character as workmen under contract or by virtue of any other enactment.

The next point that arises for consideration is whether in view of the decision of the Labour Commissioner under section 51 of the Shops and Establishments Act, there could be any claim for overtime wages based upon the combined operation of section 50 and section 31 of that Act. It need hardly be men-

tioned that the decision of the Labour Commissioner under section 51 would be binding upon the Labour Court by virtue of the terms of that section. That authority had held that the workmen were not entitled to overtime under the contract which subsisted between the parties prior to April, 1946, when the Shops and Establishments Act came into force. This finding would mean that the claim of the workers would be based either on section 31 of the Shops and Establishments Act, that is for work beyond 48 hours specified in that section, or on the basis of any agreement between the parties for the payment of overtime wages. Indeed the learned counsel for the respondent submitted before me that it was the case of the workers that at the time when the normal hours of work were increased, there was an undertaking or an assurance that they would be paid overtime wages. Undoubtedly if this was established the workers would be entitled to the benefit of such arrangements and its monetary value could be evaluated by the Labour Court under section 33-C (2).

This Writ petition, however, is for a Writ of Prohibition and in view of my finding that the Labour Court had jurisdiction to entertain the claim the Petition fails.

The Petition is dismissed and the rule nisi discharged. There will be no order as to costs.

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

Between

The Workers of the Kewalrams and Chellaram, Madras

Represented by Sri T. Ramachandran, General Secretary, Madras State Piece Goods Merchants Employees Union, Madras 3.

and

The Management of Kewalrams and Chellaram, Madras.

Represented by Sri K. Pishu (Power of Attorney) M/s. Kewalram Chellaram.

Number of Workmen covered by settlement 18.

SHORT RECITAL OF THE CASE.

An industrial dispute having arisen between the workers and the management of Messrs. Kewalram and Chellaram, Madras, over the demands for regular scales of payment and increment, 2 Dearness Allowance, 3 Bonus for the years 1955-56, 1956-57, and 1957-58, 4 Provident Fund, 5 Gratuity, 6. Festival Holidays, a settlement is arrived at in the following terms as a result of conciliation by the Labour Officer, Madras II.

TERMS OF SETTLEMENT.

TERM I

It is agreed that all the workers shall be paid bonus at the rate of one month's wages for the year 1957-58. For the purpose of calculation of bonus, the wages paid during the year 1957-58 shall be the basis. The Union has agreed to drop the claim for bonus for the years 1955-56 and 1956-57. The above amount shall be paid on or before 7th April, 1960.

TERM II

Gratuity.—It is agreed that the management shall introduce a gratuity scheme with immediate effect at the rate of half a month's wages last drawn for every year of service of a worker upto a maximum of 15 months. No gratuity shall be payable under the scheme to :—(a) Any employee dismissed for misconduct or ;

(b) Any employee retrenched and who becomes eligible for retrenchment compensation under the Industrial Disputes Act of 1947 or any statutory modification thereof. The gratuity shall also be payable to a worker if he resigns after putting in a service of 5 years or above. Gratuity due to a deceased worker shall be paid to his nominee or his legal heir.

TERM III

It is further agreed by the Union that they are not pressing the demands in respect of regular scales of pay and increment, Dearness Allowance and Provident Fund for a period of one year.

TERM IV.

FESTIVAL HOLIDAYS.

Regarding Festival Holidays, the union is not pressing in view of the fact that the National Festival Holidays Act has come into force.

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Between

The Workers of M/s. The Citadel Film Corporation (Private) Ltd. Madras.
Represented by Sri G. Balaraman, General Secretary, Madras Cinema Studio Worker's Union, Madras 12.

and

The Management of M/s. The Citadel Film Corporation (Private) Ltd., Madras.

Represented by Sri Joseph Jaliath Jr. Managing Director, The Citadel Film Corporation (Private) Ltd., Madras.

No of workmen covered by the settlement 60.

Short recital of the case.—A dispute having arisen over the revision of wages, Bonus, holidays, etc., a settlement is reached on the following terms as a result of discussions by the Labour Officer, Madras 1.

TERMS OF SETTLEMENT.

TERM I

The management agrees to increase the total wage of each worker by Rs. 10 with effect from 1st March, 1960.

TERM II

The management will pay a sum of Rs. 100 (Rupees Hundred only) to each worker in settlement of the claims of bonus upto date and as a token of their contribution for the production of the recent pictures. This will be paid to all workers who were in the service of the company on 1st March, 1960.

TERM III

The management agrees to grant the workers 12 National and Festival holidays for each calendar year with full pay.

TERM IV

The management agrees to grant privilege leave with pay to each worker in each calendar year as per the Factories Act.

TERM V

Each worker will be granted 12 days sick leave with wages and 12 days casual leave with wages. Sick leave should be supported by a medical certificate. Casual leave will be granted at the discretion of the management only for adequate reasons.

TERM VI.

The management agrees to pay its workers on termination of their services gratuity calculated at half a month's basic wages for each completed year of service subject to the following conditions.

(a) No gratuity will be payable to any worker who is entitled under the Industrial Disputes Act to retrenchment compensation or compensation on the closure of the business, if the management at any time hereafter retrenches any of its workers or closes its business.

(b) Workers dismissed for misconduct after a proper enquiry will not be entitled to gratuity.

(c) In the event of any worker who has not completed ten years of service in the Company resigning from service he will not be entitled to any gratuity. Only workers who have completed ten years of service will be entitled to gratuity on resignation at the rate mentioned above and subject to the conditions mentioned above.

TERM VII

All other claims made by the workers are hereby withdrawn.

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

Settlement arrived at this twentyfifth day of March, 1960, between the Management of Madura Mills Co., Ltd., Tuticorin and the Tuticorin Mill Labourers' Union, Tuticorin, hereinafter called "the Management" and "the Union" respectively with regard to wages and workload of certain categories of workers employed in Madura Mills Co., Ltd., Tuticorin.

In the interests of efficient and economic running of the said Mills the representatives of the Management and the Union have been holding discussions with regard to the categories of workers mentioned hereunder and have reached the following agreement :—

AGREEMENT

1. *Doubling Department.*—Doubblers and employed on the elongated frame will look after 2 sides, i.e., 408/432 spindles per doubler and they will be paid as follows :—

Occupational Wage (as per Award No. 1) of 1956 of the special Industrial Tribunal, Madurai) Rs. 37.31 nP. per month for 260 spindles of 2/20s and below Rs. 37.31 nP. per month for 300 spindles on 2/22s to 2/32s.

Extra Wage at 1-1/2 annas per spindle per month over the occupational wage for every extra spindle looked after.

Commission for 400 spindles and above Rs. 8.12 nP. per month.

2. *Leesona Winding Department.*—Leesona Winders will attend to 2 extra spindles on all counts over the existing work-load (as per Settlement, dated 25th July, 1959) and will be paid a commission of 3 annas per spindle per shift per day subject to existing production efficiency being maintained.

3. *Relieving Spinners and Doublers.*—The existing 10 per cent. Relieving Spinners and Doublers will cease and the Frame Spinners and Frame Doublers themselves will relieve one another and will attend to the work on frames efficiently and in consideration thereof the Frame Spinning and Frame Doublers will be paid a daily commission of 2 annas each per shift subject to existing production efficiency being maintained.

4. *Ring Frame and Doubling Doffers and Sweepers.*—There will be a reduction of 10 per cent. in the number of doffers to be employed and there will be no sweepers as such. For the existing count range the number of doffers to be engaged in respect of the 131 frames that will be working will be 139 only per shift and these may be allotted on the basis of one doffer per frame of up to 412 spindles plus one doffer for each Doffing Maistry. Suitable adjustments will be made if there are changes in counts or working conditions, physical, process, or mechanical or otherwise. Doffers will also assist the Spinners as reliever and otherwise and also sweep the floor and keep the sides clean along with the Sweepers (Doffers) numbering 2 per shift.

So also for the existing count range in Doubling, the doffers engaged will be 12 per Doffing Maistry for 27 elongated doubling frames working.

In consideration of the foregoing, Doffers in Ring Frame & Doubling Section; will be paid a daily commission of 2 annas each of per shift subject to existing production and other efficiencies being maintained.

5. *Extra Relief to Inters.*—With regard to the extra relief asked for by the Union for Inter Frames by reason of the Coarse hanks, to wit. 90 hk. and situation of some frames at a distance in separate rooms, it is hereby agreed by both parties to provide the following relief. This relief is subject to withdrawal wholly or partially as may be indicated by reason of changes in Hank or working conditions, whether, physical, process or mechanical or otherwise :

(a) The relief of 3 workers per shift at present provided for Doubling Winding will cease and relief of 3 persons per shift for the Inter Frames will be given and

(b) A relief of 4 persons per shift will be provided for the two rooms.

தொழில் இயலில் மனிதப் பண்பாடு

By

S. PARAMANAYAKAM.

மனம் என்பது என்ன? மனப்போக்கு அமையும் வகை எதைப் பொறுத்தது? இந்தக் கேள்விகளை அலசி ஆராய்ந்த நிபுணர்களும், எல்லாம் கற்றறிந்தவர்களும், பொது அறிவு மட்டும் கொண்டு யூகித்தறியும் சாதாரண மக்களும் பிறர் மனத்தை அறிந்து நடக்க முயலும் போது பெரும்பாலும் அடைவது தோல்வி. ஆகவே தொழிலாளர் மனத்தைப் படம் பிடித்துக் காட்டுவது என்பது சுலபமல்ல. ஆனால், தொழில் துறையில் தொழிலாளர் உலகம் எந்த ஸ்தானம் வகிப்பது, தொழில் துறைக்கும், சமூகத்துக்கும் நல்லது என்பதை நிர்ணயிப்பது அவசியமாகிறது. தொழில் அதிபர்களுக்கும், தொழிலாளர்களுக்கு மிடையே உள்ள உறவு முறையை “மனிதப் பண்பாடு” என்ற அளவு கோல் கொண்டு சீர்தூக்கிப் பார்த்தல் நலம்.

தொழில் துறை கடினாரம்போல் ஓடிக்கொண்டிருக்கிறது. தொழில் அதிபர் கடினாரத்தின் பெரியமுள். தொழிலாளர் கடினாரத்தின் சிறிய முள். தொழில் துறை இயங்குவதற்குரிய சாதனங்களைத் தேடிப் பாடுபடுவதில் தொழில் அதிபர் காட்டும் சனியாத ஊக்கம், நிமிஷம் காட்டும் முள் வேகத்தைப்போன்றது. எனினும் அதனால் அடையும் பலனின் அளவைக் காட்டுவது தொழிலாளர்களின் உழைப்பு. மனித காட்டும் சிறிய முள்ளைப்போல், சில சமயங்களில் தொழில் துறையில் தொழில் நிதானமாக இயங்குகிறது என்றால், அதன் காரணம், சிறிய முள்ளின் கோளாறு என வரையறுத்துக் கூறலாமா? கடினாரத்தின் புறத்தோற்றத்தில், இயங்கும் காட்சி தரும் சிறிய முள்ளும் அல்ல; பெரிய முள்ளும் அல்ல; கோளாறுக்கு அடிப்படையான காரணம் காண தொழில் துறை இயங்கும் உட்புறத் தன்மை, சூழ்நிலை இவைகளை ஆராயவேண்டும். தொழில் துறை அமைப்பும், தொழில் துறை தரும் சூழ்நிலைகளுமே பெருவாரியான கட்டங்களில், தொழிலாளர்களுடைய மனப்போக்கை அமைக்கும் கருவி என்று சொன்னால் அது மிகையாகாது. கடினாரத்தில் பெரிய முள்ளின் இயக்கத்தைப் பொறுத்திருக்கிறது சிறிய முள்ளின் இயக்கம் என்பது கண்கூடு.

உலகம் காரண காரிய வாயிலாக இயங்குகிறது. ஒவ்வொரு காரியத்திற்கும் ஒரு காரணம் அடிப்படையாக அமைவதுபோல, ஒவ்வொரு காரியமும், வேறொரு காரியத்திற்குக் காரணமாக அமைகிறது. ஒருவனுக்குக் கோபம் வரக் காரணம் அவன் சுபாவம் என்றால், கோபிக்கப்பட்டவன் மனத்தில் விகார உணர்ச்சிகளைத் தூண்டுவதற்குக் காரணமாக அமைவது கோபம் அல்லவா. தொழில் அதிபரின் செயல் தொழிலாளர் மனத்தில் ஏற்படும் விளைவுக்குக் காரணம் என்பது தெளிவு. அவ்வாறெனில் தொழிலாளர்களைக் குறைகூறி என்ன பயன்? அவர்கள் மனத்தில் தோன்றும் விளைவுகளையும் மனப்போக்கையும் வகை செய்யும் சக்தி தொழில் துறை நிர்வாகத்தின் திறமையில் அடங்கியுள்ளது.

சில சமயங்களில் “எங்கள் தொழிலாளர்களிடையே அமைதி நிலவுகின்றது” என்று சிலர் தங்கள் நிர்வாகத் திறமையில் பெருமை கொள்வதுண்டு. அது எத்தகைய அமைதி என்பது சிந்தனைக்குரிய விஷயம். ஒரு சமயம் காலாட்படையொன்றுக்கு இருபதுமைல் நடந்த செல்ல உத்தரவு பிறப்பிக்கப்பட்டது. இருபது மைல்தூரம் நடந்த களைத்த சிப்பாய்களின் மன நிலையை விளக்கவேண்டுமா? அவரவர்கள்

தங்கள் கூடாரங்களுக்குச் செல்லலாம் என்ற கட்டளையை எதிர்பார்த்து ஆவலாய் நின்றார்கள். படைத் தலைவரின் கம்பிரத் தொனி ஒலித்தது. "சிப்பாய்களே! நீங்கள் இருபது மைல் நடந்து வந்துள்ளீர்கள்; ஆகவே அரைமணி நேரம் ஓய்வு எடுத்துக்கொண்டு, அதன் பின் வந்த இருபது மைல் திரும்பிச் செல்லுங்கள்; இதுவே உத்திரவு." படையில் கலகலப்பு எதுவும் இல்லை. ஆனால் சிப்பாய்களின் மனத்தில் கொந்தளிப்பு. மனோதத்துவ சாஸ்திரம் அறிந்த படைத் தலைவர் தொடர்ந்து கூறினார் "உங்களில் யாராவது அவ்வாறு திரும்பி நடக்க முடியாமல் இருந்தால், அவர்கள் வரிசையிலிருந்து மூன்றடி முன் நடந்து நில்லுங்கள். உடனே படை முழுவதும் மூன்றடி முன் வந்து நின்றது. படையின் ஒழுங்கும், கட்டுப்பாடும் மறந்து இவர்கள் நடந்து கொண்ட முறை கண்டு தலைவர் உதடு துடித்தது. உள்ளம் தகிர்ந்தது. வரிசையைத் தணிக்கை செய்யும் பான்மையில் நடந்துசென்ற அவர் கண்களில் ஒரு சிப்பாய் மூன்றடி முன் வராமல் பழைய வரிசையில் நின்றிருப்பது தெரிந்தது. அவன் அருகே சென்று அவனை மிகவும் மெச்சி, "நீ தான் உண்மை சிப்பாய். நீ ஒருவன்தான் இருபது மைல் திரும்பி நடக்கத் தயாராக நிற்கும் உன்னத வீரன்" என்றார். அவன் சொன்னான், "யார், நானா! என்னால் இந்த மூன்றடிகூட எடுத்து வைக்கமுடியாமல் பழைய வரிசையிலேயே அசந்து நிற்கிறேன். நான் இருபது மைல் எப்படித் திரும்பி நடக்க முடியும்?" அமைதி நிலவுவதாக நாம் எண்ணும் தொழிலாளர் மனம் மூன்றடி முன்வர இயலாத நிலையில் நின்ற சிப்பாயின் மன நிலையில் இருக்கலாம். மன நிலையைப் பகிரங்கமாக வெளிப்படுத்தும் சூழ்நிலை ஏற்படும்போதுதான் அந்நிலை புலனாகும். ஆகவே தொழிலாளர்களின் தேவைகளை உணர்ந்து முன்னரே ஆவன செய்வது அறிவுடமை. அவ்வாறு செய்வதால் உள்ளே குமுறிக்கொண்டிருக்கும் உணர்ச்சிகளின் தன்மைமாறி மனப் பக்குவம் நன் முறையில் அமைய ஏதுவாகின்றது. எந்தத் தாயும் குழந்தை அழுகரல் எழுப்பியபின் தான் குழந்தைக்குப் பால் தருவேன் என்று சொல்வதுண்டா? நடை முறைப் பழக்கம், மனப்போக்கு இவைகளை அனுசரித்து தொழிலாளர் தேவையைப் பூர்த்தி செய்ய முன் வரும் அன்பு, தாய் அன்புக்குச் சமானம்.

"இவ்வளவும் செய்து என்ன பயன்? தொழிலாளர்களுக்குத் தங்கள் கடமையைச் செய்யவேண்டும் என்ற ஆர்வம் நாளடைவில் குறைந்து வருகின்றதே. அதிக ஊதியம், குறைந்த வேலை, அதிக ஓய்வு என்பதுதான் தொழிலாளர்களின் உள்ளத் தொனியர்க்க காட்கின்றதே. உரிமையைப் பெறுவதில் கொண்டுள்ள ஊக்கம் கடமையைச் செய்வதில் ஏற்படுவதில்லையே. இதை மாற்ற அல்லது இது மாற வழியில்லையா?" என்று கேட்கத் துவங்கியுள்ளார்கள் ஒரு சாரார்.

மனிதனை வேலை செய்யத் தூண்டுவது எது? வயிறு நிரப்பவேண்டும் என்ற எண்ணமா? "காலம் கழிக்க ஒரு பொழுது போக்கு, வேலை" என்ற எண்ணமா? சமுதாய வாழ்க்கை முறையை அமைக்கும் வேலையில் பங்குபெறும் தகுதி, வாய்ப்பு, திறமை எனக்கும் உண்டு. அதை வெளிக்காட்டும் பான்மையில், உள்ளுணர்வில் இருந்து எழும் ஆசை, ஆர்வம் இவைகளால் தூண்டப் பெறுவதால் வேலையில் ஈடுபடுகிறேன்" என்ற எண்ணமா? அல்லது 'எது நேரினும் கடமையைச் செய்தல் வேண்டும் என்ற கொள்கையைக் கடைபிடித்து ஒழுகும் இலட்சிய வாழ்வினால் பெறும் அமைதி, ஆனந்தம் பெரிது' என்ற எண்ணமா? மனோ பக்குவத்தில் மனிதன் எந்தப் படியில் நிற்கிறானோ, அந்தப் படிக்குரிய எண்ணத்தால் உந்தப்பெற்று மனிதன் வேலை செய்கிறான். வயிறு வளர்க்க வேறு வழியில்லாதவனுக்கு வேலை செய்வதைத் தவிர வேறு வழியில்லை. வேலையில்லாமல் சோம்பித் திரிபவனுக்கு ஏதாவது வேலை செய்ய வேண்டும் என்ற ஆசை. உள்ளத்தில் நான் என்னும் எண்ணம் தலை நிமிர்ந்து நிற்பவனுக்கு வேலை, தன் திறமையைக் காட்டும் கருவியாக அமைகிறது. ஆனால் "என் கடன் பணிசெய்து கிடப்பதே" என்ற குறிக்கோள் கொண்டு இலட்சிய வாழ்வு வாழவேண்டும் என்ற எண்ணம்

இல்லாத மனிதனே இல்லை. அந்த எண்ணத்தை வலுவுறச் செய்யும் வாய்ப்பு, முறை பெருக வேண்டும். ஒவ்வொருவர் உள்ளத்திலும் இந்த எல்லா எண்ணங்களும் ஓரளவு இடம் பெறுவதால் இவ்வெண்ணங்களை யெல்லாம் பூர்த்தி செய்யும் வகையில், பணி செய்யத் தூண்டும் பாங்கு அமையவேண்டும்.

தொழிலாளர்களின் திருப்தி கையில் கிடைக்கும் காசுப் பையின் கணத்தை மட்டும் பொறுத்ததல்ல. "இது என் வேலை" என்று சொல்லி பெருமை கொள்ளும் வாய்ப்பு தொழிலாளர்களுக்கு இருக்க வேண்டும். "இது உன் வேலை" என்று சொல்லி பெருமைப்படுத்தும் பண்பு தேவை. "இது உன் வேலை!" என்று குறை கூறி இழிவு படுத்தும் வழக்கம் குறைய வேண்டும். செய்யும் வேலையைக் கெடுக்க வேண்டும் என்ற எண்ணம் யார்க்கும் வராது என்ற மனிதப் பண்பில் நம்பிக்கை வளரவேண்டும். "இந்த வேலையில் பங்கம் ஏற்பட்டதற்குக் காரணம் நீதான்" என்று ஒருவனைக் குறிப்பிட்டுக் குறை கூறும்போது அவன் உள்ளம் பூரிக்குமா? பங்கம் ஏற்பட ஏதுவாக அமைந்த சூழ்நிலை எது என்று ஆராய்ந்தால், நம்மிடையே இயற்கையாக அமைந்த மனிதப் பண்பை வளர்த்துக்கொண்டவர்களாவோம். "இன்று நம் தொழிற் சாலைக்குவரும் பிரமுகருக்கு மாலை ஒரு விருந்து. அதற்கு தொழிலாளர்களாகிய நீங்களும் கலந்துகொள்ளவேண்டும். ஆகவே இந்த வேலையைத் துரிதமாகச் செய்து முடித்துவிட்டு விருந்துக்கு வாருங்கள்" என ஒரு தொழிற்சாலை அதிபர் அழைத்தால், வேலை துரிதமாக முடிவடையும். "இந்த வேலையைக் குறிப்பிட்ட கால அளவுக்குமுன் செய்து முடித்தால், உங்களுக்கு ஒவ்வொருவருக்கும் இரண்டு ரூபாய் போனஸ் வழங்கப்படும்" என்று கூறினாலும் வேலை துரிதமாக முடிவடையும். ஆனால் துரிதமாக வேலை செய்ய உந்தும் இந்த இருவகைத் தூண்டு கோல்களில் எது உன்னதமானது, உள்ளத் திருப்தியைக் கொடுக்கக்கூடியது என்பதை உய்த்துணரவேண்டும். வேலை செய்யவேண்டும் என்ற ஆர்வம் உள்ளத்தினுள்ளேயிருந்து எழும் உணர்ச்சியைப் பொறுத்தது. லௌகீகத் தேவையைப் பூர்த்தி செய்தால் மட்டும், உள்ளக் கிடக்கையின் உணர்ச்சியைத் தூண்டியெழுப்ப முடியுமா. பணத்தை அடிப்படையாக அமைத்து நிர்ணயிக்கப்படும் வேலை செய்ய உந்தும் தூண்டு கோல்கள் பயனளிப்பதில்லை. ஒரு நாளுக்கு இவ்வளவு சம்பளம் எனக்கு கொடுப்பதைவிட, வேலை செய்யும் அளவைக் கணக்கிட்டுச் சம்பளம் கொடுக்கும் முறையை அனுசரித்தால் குறிப்பிட்ட நேர அளவில் செய்யும் வேலையின் அளவு அதிகமாகும் என்பது தெரிந்ததே. ஆனால் வேலையை யளந்து சம்பளம் கொடுக்கும் தொழிற்சாலைகளில், பணியாளர்கள் வேலைக்கு வராமல் நிற்கும் நாட்கள் அதிகம். அத்தகைய தொழிலாளியை ஒரு பிரமுகர் அணுகிக் கேட்டார், "ஆமாம் நீ யேன் வாரத்தில் நான்கு நாட்கள் வேலைக்கு வருகிறாய், மறுபடி வருவதில்லை." தொழிலாளி, "ஐயா, என் ஒரு வாரத்தின் தேவைக்குப் போதுமான பணம் மூன்று நாட்களில் சம்பாதிக்க முடிவதில்லை. ஆகவே நான்கு நாட்கள் வேலைக்கு வரும்படி நேரிடுகிறது", என்று கூறினார். தொழிலாளி விரும்புவது பணம் மட்டும்தான் என நினைப்பது தவறு. பணத் தேவைக்கு ஒரு வரம்பு உண்டு. அதற்குமேல் அவர்கள் விரும்புவது ஓய்வு நேரம், களியாட்டங்களில் காலங்கழித்தல் இவை போன்றவை. ஆகவே, வருவாயைப் பெருக்கும்வகையில் அமைந்த பணி செய்யத் தூண்டும் உந்து கோல்கள் (Incentive Schemes) பெரிதளவில் பயன் தராமல் போவதைக் காண்கிறோம்.

தனிப்பட்ட முறையில் தொழிலாளர்களின் தேவைகளைப் பூராவும் திருப்தி செய்துவிட்டால், அவர்களுக்கு வேலை செய்யும் ஆர்வம் வளருமா என்றால், அப்படியும் வளர்வதாகத் தெரியவில்லை. தொழிற்சாலையில் இன்றுள்ள சூழ்நிலை தனிப்பட்ட தொழிலாளி பிரத்தியேகமான ஒரு தொழிலைச் செய்து முடிப்பது என்ற முறையில் அல்ல. பலர் ஒன்று கூடிய குழு மூலமாகவே தொழில் நடந்து வருகிறது. ஒரு தொழிலாளி ஒரு குழுவின் நடுவே வேலை செய்யும்போது அவனுக்கு இயல்பாக

அமையும் மனப்போக்கு என்ன என்பது பரிசீலனைக்கு உரிய விஷயம். குழுவினர் வகுத்துள்ள ஒழுங்கு முறைக்குக் கட்டுப்பட்டு நடக்க ஒரு ஆர்வமும், அவ்வாறு நடப்பதில் தன் சுய அந்தஸ்து உயர்கிறது என்ற நம்பிக்கையும் வலுத்துவரும் இந்நாளில் தனிப்பட்ட நபரின் தேவையைப் பூர்த்தி செய்யும் முறையில் அமைக்கப்படும் வேலை செய்யத் தூண்டும் திட்டங்கள் பொதுவாகக் பலனளிக்கவில்லை. எனினும், குழுவின அந்தஸ்தையும் மதிப்பையும் ஒங்குவிக்கும் முறையில் வகுக்கப்படும் திட்டங்கள், குழுவினரின் மனப்போக்கை ஒட்டி அமையுந் தன்மையன; ஆகவே அவை பெரிதும் விரும்பப்படும் என நம்பலாம்.

பொருளாதார நோக்கை அடிப்படையாகக் கொண்டு அமைந்தது தொழிலாளர் மனம் என்றைய பழைய கொள்கை ஆதாரமற்றது என்பதை நாள்தோறும் கண்டு வருகிறோம். தொழிற்சாலையில் ஐந்து ரூபாய் அதிகச் சம்பளம் கேட்டதை மறுப்பதால் வேலை நிறுத்தம் நார்பத்தைந்து நாட்கள் நடக்கின்றது. முடிவில் ரூபாய் இரண்டு அதிகச் சம்பளம் தரத் தொழில் அதிபர் சம்மதிக்கிறார். இதனால் எழுபது ரூபாய் சம்பளம் வாங்கும் தொழிலாளர் ஒருவர்க்கு நூற்றைந்து ரூபாய் நஷ்டம். வரும் இரண்டு ரூபாய் லாபம் இதை ஈடு செய்ய ஐம்பத்து மூன்று மாதங்கள் ஆகும். பொருளாதார நோக்குடன், இந்த வேலை நிறுத்தத்தைப்பற்றிச் சிந்தித்திருந்தால், தொழிலாளர்கள் வேலை நிறுத்தமே செய்திருக்க மாட்டார்கள் அல்லவா. வேலை செய்யுந் திறமை விலைக்கு வாங்கும் பொருள் எனக் கருதுங்காலம் கழிந்து விட்டது. வேலை செய்யுந் திறமை விலை கூறும் பான்மையில் வேலையாளர்களை நடத்த முற்படும்போது, அதைத் தன் பெருமைக்கு ஊனமாகக் கருதும் மனப்பான்மை தொழிலாளர்களிடையே பெருகிவிட்டது.

பயத்தை அடிப்படையாகக் கொண்டு அமைந்த கண்டன முறைகளை அநுசரித்து தொழிலாளர்களிடையே வேலை செய்யும் ஆர்வத்தைத் தூண்டுவது பலன்தரும் என்பர் ஒரு சாரார். தொழிலாளர்கள் ஒழுங்கு முறை தவறுவதைத் தடுக்க அபராதம் விதிக்கும் முறை கையாளப்பட்டு வருகிறது. அபராதம் கொடுத்தல் அவமானம் என்ற சூழ்நிலை இருக்கும் வரையில்தான், அபராதம் கொடுக்கும்படி நேரும் தவறுகளைத் தவிர்க்க தொழிலாளர் முயற்சி செய்கிறான். ஒரு வீட்டின் சமையல்காரன் காலதாமதம் செய்து வேலைக்கு வந்தான். குடும்பத் தலைவி அவனைப் பயங்காட்டும் முறையில் "இனிமேல் இப்படித் தாமதமாக வந்தால் எட்டணை அபராதம்" என்று கூறினான். சில நாட்கள் அவன் சரியான நேரத்திற்கு வந்துவிட்டான். மறுபடியும் காலதாமதம் செய்து வந்தான். ஒருநாள், குடும்பத் தலைவி மிகவும் கோபமாக "நீ இன்று இவ்வளவு நேரம் கழித்து வந்ததால், காலைச் சிறுண்டி பூராவும் நானே தயார் செய்யும்படி ஆகிவிட்டது", எனக் கடிந்தான். நிதானமாகப் பதில் அளித்தான் சமையல்காரன், "அதற்குத்தான் என்னிடமிருந்து எட்டணை எடுத்துக் கொள்கிறீர்களே, அம்மா?" அபராதம்தான், தன் எஜமானிக்குச் சிறுண்டி தயார் செய்ய அளிக்கும் சம்பளம் எனக் கருதும் அளவுக்கு அவன் மனப்போக்கு முற்றிவிட்டபோது, பயத்தினால் அவனைத் திருத்தி மாற்றமுடியுமா?

அதற்கு நேர்மாறாக, தொழிற்சாலை அமைப்பில் தானும் ஒரு பங்காளன் என்னும் மன அமைப்போடு வேலை செய்யும் பாங்கை ஏற்படுத்தி விட்டால், அவன் தன் முழு இச்சையுடன், முழு சக்தியுடன் வேலை செய்வான் என்பதில் ஐயமில்லை. லாபத்தில் பங்கு கொடுக்கும் திட்டங்கள் இந்த கருத்தை அடிப்படையாகக் கொண்டு வகுக்கப்படவேண்டும். வேலைக்கு ஏற்ப ஊதியம், அதிக வேலைக்கு ஏற்ப லாபத்தில் அதிகப் பங்கு என்ற பொருளாதார அடிப்படையில் இந்தத் திட்டங்களை வகுக்கவும், அமூல் நடத்தவும் முற்படும்போதுதான் இந்தத் திட்டங்கள் தோல்வியடைகின்றன என்று ஆராய்ச்சியாளர்கள் கண்டுள்ளார்கள். இதை அறிந்துதான் தொழிற்சாலை நடைபயிற்சி நடைபயிற்சி துறைகளிலும் தொழிலாளர்களைப் பங்கு பெறச் செய்யும் அம்சங்கள் அமைக்க ஏற்பாடு

செய்கின்றார்கள். அவர்களின் யோசனையைக் கேட்கவும் அவர்களுக்குத் தொழில் துறையில் பல அம்சங்களை எடுத்துக் கூறி அவர்கள் அதைப் புரிந்துகொள்ளச் செய்யும் வாய்ப்புகளையும், பெருவாரியாகக் கையாள வேண்டும்.

ஆகவே தொழிலாளர்களின் மன இயக்கம் பொருளாதாரத் தேவைகளைப் பூர்த்தி செய்யும் எண்ணத்தை அடிப்படையாகக் கொண்டது என்ற கருத்து தவறு. எனவே அதன் அடிப்படையில் வகுக்கப்படும் 'வெகுமதி' தரும் திட்டங்கள் பொதுவாகத் தொழிலாளர்களை ஓரளவுக்குமேல் உந்துவதில்லை. தொழிலாளர் மனம் விழைவது நியாயமான ஊதிய வேலையில் நிரந்தரம், முன்னேறுவதற்குரிய வாய்ப்பு, வேலை செய்ய நல்ல ஒரு சூழ்நிலை, நல்ல முறையில் நடத்தும் தொழில் அதிபரும், அதிகாரிகளும், தொழில் துறையில் "பங்காளன்" என்ற பான்மையில் நடத்தப்படுவதற்குரிய வாய்ப்புகள் ஆகியவைகளே.

CURRENT LABOUR LITERATURE

THE FOLLOWING BOOKS AND PUBLICATIONS WERE
RECEIVED DURING THE MONTH OF MARCH, 1960.

Books and Publications.

S. No.

1. Ceylon Labour Gazette, February, 1960.
2. Indian Labour Bureau—Monthly review of work stoppages, October, 1959.
3. Indian Labour Gazette, Vol. I, No. 2, February, 1960.
4. Indian Textile Industry—Statistical Bulletin, December, 1957.
5. International Labour Office—Industry and Labour, January 1 and January 15, 1960.
6. International Labour Office—International Labour Review, February, 1960.
7. International Labour Office—Official bulletin, 1957.
8. International Labour Office—Governing body—Session 138, 139—Minutes.
9. International Labour Office—Labour News Digest, December, 1959.
10. International Labour Office—Legislative Series, December, 1959.
11. Labour Law Journal, March, 1960.
12. Punjab—Annual Report of the Industrial Disputes Act, 1947, in the Punjab for the year 1957.
13. Upasi Publications, Quilon—Planters' Chronicle, March 1, 1960.
14. West Bengal Labour Gazette, November, 1959.

NOTIFICATIONS

Extension of Period of Declaration of all Cotton Textile Industry in Madras State as Public Utility Service.

Fort St. George, February 24, 1960.

S.R.O. No. A-1428 of 1960.—Whereas the cotton textile industry in the State of Madras has been declared to be a public utility service for the purposes of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), for a period of six months upto and inclusive of the 4th April, 1960, in the late Development Department Notification No. 316, dated the 15th April, 1952, published at pages 620-621 of Part I of the *Fort St. George Gazette*, dated the 30th April, 1952, read with Industries, Labour and Co-operation Department Notification S.R.O. No. A-5319 of 1959, dated the 28th August, 1959, published at page 1952 of Part I of the *Fort St. George Gazette*, dated the 2nd September, 1959;

And whereas the Governor of Madras is of opinion that public interest requires the extension of the said period by a further period of six months;

Now, therefore, in exercise of the powers conferred by section 2 (n) (vi) read with the proviso thereto of the said Act, the Governor of Madras hereby extends the said period by a further period of six months commencing on the 5th April, 1960.

Extension of Period of Declaration of all Motor Transport Services in Madras State as Public Utility Service.

Fort St. George, March 26, 1960.

S.R.O. No. A-2132 of 1960.—Whereas the Motor Transport Services in the State of Madras have been declared to be public utility services for the purposes of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), for a period of six months upto and inclusive of the 4th April, 1960, in late Development Department Notification No. 316, dated the 15th April, 1952, published at pages 620-621 of Part I of the *Fort St. George Gazette*, dated the 30th April, 1952, read with Industries, Labour and Co-operation Department Notification S.R.O. No. A-5951 of 1959, dated the 26th September, 1959, published at page 1429 of Part I of *Fort St. George Gazette*, dated the 30th September, 1959;

And whereas, the Governor of Madras is of opinion that public interest requires the extension of the said period by a further period of six months;

Now, therefore, in exercise of the powers conferred by section 2 (n) (vi) read with the proviso thereto of the said Act, the Governor of Madras hereby extends the said period by a further period of six months commencing on the 5th April, 1960.

Extension of provisions of Payment of Wages Act to Motor and other Transport undertakings.

(G.O. Ms. No. 696, Industries, Labour and Co-operation (Labour), 12th February, 1960.

S.R.O. No. A-1429 of 1960.—The following draft of a notification which it is proposed to issue in exercise of the powers conferred by sub-section (5) of section 1 of the Payment of Wages Act, 1936 (Central Act IV of 1936), is hereby published for general information.

Notice is hereby given that the draft notification will be taken into consideration on or after the date of expiry of three months from the date of the publication of this notification in the *Fort St. George Gazette*, and that any objection or suggestion which may be received from any person with respect thereto before the date of such expiry 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-6.

DRAFT NOTIFICATION.

In exercise of the powers conferred by sub-section (5) of section 1 of the Payment of Wages Act, 1936 (Central Act IV of 1936), the Governor of Madras hereby extends the provisions of the said Act to the payment of wages to all classes of persons employed in motor and other transport undertakings.

Exemption from provision of section 5 (2) (b) of Madras Industrial Establishments (National and Festival Holidays) Act.

(G.O. Ms. No. 642, Industries, Labour and Co-operation (Labour), 9th February, 1960.)

S.R.O. No. A-1430 of 1960.—In exercise of the powers conferred by sub-section (2) of section 10 of the Madras Industrial Establishments (National and Festival Holidays) Act, 1958 (Madras Act XXXIII of 1958), the Governor of Madras hereby exempts permanently the petrol/diesel pumps and storage depots for petrol and petroleum products from the provision of clause (b) of sub-section (2) of section 5 of the said Act to the extent necessary to enable the employers to fix for an employee who works on any holiday allowed under section 3 of the said Act a substituted holiday with wages on any other day.

Exemption of all persons employed in dyeing establishments from provisions of Madras Shops and Establishments Act.

Persons employed in Dyeing Establishments.

(G.O. Ms. No. 645, Industries, Labour and Co-operation (Labour), 9th February, 1960.)

S.R.O. No. A-1432 of 1960.—In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), the Governor of Madras hereby exempts for a further period of one year commencing from 31st March, 1960 and ending with 30th March, 1961, all persons employed in dyeing establishments or chayapattarais or work places in which employees are engaged in handloom dyeing or in hand printing and bleaching establishments or chayapattarais, whether on contract basis or otherwise from the provisions of the said Act subject to the following conditions :—

- (1) that the provisions of sections 9, 32 and 41 and Chapters IV and V of the said Act are enforced ;
- (2) that the chayapattarai establishments concerned maintain the Visit Book so as to enable the Inspectors appointed under section 42 of the said Act to record their remarks therein ; and a register of employment in Form E or F as required by rule 16 (1) of the Madras Shops and Establishments Rules, 1948 ;
- (3) that the contract of agreement between persons employed and their masters and acquaintances for periodical payment shall be produced for the scrutiny of the enforcement staff who may waive the scrutiny of such documents in respect of illiterate employers ;
- (4) that the exemption order will be operative only so long as no well-founded complaints are received from the employees of dyeing establishments ; and
- (5) that if any doubt arises as to the correct import of this order, the decision of the Commissioner of Labour shall be final.

Exemption of certain Factories from all Chapters except Chapter V-A of Employees' State Insurance Act.

Fort St. George, February 16, 1960.

S.R.O. No. A-1612 of 1960.—In exercise of the powers conferred by section 87 of the Employees State Insurance Act, 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby exempts from the operation of the said Act, except Chapter V-A thereof, for a further period of one year with effect from the 22nd January, 1960, every factory—

- (a) which is situate in any area in which Chapters IV and V of the said Act are in force or will be brought into force from time to time ; and
- (b) wherein ten or more persons are not employed or were not employed at any time during the preceding twelve months by the principal employer directly or by or through an immediate employer, even though twenty or more persons are or were working in the premises.

Amendment to Employees' Provident Funds Scheme.

Fort St. George, March 4, 1960.

S.R.O. No. A-1814 of 1960.—The following notification of the Government of India Ministry of Labour and Employment, dated the 29th January, 1960, is republished :—

G.S.R. No. 147.—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, for paragraph 24, the following shall be substituted, namely :—

"24. *Administrative and financial powers of Commissioner.*—(1) A Commissioner may, without reference to the Board, sanction expenditure on contingencies, supplies and services

and purchase of articles required for administering the fund, subject to financial provision in the budget and subject to the limits up to which a Commissioner may be authorized to sanction expenditure on any single item from time to time by the Central Board with the approval of the Central Government.

(2) A Commissioner may also exercise such administrative and financial powers other than those specified in sub-paragraph (1) above, as may be delegated to him from time to time by the Central Board with the approval of the Central Government.

(3) A Commissioner may delegate from time to time the administrative and financial powers delegated to him by the Central Board to any officer under his control or superintendence to the extent considered suitable by him for the administration of the scheme. A statement of such legislation shall be placed before the next meeting of the Central Board for information."

Continuance of exemption of shops and establishments employing three and less than three persons from certain Chapters of Madras Shops and Establishments Act.

(G.O. Ms. No. 951, Industries, Labour and Co-operation (Labour), 24th February, 1960.)

S.R.O. No. A-1820 of 1960.—In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), the Governor of Madras hereby exempts, for a further period of one year from the 25th March, 1960, the shops and establishments in this State, in which, excluding the employer, only three or less than three persons are employed, from the provisions of Chapters II, III, V and VI and section 31 of Chapter VII of the said Act subject to the following conditions, namely :—

1. Every person employed in any of the establishments aforesaid shall be allowed in each week, a holiday of one whole day with wages ;
Provided that no person employed in any such establishments be required to work consecutively for more than six days ;
2. The following registers prescribed under the Madras Shops and Establishments Rules, 1948, shall be maintained in each establishment :—
(a) A register of employment prescribed under rule 16 (1) ;
(b) A Wage register prescribed under rule 11 (5) ;
(c) A visit book prescribed under rule 16 (11) ;
3. A 'J' Notice prescribed in rule 16 (4) of the Madras Shops and Establishments Rules, 1948, shall be exhibited with upto date particulars in each establishment ;
4. The aforesaid registers and notices shall be kept always available in the establishment and produced or caused to be produced by the employer as required by rule 16-B of the Madras Shops and Establishments Rules, 1948.

Exemption of all Co-operative Societies from the Provision of Madras Shops and Establishments Act.

(G. O. Ms. No. 1765, Industries Labour and Co-operation, (Labour), dated, 2nd April, 1960.)

S. R. O. No. A-2568 of 1960.—In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), the Governor of Madras hereby exempts all societies registered or deemed to be registered under the Madras Co-operative Societies Act, 1932 (Madras Act VI of 1932), from all the provisions of the Act first mentioned up to and inclusive of the 30th September, 1960, subject to the conditions that the societies in which non-members are employed amend their respective by laws on the lines of the special by-laws relating to service conditions of persons employed in societies, appended to this notification and include the provisions of Chapters II, III, V and VII of the Madras Shops and Establishments Act 1947 (Madras Act XXXVI of 1947), in their Standing Orders and exhibit them in their premises.

APPENDIX.

Special bye-laws relating to service conditions of persons employed by societies registered under section 4 of the Madras Co-operative Societies Act, 1932 (Madras Act VI of 1932) other than Central Banks.

1. Subject to the budget allotment sanctioned by the general body, it shall be competent for the Board of Directors to prescribe from time to time, to the strength of the establishment of the bank society and the scales of pay admissible to each member thereof. Except the Secretary, who if a wholetime paid officer shall be appointed by the Board of Directors, all the other members of the establishment shall be appointed by the President, or the Board

of Management as the case may be, in accordance with the subsidiary rules framed for the purpose.

2. No person shall be eligible for the posts mentioned below, unless he possesses the qualifications noted against them :—

I. Secretary and Manager.—(a) The degree of B. A. or B. Com. or B. Sc. of any of the recognized Universities in the case of societies having a working capital of Rs. 1,00,000 or more and S.S.L.C. (eligible for college course) in the case of others ; and

(b) a course of training successfully undergone in the Government Institute of Commerce, Madras, or in the Central Co-operative Institute, Madras or in any of the mufassal institutes ; or

(c) a pass in the Government Technical Examinations in Book-keeping, Banking, Co-operation and Auditing, or the examination in these subjects held by the Central Co-operative Institute, Madras, or the Madras Provincial Co-operative Union.

II. Accountants and Clerks.—(a) Secondary School-Leaving Certificate Examination (eligible for college course or completed) ;

(b) a pass in the examinations in Book-keeping, Banking Co-operation and Auditing, held by the Government Institute of Commerce, Madras, or the Central Co-operative Institute, Madras, or the Provincial Co-operative Union, Madras, or the mufassal institutes.

III. Shroffs.—Secondary School-Leaving Certificate Examination (eligible for college course or completed).

NOTE.—A person who has taken the B. Com. Degree of the Andhra University or who has taken the diploma of any of the mufassal training institutes shall, however be exempted from undergoing the training referred to in sub-clause (b) of clause I above, but such person shall pass the examinations mentioned in sub-clause (c) of clause I.

3. No person who has been appointed to any of the posts mentioned in clause II above shall be required to acquire the qualifications pertaining to the respective post, if he has been permanently employed on or before 1st July, 1941.

4. No appointment by direct recruitment to the post of Secretary or Manager shall be made except by inviting applications by advertisement in some leading dailies, provided that this restriction shall not apply to the appointment of an officer whose services have been lent by Government.

5. No person shall be appointed to the service of the bank/society if he has on the date on which he assumes charge of the post, attained the age of 30 years, provided that in the case of a person who is already employed in another co-operative institution and had joined its service before he attained his thirtieth year, the restrictions as regards the age at entry into service shall not apply. No employee shall be continued in service of the bank/society if he has attained the age of 35 years.

6. (i) A person appointed to any post in the banks' or societies' services shall ordinarily be on probation for a total period of one year on the completion of which period he shall be confirmed in the post, if his work and conduct have been satisfactory.

(a) It shall be competent for the appointing authority to terminate the services of the employee before the expiry of six months of his service, if his work or conduct has not been satisfactory. No appeal shall lie against an order terminating the probation of an employee during this period.

(b) It shall be competent for the appointing authority to terminate the services of the employee during the subsequent six months of his probation and also during his regular service, provided that the authority shall not dispense with the services of a person, except for reasonable causes and without giving such person at least one month's notice or wages in lieu of such notice, provided also, however, that such notice shall not be necessary when the service of such a person are dispensed with on a charge of misconduct and supported by satisfactory evidence recorded in an enquiry held for the purpose.

(ii) The person so discharged shall have the right of appeal to such authority and within such time as may be prescribed either on the ground that there was no reasonable cause for the dispensing of his services or on the ground that he had not been guilty of misconduct as held by the employer or the appointing authority. The period in this case shall be thirty days from the date of receipt of the order of the employer.

(iii) The decision of the appellate authority shall be final and binding on both the employer and the person employed.

7. No person who is a near relation of a member of the Committee of the bank society shall be appointed to any post in the service of the bank society. If a doubt arises as to whether a person is or is not a near relation of a member of the Committee, the Board shall refer it to the Registrar of Co-operative Societies, Madras, whose decision shall be final.

8. (i) Every employee of the bank/society shall be entitled to casual leave not exceeding twelve days in a year.

(ii) Every employee of the bank/society shall also be entitled to privilege or ordinary or earned leave of twelve days for every twelve months of services, provided that such leave may be accumulated up to the maximum period of two months.

(iii) Every employee of the bank/society shall also be entitled to sick leave on any reasonable ground up to eighteen days for every twelve months of service.

(iv) The Secretary shall be the authority competent to sanction casual leave to the other employees of the bank/society ; and the President shall be the authority competent to sanction casual leave to the Secretary and privilege leave to all the employees ; including the Secretary. No employee shall claim leave as a matter of right ; but shall be entitled to leave before the lapse of the leave accumulated up to the limit.

(v) If a person entitled to leave is discharged from service before he has been allowed the leave, or if having applied for and been refused the leave, he quits his employment before he has been allowed the leave, the employer or the appointing authority shall grant him leave, which is to his credit or pay him the amount of salary equal to the leave to his credit contemplated in clause 8 (ii).

9. No employee of the bank/society shall, except when generally or specially empowered or permitted in this behalf by the Committee, communicate directly or indirectly any document of information, which has come into his possession in the course of his official duties, or has been prepared or collected by him in the course of such duties whether from official sources or otherwise, to any other person, institution or to the Press.

10. No employee of the bank society shall have pecuniary transactions, with individuals or institutions coming in contact with him in the course of his official duties or accept directly or indirectly on his own behalf or on behalf of any other person, or permit any member of his family to accept any gift, gratuity or reward from any person with whom he is connected in the performance of his work, provided this rule shall not apply to any borrowings by an employee on the security of his own deposits, savings, insurance policy, etc., from other institutions.

11. No employee of the bank/society shall, by canvassing or otherwise, use his influence in any way in an election to a legislative body constituted under the Constitution of India or to any institution constituted under any Madras Act, provided that he may record a vote, if he is qualified to do so. In the latter case, he shall, as far as possible, avoid giving any indication before hand of the manner in which he intends to vote.

12. Any employee of the bank/society who contravenes the provisions of rule 9, 10 or 11 shall be liable for such punishment as the authority competent to award it may decide.

13. (a) For purposes of taking disciplinary action against members of the establishment, the Board of Directors shall elect from among themselves a sub-committee consisting of the President and two other members. The sub-committee shall hold office for the same term as the Board of Directors. Interim vacancies in the sub-committee shall be filled up by the Board. The sub-committee shall exercise the powers specified against it in the succeeding sub-clauses.

(b) Any member of the establishment of the bank/society may, for good and sufficient cause ; be punished in one or other of the following ways in the discretion of the authority competent to award the punishment as shown in the table below :—

Table.

Authority competent to.

Bank/society of the employee punished.	Censure or fine.	Withhold increments.	Suspend or reduce.	Dismiss.
(1)	(2)	(3)	(4)	(5)
Secretary or Manager.	President.	President.	Sub-committee	Sub-committee
All other employees.	Secretary.	Do.	Do.	Do.

(c) No fine shall be imposed on any person employed until he has been given an opportunity of showing cause against the fine, or otherwise than in accordance with such procedure as may be prescribed for the imposition of fine. Every order awarding the punishment shall be communicated to the employee concerned in writing stating the reason on which the punishment has been awarded.

(d) The total amount of fine which may be imposed in any month on any person employed shall not exceed an amount equal to half an anna in the rupee of his pay and allowances in respect of that month.

(e) No fine imposed on any person employed shall be recovered from him the after the expiry of 60 days from the day on which it is imposed.

(f) All fines and all realizations thereof shall be recorded in a register to be kept by the institution separately for the purpose, and all such realization shall be applied only to such purposes beneficial to the persons employed in the establishment of that institution.

(g) Except in the case of a censure or fine, an appeal shall lie against every order awarding a punishment, to the competent appellate authority shown in the table below :—

Bank/society of the appellant.	Table. Authority competent to dispose of the appeals against.		
	Stoppage of increment.	Suspension or reduction.	Dismissal.
(1)	(2)	(3)	(4)
Secretary or Manager. All other employees.	Board of Directors. Sub-Committee.	Board of Directors. Do.	Board of Directors. Do.

No appeal shall be entertained if it is not preferred within a period of three months from the date of the order awarding the punishment.

(h) The authority competent to suspend an employee may, at its discretion, sanction him a subsistence allowance at a rate not exceeding one-fourth of his substantive pay during the period of his suspension. No employee of the bank/society shall, in any case, be kept under suspension for a period exceeding three months at a time.

14. Every employee of the bank/society who has been confirmed in his post shall be required to contribute to the employees' provident fund of the bank/society in accordance with the rules framed by the Board of Directors for the purpose.

15. When an employee who has put in at least ten years' satisfactory service in the bank/society retires from service or if he dies while in service, it shall be competent for the Board of Directors to sanction him or to his heirs, as the case may be, a gratuity determined according to the following scale :—

(i) For a person who has Rs. 1,000 or more in his provident fund account inclusive of the bank's contribution and exclusive of any loan taken by him—Nil.

(ii) For a person who has less than Rs. 1,000 exclusive of any loan taken by him. The difference between Rs. 1,000 and the amount to his credit in the provident fund account including the bank's/societies contribution subject to a maximum of three times his substantive pay on the date of his retirement or death while in service, as the case may be.

16. The bank/society shall maintain a record of the services of every employee in its service, as also an account of the leave earned and availed of by the employee concerned. All changes affecting the bank/society emoluments, transfers and other allied matters shall be noted in this record then and there and attested by the President in the case of the Secretary and by the Secretary in the case of all other employees.

17. The Board of Management shall have power, from time to time, to make regulations not inconsistent with these bye-laws of Madras Act VI of 1932, and the rules framed thereunder touching the above conditions of service of employees. A copy of such bye-laws shall be furnished to the Registrar of Co-operative Societies, Madras, for information.

18. No paid employee of the bank/society shall be a member, representative or officer of any association representing or purporting to represent non-official co-operative employees unless such association satisfies the following conditions :—

(a) The association should be recognised by the Registrar of Co-operative Societies Madras ;

(b) membership of the association should be confined only to the employees of co-operative institutions ;

(c) the activities of the association should be confined to the betterment of prospects of employment, service conditions, emoluments and the welfare of the members generally ; and

(d) the association shall not be in any way connected with or affiliated to (i) any association which does not or (ii) any federation of associations which do not satisfy condition (a).

Amendments to Minimum Wages (Madras) Rules, 1953.

(G. O. Ms. No. 1284 (Lab.), Department of Industries, Labour and Co-operation, dated 11th March, 1960).

In exercise of the powers conferred by section 30 of the Minimum Wages, 1948 (Central Act XI of 1948), the Governor of Madras hereby makes the following amendments to the

Minimum Wages (Madras) Rules, 1953, published with the late Development Department Notification No. 43, dated the 24th June, 1953, at pages 337-348 of the Rules Supplement to Part I of the Fort. St. George Gazette, dated the 4th November, 1953 the same having been previously published, as required by sub-section (1) of the said section ;

AMENDMENTS.

In the said rules—

(1) in rule 2—

(a) clause (b) shall be omitted, and clauses (c), (d), (e), (f), (g), (h), (i), (j), and (k) shall be relettered as clauses (b), (c), (d), (e), (f), (g), (h), (i) and (j) respectively.

(b) for clause (d) as so relettered, the following clause shall be substituted, namely ;

"(d) Chairman, means the Chairman of the Advisory Board or the Committee, as the case may be appointed under section 9".

(2) in chapter II, for the heading, the following heading shall be substituted, namely :—

"Membership, meetings and staff of the Board and Committee".

(3) for rule 3, the following rule shall be substituted, namely :

"3. Term of office of the members of the Committee.—The terms of the office of the members of the Committee shall be such as in the opinion of the Government are necessary for completing the enquiry into the Scheduled employment concerned and the Government may at the time of the constitution of the Committee fix such terms and may from time to time extend them as circumstances may require".

(4) in rules 5, 6, 7, 8, 9, 10, 11, 13 and 15 including the marginal notes to these rules, the words "Advisory Committee" an Advisory Committee" and "the Advisory Committee" wherever they occur, shall be omitted.

(5) in the heading of Chapter III, the words "Advisory" Committee, shall be omitted ;

(6) in rules 18 and 19, the words "Advisory Committee" and "the Advisory Committee" wherever they occur shall be omitted ;

(7) in rule 21—

(a) in sub-rule 1, in clause (i), for the words "The wage period with respect to any scheduled employment for which wages have been fixed shall not exceed one month and the wages of a worker in such employment" the words "The wages of a worker in any scheduled employment" shall be substituted ;

(b) in sub-rule (2), for clauses (iv) and (x), the following clauses shall respectively be substituted, namely :—

"(iv) deductions for payments to Co-operative Societies approved by the Government or for house accommodation supplied by the employer or by the Central or the State Government or any housing board set up under any for the time being in force (whether the Central law or the State Government or the Board is the employer or not) or any other authority engaged in the business of subsidising house accommodation which may be specified in this behalf by the Government by notification in the Official Gazette".

"(x) deductions, made with the written authorisation of the employed person for payment of any premium of his life insurance policy to the Life Insurance of India established under the Life Insurance Co-operation Act, 1956 (Central Act 31 of 1956) or to a scheme of insurance maintained by the Indian Post Office or for the purchase of securities of the Government of India or of any State Government or for being deposited in any Post Office Savings Bank in furtherance of any savings scheme of any such Government".

(8) after rule 24, the following rule shall be inserted, namely :—

"24. A. Certain provisions of rules 23 and 24 not to apply to certain specified employees.—The provisions of rules 23 and 24 specified in column (1) of the Table below shall not apply in relation to the classes of employees specified in the corresponding entries in column (2) of that Table subject to the conditions specified in the corresponding entries in column (3) thereof :

THE TABLE.

Provisions of rules 23 and 24 which shall not apply.	Classes of employees.	Conditions.
Rule 23 and sub-rules (2), (3) and (4) of rule 24.	Employees engaged on urgent work or in any emergency which could not have been foreseen or prevented.	1. No employee shall be employed for more than 12 hours on any one day, 30 hours during any three consecutive days, or 60 hours during each period of seven consecutive days commencing from his first employment or urgent work or in any emergency which could not have been foreseen or prevented.

2. A separate running record of such work done shall be maintained in addition to making entries in Form IV.
3. Within 24 hours of the commencement of work, notice shall be sent to the Inspector describing the nature of urgent work and the period probably required for its completion.
4. A compensatory holiday for every weekly holiday lost for each employee shall be granted within one month from the day on which the weekly holiday was lost.
5. Extra wages for overtime shall be paid as provided in rule 26.

Sub-rule (b) of rule 24. Employees engaged in work in the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned.

Employees whose employment is essentially intermittent.

Employees engaged in any work which for technical reasons has to be completed before the duty is over.

Employees engaged in a work which could not be carried on except at times dependent on the irregular action of natural forces.

Exemption shall apply only in respect of the persons who are permitted by the Inspector of Factories within whose jurisdiction the employment is situated, on application by the employer.

Sufficient time though not a fixed period shall be given for meals to the satisfaction of the Inspector concerned.

The total overtime hours worked beyond 9 hours per day and 48 hours per week shall not exceed 50 hours per quarter of a calendar year.

Extra wages for overtime shall be paid as provided in rule 26.

(9) in rule 27, in sub-rule (3), the words (or wage slips) " shall be omitted.

(10) after rule 27, the following rule shall be inserted, namely :—

" 27-A. *Certain documents deemed to be maintained under the Rules.*—Where the Chief Inspector is of the opinion that any register maintained as part of the routine of the scheduled employment or under any other enactment gives in respect of any or all of the employees in a Scheduled employment, the particulars required for the enforcement of the Act, he may by order in writing direct that such register shall, to the corresponding extent, be maintained in the place of and be treated as the register required under these rules in respect of that scheduled employment ;

(11) For rule 29, the following rule shall be substituted, namely :

" 29 *Application.*—(1) (i) an Application under sub-section (2) of section 20 or sub-section (1) of section 21 by or on behalf of an employed person or group of employed persons, shall be made in duplicate, in Form VI or VII, as the case may be.

(ii) Each application in Form VI or VII shall be accompanied by a statement containing the following particulars, namely :—

- (a) names of applicants ;
- (b) period of service of each applicant ;
- (c) minimum wages payable in respect of each applicant ;
- (d) Wages actually paid in respect of each applications, and
- (e) difference between the minimum wages payable and the wages actually paid in respect of each applicant.

(2) A single application on behalf of or in respect of any number of employed persons shall be entertained only where the employed persons, for whom the single application is presented, belong to the same scheduled employment working under the same employer."

(12) in clause (ii) of rule 33, after the words " on behalf of an individual " the " word group of employee " shall be inserted,

(13) after rule 36, the following rule shall be added, namely :—

" 37. *Authority for purposes of section 22-D.*—The prescribed authority for the purposes of section 22-D shall be the authority appointed under section 20 (1).

1. Statement showing the details of agreements brought about by Conciliation Officers under section 12 (3) of the Industrial Disputes Act, 1947, during the Month of March, 1960.

Name of Establishment.	Date of Agreement.	Points of dispute.	Nature of Settlement.
(1)	(2)	(3)	(4)
1. Sree Meenakshi Mills Ltd., Paravai, Madurai.	10-3-60	4 days wages cut in wages of the 'B' shift reelers.	Agreed to refund 2 days' wage-cut.
2. Amsavalli Bhavan, Hotel, Madurai.	8-3-60	Closure	Agreed to pay the workers notice pay, retrenchment compensation, leave salary, etc., in full and final settlement. The retrenched workers should be given first preference in the matter of re-employment if the same proprietor either alone or with any body as partner re-opens the hotel.
3. Madura Mills Co., Ltd., Madurai.	4-3-60	Payment of gratuity.	(i) Agreed to pay the workers ex-gratia sums as specified in the agreement working from Rs. 200 to 400. (ii) No claim for gratuity would be made in respect of any further cases of workers retired during the year, 1957/58. (iii) Agreed to withdraw the claim petitions Nos. 28 to 30 and 44 to 46 (covered by this Settlement) pending before the Labour Court, Madurai.
4. Johera Beebi Tannery, Begampur, Dindigul.	4-3-60	Closure	Agreed to pay the workers notice pay, retrenchment compensation, leave wages, etc., deducting the advance amount if any, paid to workers. Knife and Sal workers would be paid Rs. 17-8-0 and Rs. 10 respectively as bonus for 1959-60.
5. Sri Jothi Krishna Lunch Home, Madurai.	10-3-60	Termination of service of a worker.	Agreed to pay the worker a sum of Rs. 185 on 11th March, 1960 in full and final settlement.
6. New Oil Mill, Madurai.	10-3-60	Refusal of work to a worker.	Agreed to provide employment to the worker in the rotary machine.

(1)	(2)	(3)	(4)
7. Standard Rice Mills, Madurai.	10-3-60	Termination of service of a worker.	Agreed to pay the worker a sum of Rs. 100 in full and final settlement.
8. Palace Cafe Coffee and Mcals Hotel, Madurai.	11-3-60	Bonus for 1959-60 Food allowance wage.	Agreed to pay the workers 7 days' basic wages as bonus in addition to the bonus amount already paid. Food allowance at the rate of Re. 1-10-0 will be paid and 50% of the difference between the old rate of Food Allowance and the new rate of Food Allowance will also be paid.
9. The College House Boarding and Lodging, Madurai.	11-3-60	Proposed closure.	Agreed to pay the workers notice pay, retrenchment compensation, leave wages, etc., in full and final settlement as contemplated in the settlement.
10. Murugan Rice Mills, Thirumangalam, Madurai.	11-3-60	Non-employment of a worker.	Agreed to pay the worker a sum of Rs. 25 in full and final settlement.
11. Vincent & Co. (P.) Ltd., Madurai.	12-3-60	Termination of service of a worker.	Agreed to pay the worker a lump sum amount of Rs. 40 and refund the deposit amount of Rs. 50.
12. Guru Textiles, Madurai.	12-3-60	Alleged non-employment of certain workers.	Agreed to give work according to availability of work on or before 1st April, 1960.
13. R. S. Shanmugam Pillai Sons Military Hotel, Madurai.	23-3-60	Non-employment of a worker.	Agreed to pay the worker a sum of Rs. 100 in full and final settlement.
14. Mysindia Tiles and Engineering Co., Madurai.	23-3-60	Wage increase, leave, gratuity etc.	Agreed to grant increment to different categories of workers. Workload was fixed for Tile makers and Planning workers. 15 days privilege leave 16 days festival holidays and 7 days sick leave was granted every year. Instituted a gratuity scheme and agreed to supply 2 measures of coconut oil and 12 cakes of soap for washing purposes.
15. Madura Mahali Patti Rope and Tape Makers' Co-operative Production and Sales Society Ltd., Madurai.	25-3-60	Continuance of a worker in service.	Agreed to pay the worker a lump sum amount of Rs. 45 in full and final settlement. The deposit amount of the Rs. 100 will also be refunded to the worker.

(1)	(2)	(3)	(4)
16. Udipi Hindu Restaurant Madurai.	25-3-60	Bonus for 1959-60 Food allowance etc.	Agreed to fix the food allowance at the rate of Rs. 1.62 nP. per day. The issue of bonus and increment will be examined soon after the Profit and Loss Account is finalised.
17. Madurai Films, Madurai.	25-3-60	Non-employment of a worker.	Agreed to refund to the worker the deposit amount of Rs. 300 plus an ex-gratia amount of Rs. 30 in full and final settlement after deducting any deductions standing against him.
18. Nagarai Rice Mills, Madurai.	25-3-60	Do.	Agreed to reinstate the worker from 28-3-60. The period of absence will be treated as leave on loss of pay.
19. Murugan Cafe, Main Road, Kurinjipadi.	16-3-60	Closure	Agreed to re-open the hotel. The period of non-employment will be treated as leave without wages.
20. Chettiar's Tannery Corporation, Madhavaram, Madras-11.	12-3-60	Increase in wages.	The management agreed to increase the wages of machineman and Salman.
21. Fazilbai Dhala and Co. Tannery, Chrompet.	26-3-60	Alleged sudden stoppage of work.	The Management agreed to commence the work from 26-3-60.
22. Do.	30-3-60	Refusal of employment to a worker.	The Management agreed to reinstate the worker treating the period of absence as leave on loss of pay.
23. Palar Mills Ltd., Walajabad.	11-3-60	Wage increase, D.A., etc.	Agreed to grant increment of Rs. 2 to the members of the staff. The dearness allowance of the staff will be raised from Rs. 57 to Rs. 65 from 1-1-60. The dearness allowance of the workers will also be raised by Rs. 5 or Rs. 6. Agreed to redesignate 4 workers and regularise the services of 5 workers. Three workmen will be paid House Rent Allowance of Rs. 3 from 1-3-60 and Sri Chinna Reddi will be made as Shift Maistry and paid Rs. 40 as basic wages with usual dearness allowance.
24. Vaikuntam Estate, Marthandam P.O.	26-3-60	Conducting of meetings.	The Management agreed to drop the proceedings taken against four workers in view of the undertaking given by the union that no meeting will be convened within the estate without the written permission of the Management.

(1)	(2)	(3)	(4)
25. Raja Bhavan Palak-karai, Trichy.	14-3-60	Wage increase gratuity scheme, etc.	Agreed to fix the scales of wages of the cleaners, suppliers and store-keepers. Agreed to institute a gratuity scheme.
26. Pykara Electricity System.	19-3-60	Transfer of a worker.	Agreed to retain Sri S. Gnana-sundaram in Moyar on the expiry of the leave. He will be tried as a mechanic for some time. Workers Muthusamy and Narayanan will express regret for the past incident and their cases will be considered sympathetically for absorption in the O.S.S. not later than 1-4-60.
27. Nilgiri Motor Transport (1947) Private Ltd., Coonoor.	15-3-60	Discharge of a worker.	The Management agreed to pay the worker a sum of Rs. 400 in full and final settlement.
28. Sri K. Natarajan, Lorry Owner, Kilkotagiri.	18-3-60	Non-employment of a driver.	Agreed to pay the worker a sum of Rs. 200 in four equal instalments from 18-4-60.
29. Hullacarry Estate Coonoor P.O.	24-3-60	Non-employment of 2 workers.	Agreed to reinstate the workers from 25-3-60 with continuity of service, but without back wages.
30. Brinkadu Estate, Katary P.O.	26-3-60	Discharge of a Watchman refusal of work to 13 workers.	Agreed to reinstate the watchman with half wages for the days of unemployment. The management will verify the records and give names to the workers and if they had carried only 60 pounds of manure to the same field in the previous year otherwise they will not be eligible for names on the day.
31. Sri Venkatesa Mills, Ltd., Udumalpet.	27-1-60	Lay off of workers.	Agreed to provide work to all the workers.
32. Raja Rajan, Ribbon Factory, Komara-palayam.	4-3-60	Discharge of a worker.	The management agreed to pay and the worker agreed to receive Rs. 120 in full and final settlement.
33. Anston Group Estate, Yercaud.	17-3-60	Refusal of work to 4 female workers.	The Management agreed to provide temporary work to the 4 female workers.
34. Chengalkad Estate, Yercaud.	17-3-60	Non-payment of bonus for 1957 and 1958.	The management agreed to pay bonus as per the settlement reached before the Commissioner of Labour, Madras, on 8-7-59.

(1)	(2)	(3)	(4)
35. Venugopalakrishna Cigar Factory, Attur.	26-3-60	Not providing full work to 10 workers and non-payment of Minimum wages as per the Minimum Wages Act.	The management agreed to provide work to all the workers equally as they were provided prior to the date of settlement and to pay the Minimum Wages as per the Minimum Wages Act.
36. Sri G. Narayanaswamy Chetty, Bengal Gram, Merchant, Shevapet.	31-3-60	Stoppage of 7 workers.	The Management agreed to pay and the workers agreed to receive lumpsum amount as full and final settlement.
37. Rasipuram Union Motor Services (P.), Ltd., Rasipuram.	31-3-60	Non-provision of work to book-ing clerk.	The Management agree to reinstate the worker with effect from 1-4-60 with back wages.
38. Lily Restaurant 2/128, Mount Road, Madras 6.	8-3-60	Discharge of 4 workers.	Agreed to reinstate the workers with continuity of service but without back wages.
39. Aspy Litho Works, Madras-2.	8-3-60	Discharge of a worker.	Agreed to pay the worker Rs. 105 in full and final settlement.
40. Asia Chinese Dry Cleaners Co., Madras-2.	9-3-60	Do.	Agreed to pay the worker Rs. 100 in full and final settlement.
41. Gaiety Theatre, Madras-2.	10-3-60	Bonus for 1957-58 and 1958-59 promotion of a watchman.	Agreed to pay 3 months basic wages as bonus for each year of 1957-58 and 1958-59. The bonus already paid for those years will be deducted. One month's basic wages shall be paid on or before 31-3-60 and the balance amount on or before 31-5-60. The watchmen will be promoted as a T.C. when a vacancy arises.
42. National Art Press, Madras-18.	16-3-60	Discharge of a worker.	Agreed to reinstate the worker without back wages, but with continuity of service.
43. W. Pattinson, Kekays Garden, Madras.	21-3-60	Do.	Agreed to pay the worker a sum of Rs. 300 in full and final settlement.
44. Kewalram and Chellaram, Madras.	23-3-60	Increment, dearness, allowance, bonus, etc.	Agreed to pay bonus at the rate of one month's wages for the year 1957-58. Also agreed to institute a gratuity scheme. The other demands are dropped.
45. St. Joseph Match Factory, Kalugumalai.	8-3-60	Dismissal of a worker.	The management agreed to pay Rs. 170 in full and final settlement.
46. The Gomathi Mills, Viravanallur.	2-3-60	Non-employment of workers on 4-1-60.	The management agreed to pay lay-off compensation for 4-1-60.

(1)	(2)	(3)	(4)
47. Chellam & Sons, Dyeing Factory, Aruppukottai.	6— 3—60	Stoppage of work.	The proprietor agreed to take back the workers from 21-3-60 under same condition.
48. Sattur Original Match Co., Sattur.	7— 3—60	Increment in wages.	The Management agreed to grant increments suggested with effect from 1-4-60 and a lump sum to each worker for the earlier period.
49. South India Co-operative Spinning Mills, Pettai.	11— 3—60	Non-employment of one S. Velu Asary.	The management agreed to give employment to the worker within a week.
50. Sankar Mills, Thalayuthu.	26— 3—60	Increase in pay of 8 workers.	The Management agreed to raise the pay of eight workers.
51. Devi Press, Tuticorin.	25— 3—60	Termination notice to 11 workers.	The management agreed to pay compensation to 11 workers before the date specified and if the management is unable to do so they will retrench 4 workers by paying the amount as per the agreement and continue in service other workers as usual.
52. Hussain Mcciyar Sait Beedi Factory.	1— 3—60	Dearness Allowance, Leave facilities, etc.	Agreed to pay flat rate dearness allowance of Rs. 22-50 nP. and to fix the scales of pay of the workers as Rs. 26-14-41. 15 days salary plus Rs. 5 will be paid as bonus for the year ending 31-3-60. 16 festival holidays and 7 days sick leave will be granted to workers every year.
53. Gouthama Printers Madras-7.	2— 3—60	Termination of service of a worker.	Agreed to pay the worker a sum of Rs. 225 in full and final settlement.
54. V. Ramaswamy Sasturu & Sons, managed by the proprietor of Vavilla Venkatesa Sasturu's Trust.	2— 3—60	Revision of wages.	Agreed to raise the wages of such of those workers who are receiving less than Rs. 50 and receiving Rs. 30 and above by Rs. 5 and Rs. 3 respectively.
55. Dakshinamurthy & Co., Stand Mirror Manufacturing, Madras.	7— 3—60	Refusal of work to 11 workers.	Agreed to reinstate 4 workers from 8-3-60 and the remaining workers will be taken back with service as and when work is available.
56. Uma Printers, Madras.	5— 3—60	Discharge of 2 workers.	Agreed to pay a lump sum amount to 2 workers in full settlement. The arrears of increment due to the workers will be paid before 23-3-60.

(1)	(2)	(3)	(4)
57. Selvaraj Engineering Works, T.H. Road, Madras-21.	17— 3—60	Closure	Agreed to pay the workers notice pay, retrenchment compensation, leave salary, etc., due to the workers after deducting the amounts due to the management.
58. A. Appadorai Mudaliar & Son., Snuff Manufacturers, Madras.	17— 3—60	Bonus for 1958-59 & 1959-60.	Agreed to pay the 8 workers a sum of Rs. 90 and Rs. 100 as bonus for the years 1958-59 and 1959-60 respectively.
59. Muthuswamy Thevar & Sons, Timber Depot, Madras.	16— 3—60	Non-employment of a worker.	Agreed to pay the worker of sum of Rs. 150 in full settlement.
60. Mysindia Tiles & Engineering Co., Madras.	18— 3—60	Non-employment of certain workers.	The management agreed to provide employment to the workers.
61. Ambal & Co., Snuff Manufacturing, Madras.	21— 3—60	Wage increase, leave, etc.	Agreed to increase the wages of the workers and fixed dearness allowance of the different categories of workers. Eight National and Festival Holidays with wages will be granted every year. Overtime wages will also be paid to workers.
62. The Citadal Film Corporation Private Ltd., Madras.	22— 3—60	Revision of wages, bonus, holidays, etc.	Agreed to increase the total wage of each worker of Rs. 10. A sum of Rs. 100 will be paid to the workers as bonus. 12 National and Festival Holidays will be granted every year. 12 days sick leave and 12 days casual leave will be given in addition to privilege leave in accordance with Factories Act. Also instituted a gratuity scheme.
63. Azeezia Restaurant, Madras.	21— 3—60	Discharge of a worker.	The worker will be paid a sum of Rs. 50 in full and final settlement.
64. Udiipi Chandra Bhavan, Madras.	31— 3—60	Reinstatement of a worker and confirmation of workers.	Such of those workers who have completed 6 months of continuous service will be made permanent workers and those workers who have put in less than 6 months of service shall be made permanent when they complete 6 months of service.

(1)	(2)	(3)	(4)
65. Sri Kanniah Naidu, Lorry Owner.	31-3-60	Discharge of a worker.	The worker will be paid a sum of Rs. 50 in full settlement.
66. Sri Rama & Co., Madras.	31-3-60	Do.	The worker will be paid a sum of Rs. 75 in full settlement.
67. Sri Devaraj Naidu, Tannery Shop, Podanur.	30-3-60	Refusal of employment to old workers.	The workers will be paid a lump sum amount as per the agreement in full settlement.
68. The Hindu Kailas Parvath Hotel, Coimbatore.	24-3-60	Bonus for 1958-59.	Every worker will be paid Rs. 16 as bonus for the year 1958-59.
69. Woodlands Hotel, Coimbatore.	24-3-60	Revision of scales of pay, bonus, etc.	The annual increments will be paid to workers as per agreement. The food allowance will be calculated at the rate of Rs. 40 p.m. Gratuity Scheme, will be constituted for workers. Bonus equivalent to 1½ months wages will be paid every year from 1959-60 onwards. The agreement shall be in force for a period of 5 years from 1st January, 1960.

a. Statement showing Bipartite settlements under section 18 (1) of the Industrial Disputes Act, 1947.

Sl. No.	Name of the concern.	Date of agreement.	No. of workers involved.	Important terms of settlement
(1)	(2)	(3)	(4)	
1.	Sundaram Spinning Mills, Komarapalayam Post.	5-3-60	200	Agreed to issue tickets to certain workers and pay increased wages to 3 jobbers. Lay off compensation will be paid, according to the relevant provisions of the Industrial Dispute Act and leave wages will be paid as laid down in Factories Act. One cup of tea will be supplied to full night shift workers from 15th March, 1960.

(1)	(2)	(3)	(4)
a. Needle Industries (Private) Limited, Ooty.	14-3-60	All workmen.	It was agreed that the canteen will function only as a restaurant serving short eats and beverages at actual cost to the canteen. Two cups of tea every day will be served free of cost to every worker who is on duty. Also agreed to adopt the proposed revised standing orders in the establishment.
3. The Gobald Motor Service Private Limited, Mettupalaiyam	7-3-60	Not known	Agreed to fix the wages and dearness allowance of the different categories of workers of the company as per the annexure to the agreement dated 7-3-60.
4. Madura Mills Company Limited, Tuticorin.	25-3-60	Not known	Agreed to revise the wages and workload in respect of certain categories of workers of the Mills.
5. The Jayalakshmi Mills Private Limited, Singanallur, Coimbatore.	1-3-60	Not known.	Fixed the workload of the Electrical Department workers of the Mills.
6. The Rajaratna Mills Private Limited, Nainkarapatty, Palani.	28-3-60	Do.	Fixed the workload in 80s reeling on power reel with double tie.
7. Madura Mills Company, Limited, Madurai.	29-3-60	Do.	Fixed the wages and night allowance of the Mill Department fitter helpers employed in the Mills.
8. Woodcote Estate Co-ordinator R.S. Post.	Nil.	6	The Management agreed to pay each of the members of the staff an additional sum of 2½ months' basic pay as on 30th June, 1958, for the 5 years 1953/54, to 1957/58, and another half a month basic pay as on 30th June, 1959 for the year 1958-59 in full and final settlement of the bonus dispute, for the years 1953/54 to 1958/59.
9. Glenmorgan Estate, Glenmorgan Post.	27-2-60	Not known	The management agreed to pay each of the members of the staff an additional sum of 2-3/4 months basic pay as drawn in March, 1959 for the 6 years 1953/54 to 1958/59 in full and final settlement of the bonus dispute for the years 1953/54 to 1958/59.

(1)	(2)	(3)	(4)
10. Tea Estates India Private Limited.	25-3-60	About 250	The Management agreed to pay each of the members of the staff who were in employment for the six years ending 30th June, 1959 an additional sum of 4½ months basic pay in full and final settlement of the bonus dispute upto and including 30th June, 1959.
11. Lower Thaimalai Estate, Kullakumbly Post.	23-3-60	One	The Management agreed to pay Rs. 825 to Sri Phillip towards all his claims in full and final settlement.
12. Lower Thaimalai Estate, Kullakumbly.	23-3-60	One	The Management agreed to pay Rs. 650 to Sri H. K. Stevens towards all his claims in full and final settlement.
13. Southern Indian Tanneries, Sempattu.	25-3-60	2	Agreed to re-employ the 2 workers in question by paying them a lump sum amount as back wages.
14. Madura Mills Company Limited, Ambasamudram.	7-3-60	Not known	Revised the basic wages of the mill fitters and fitter helpers.

3. Statement showing the list of Industrial Disputes referred for adjudication to the Industrial Tribunal, Madras, and the Labour Courts, published in the Fort St. George Gazette, during the month of March, 1960.

Name of the concern in which the dispute has arisen.	Issues.	G.O. No. and date of reference.
(1)	(2)	(3)

Salem District—

(a) Industrial Tribunal, Madras.

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| 1. Mettur Spinning Mills, Mettur Dam, P.O. | Whether the workers are entitled to the payment of bonus for 1958-59, and if so, to fix the quantum. | G.O. Ms. No. 857, I.L. & C., (Labour), dt., 18th February, 1960. |
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Tiruchirappalli District—

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|--|---|--|
| 2. Charity Aids Bus Service, Tiruchirappalli and the Manachanallur Transports (Private) Ltd., Tiruchirappalli. | 1. Whether the workers are entitled to any additional bonus for the years 1957 and 1958 over and above one month's wages already paid and if so to fix the quantum. | G.O. Ms. No. 852, I.L. & C., (Labour), dt., 18th February, 1960. |
|--|---|--|

(1)	(2)	(3)
2. Whether the workers are entitled to an increase in the rate of Dearness Allowance and if so to fix the quantum.		
3. Whether a gratuity scheme for the past service should be introduced.		
4. (a) Whether the refusal to give work to conductor Sri S. A. Srinivasan is justified and to what relief he is entitled.		
(b) To compute the relief, if any awarded, in terms of money, if it can be so computed.		
5. (a) Whether the dismissal of conductors Sri A. Srinivasan and Sri T. Govindaswamy are justified and to what relief they are entitled.		
(b) To compute the relief, if any awarded, in terms of money if it can be so computed.		

Madras District—

3. Timber Depots in the City of Madras.

Amendment to notification: In the notification S.R.O. No. 198, dated 10th December, 1959, published at pages 51-52 of Fort St. George Gazette, dated 13th January, 1960 in Annexure I.

- (1) for the entry "Krishna Saw Mills, 29, Basin Bridge Road, Madras-1" the entry "Krishna Saw Mills, 28, North Wall Road, Basin Bridge, Madras-1" shall be substituted.
- (2) for the entry "T. Ethirajulu Naidu 20, B. C. C. Street, Madras-1" the entry "T. Ethirajulu Naidu, 20-B, Chakkarai Chetty St., Kondithope, Madras-1" shall be substituted.
- (3) in the entry "Quality Timber, Sydenhams Road, Madras-3", before the word "Sydenhams Road" the letters and figures "No. 64" shall be inserted.

4. Mysore Metal Madras. Premier Factory,

- (1) Fixation of scales of wages for the workers and staff and fitment of the existing workers into the revised scales if any fixed.
- (2) Whether the workers and staff are entitled to any bonus for 1958 and if so to determine the quantum.
- (3) Whether the demand for the institution of a gratuity scheme is justified and if so to formulate a scheme.
- (4) Fixation of rate of dearness allowance for monthly rated workers.

G.O. Ms. No. 1116, I.L. & C., (Labour), dt., 3rd March, 1960.

Madurai District—

5. Sree Meenakshi Mills Ltd., Madurai.

Fixation of scales of wages for the following category of workers.

G.O. Ms. No. 1164, I.L. & C., (Labour), dt., 5th March, 1960.

(1)	(2)	(3)
	1. Tool attenders-cum-sub-attenders. 2. Gate attenders. 3. Handloom Department workmen. Fitment of the present workmen in the revised scales, if any fixed.	
	<i>Labour Court, Coimbatore.</i>	
<i>Coimbatore District—</i>		
6. Gobald Textiles (Private) Ltd., Tiruppur.	1. Whether the dismissal of the workers, Deivasigamani and Chinappan, is justified and to what relief they are entitled? 2. To compute the relief, if any awarded in terms of money if it can be so computed.	G.O. Ms. No. 782, I.L. & C., (Labour), dated 16th February, 1960.
7. Indian Hume Pipe Co., Ltd., Coimbatore.	1. Whether the termination of services of Yesu Adiyar Bella Gowder and Raju Theeyan is justified and to what relief they are entitled. 2. To compute the relief if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 1117, I.L. & C., (Labour), dated 3rd March, 1960.
8. Monica Estate Valparai P.O.	1. Whether the suspension of Pan-kunni Kurup (No. 373) for four days from 9th to 12th June, 1959 is justified and to what relief he is entitled. 2. To compute the relief, if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 1118, I.L. & C., (Labour), dated 3rd March, 1960.
9. Iyerpadi Estate, Iyerpadi, P.O.	1. Whether the suspension of Marudhan (No. 39) and Karupannan (No. 1) for four days in October, 1959 is justified and to what relief they are entitled. 2. Whether the dismissal of worker Karupannan (No. 1) is justified and to what relief he is entitled. 3. To compute the relief if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 1119, I.L. & C., (Labour), dated 3rd March, 1960.
10. Rani Knitting Co., Tiruppur.	1. Whether the dismissal of P. Subramaniam, M. Palaniswami is justified and to what relief they are entitled. 2. To compute the relief if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 1120, I.L. & C., (Labour), dated 3rd March, 1960.
<i>Salem District.—</i>		
11. V. Rajamanikkan Pillai, Motor Service, Tiruchengode, Salem District.	1. Whether the termination of the services of V. Kandaswamy, Driver, from 31st July, 1959 is justified and to what relief he is entitled. 2. To compute the relief, if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 858, I.L. & C., (Labour), dated 18th February, 1960.

(1)	(2)	(3)
	<i>Labour Court, Madras.</i>	
<i>Madras District—</i>		
12. Shobha Textorium, Madras.	Whether the demand for bonus for 1958-59 is justified. If so to determine the quantum.	G.O. Ms. No. 978, I.L. & C., (Labour), dated 24th February, 1960.
13. Vinodan Press, Madras-1.	Whether the refusal of employment to following four workers is justified. If not, to what relief they are entitled?	G.O. Ms. No. 979, I.L. & C., (Labour), dated 24th February, 1960.
	1. Kalastery, 2. R. Srinivasan, 3. G. Sundaramurthi, 4. N. Munisamy. To compute the relief if any awarded in terms of money, if it can be so computed.	
14. Udiipi Sri Sharadha Bhavan, Madras.	Whether the dismissal of the 8 workers mentioned in the annexure to the Government Order is justified, and if not, to what relief are they entitled.	G.O. Ms. No. 980, I.L. & C., (Labour), dated 24th February, 1960.
	To compute the relief if any awarded in terms of money, if it can be so computed.	
15. Udiipi Sri Durga Luch Home, Madras.	1. Whether a revision of the existing scales of pay of workmen is necessary and if so to what extent. 2. Whether the retrenchment of Govindan is justified, if not to what relief he is entitled. 3. To compute the relief, if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 1179, I.L. & C., (Labour), dated 7th March, 1960.
16. General Fabricators (Private) Ltd., Madras.	1. Fixation of scales of wages for different categories of workmen and fitment of the existing workmen in the revised scales if any fixed. 2. Fixation of rate of Dearness allowance. 3. Fixation of quantum of bonus for 1959.	G.O. Ms. No. 1121, I.L. & C., (Labour), dated 16th March, 1960.
<i>Chingleput District.</i>		
17. Indian Hume Pipe Co., Ltd., Arkonam.	Whether the demand of 42 per cent. of basic pay as bonus for 1958-59 to the workers is justified and if not to what percentage of bonus they are entitled.	G.O. Ms. No. 986, I.L. & C., (Labour), dated 24th February, 1960.
<i>North Arcot District.—</i>		
18. Sri Lakshmi Saraswathi Motor Transport Co., Vellore.	1. Whether the non-employment of the following workmen is justified and to what relief they are entitled. (a) V. T. Gangadharan, Conductor. (b) G. R. Subba Rao, Conductor. (c) V. D. Sargunam, Driver. 2. To compute the relief if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 1124, I.L. & C., (Labour), dated 16th March, 1960.

(1)	(2)	(3)
<i>Thanjavur District—</i>		
19. Goutama & Co., dyeing factory, Thanjavur.	Whether the dismissal of Maniyan is justified and what relief he is entitled to. To compute the relief if any, awarded in terms of money, if it can be so computed.	G.O. Ms. No. 889, I.L. & C., (Labour), dated 22nd February, 1960.
20. Mangalambika Lodge, Thanjavur.	1. Whether the non-employment of V. P. Venugopal is justified and to what relief he is entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. Ms. No. 1123, I.L. & C., (Labour), dated 16th March, 1960.
<i>Labour Court, Madurai.</i>		
<i>Kanyakumari District—</i>		
21. Crystal Press, Marthandam Post.	1. Fixation of basic wages of the following six workers 1. R. Viswambaram, 2. C. Jonson, 3. K. Selvamoney, 4. T. Thankiyya, 5. N. Ratnam, 6. A. Sundaram.	G.O. Ms. No. 755, I.L. & C., (Labour), dated 15th February, 1960.
22. Currim Bhoy Estate, Kanyakumari District.	1. Whether the refusal of employment of 61 workers mentioned in the Annexure to the Government order from 4th January, 1960 by the management is justified and to what relief the workers are entitled. 2. To compute the relief if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 819, I.L. & C., (Labour), dated 17th February, 1960.
<i>Tiruchy District—</i>		
23. Bombay Ananda Bhavan, Pudukkottai.	1. Whether the dismissal of Kesavan Potti and V. Rajamani is justified and to what relief they are entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G.O. Ms. No. 851, I.L. & C., (Labour), dated 18th February, 1960.
24. Pasupathy Ghee Stores, Tiruchirappalli.	1. Whether the dismissal of M. Pandurangam is justified and to what relief he is entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 789, I.L. & C., (Labour), dated 16th February, 1960.
25. Thiakesar Alai, Manapparai.	Whether the special Grade maistries should be paid dearness allowance at the rates applicable to the staff. Whether ticket boys should be designated as ticket clerks and their pay scales revised, and if so, what the scale should be.	G.O. Ms. No. 833, I.L. & C., (Labour), dated 18th February, 1960.
26. C. N. Transports, Tiruchirappalli.	1. Whether the dismissal of cleaner Amerjian and conductor Veerapan and refusal to give duty to driver Bhaskaran and conductor Muthukrishnan are justified, and if so to what relief they are entitled.	G.O. Ms. No. 989, I.L. & C., (Labour), dated 22nd February, 1960.

(1)	(2)	(3)
27. M. S. N. S. Transport, Tiruchirappalli.	1. Whether the workers are entitled to get additional bonus for 1958-59 and if so, fix the quantum. 2. Whether the Management are justified in deducting 20 days' wages from the wages of conductor V. P. Duraiswamy.	G.O. Ms. No. 1277, I.L. & C., (Labour), dated 11th March, 1960.
28. Ramesh Bhavan, Pudukkottai.	1. Whether the non-employment of Chelliah, Cleaner, is justified and to what relief he is entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. Ms. No. 1207, I.L. & C., (Labour), dated 8th March, 1960.
<i>Ramnad District.—</i>		
29. The Imperial Match Works, Sivakasi.	1. Whether the refusal of work to Sakkiah is justified and to what relief he is entitled. 2. Whether Sakkiah should be paid bonus for 1959 and if so to fix the quantum. 3. Whether the management is justified in refusing work to Abdul Kareem in the Chemical dipping section and to what relief he is entitled. 4. Whether the wages of Abdul Kareem should be increased and if so, to fix his wages. 5. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. Ms. No. 1006, I.L. & C., (Labour), dated 26th February, 1960.
30. Madura Mills Co., Ltd., Madurai.	Whether the watchmen and gardeners working in the Madura Mills Bungalows are entitled for the same wages and other privileges like the watchmen and gardeners working in the mill premises.	G.O. Ms. No. 1162, I.L. & C., (Labour), dated 5th March, 1960.
31. R. P. P. Ponnu-swami Nadar & Co., Iravatham Rice Mills, Madurai.	Whether the non-employment of the following workers is justified and to what relief they are entitled.	G.O. Ms. No. 1163, I.L. & C., (Labour), dated 5th March, 1960.
<i>Boiling section.—</i>		
1. S. Muniyandi. 2. S. Thangaiah. 3. Krishnan.		
<i>Hulling section.—</i>		
4. Umaidurai. 5. Pandi. 6. Angu.		
<i>Drying Tard section.—</i>		
7. Velayee Ammal. 8. Janaki Ammal.		

(1)	(2)	(3)
	9. Soundar Ammal. 10. Alli Ammal. 11. Velammal. 12. Poongavanam. 13. Dharmalingam. To compute the relief, if any awarded in terms of money if it can be so computed.	
92. S. R. V. & Co., Tholilalar Scented Tobacco Company, Dindigul.	1. Whether the present rate of dearness allowance paid to the workers is adequate. If not, to fix the rate of dearness allowance, that should be paid. 2. Introduction of a gratuity scheme.	G.O. Ms. No. 1132, I.L. & C., (Labour), dated 4th March, 1960.

4. Statement showing the list of awards of the State Industrial Tribunal and the Labour Courts published in the Supplement to Part I of the Fort St. George Gazette, during the month of March, 1960.

Sl. No.	Name of the concern.	Page and date of the Gazette.	G.O. Number and date in which the award is published.
(1)	(2)	(3)	(4)
A. Industrial Tribunal, Madras.			
Salem District.			
1. Sri Rajendra Mills, Ltd., Salem-2.	11 2-3-60	* G.O.R. No. 287, I.L. & C., (Labour), dt., 18-2-1960.	
2. Pullicar Mills, Ltd., Tiruchengode, Salem.	6-7 9-3-60	G.O. Ms. No. 1052, I.L. & C., (Labour), dt., 1-3-1960.	
Coimbatore District.			
3. Tiruppur Cotton and Spinning Mills, Ltd., Tiruppur.	11-12 2-3-60	* G.O.R. No. 289, I.L. & C., (Labour), dt., 18-2-1960.	
4. S. R. C. Mills, Ltd., Tiruppur District.	6 30-3-60	* G.O. Ms. No. 1564, I.L. & C., (Labour), dt., 24-3-1960.	
Madurai District.			
5. Spencer & Co., Ltd., Cigar Factory, Dindigul.	4-5 9-3-60	G.O.R. No. 947, I.L. & C., (Labour), dt., 24-2-1960.	
6. M. N. P. Lingam Mark Cigar Factory, Madurai.	7-8 9-3-60	G.O. Ms. No. 1058, I.L. & C., (Labour), dt., 1-3-1960.	
Tiruchirappalli District.			
7. Dalmia Cement (Bharat) Ltd., Dalmiapuram.	5-6 9-3-60	G.O. Ms. No. 957, I. L. & C., (Labour), dt., 24-3-1960.	
8. The Deccan Sugar and Abkari Co., Ltd., Pugalur.	13-15 16-3-60	G.O. Ms. No. 1067, I.L. & C., (Labour), dt., 2-3-1960.	

(1)	(2)	(3)	(4)
Madras District.			
9. Swadesamithran, Madras	12-14 2-3-60	G.O.R. No. 981, I.L. & C., (Labour), dt., 24-2-60.	
10. Ganeshar Aluminium Works, Madras.		Erratum.—In the notification S.R. O. No. A-864 of 1960, published at pages 15-18 of Supplement to Part I of the Fort St. George Gazette, dated 10th February, 1960.	
		In the appendix, at page 17 of the Gazette, for the words and figures "25 Naye Paise" occurring in the second line under the heading "Fixation of wages and dearness allowance to temporary workers", substitute "35 Naye Paise."	
		In the Appendix at page 17 of the Gazette for the words and figures "Rs. 3" shown against E. Chandrasakaran in item (2) under the heading "Fixation of dearness allowance to workers in the packing and Despatching sections and in the canteen", substitute Rs. 30."	
11. The Madras Co-operative Milk Supply Union Ltd., Ayanavaram, Madras-23.	12-13 16-3-60	G.O. Ms. No. 1066, I.L. & C., (Labour), dt., 2-3-1960.	
12. B. & C. Mills Ltd., Madras	12-13 23-3-60	G.O. Ms. No. 1348, I.L. & C., (Labour), dt., 14-3-1960.	
Thanjavur District.			
13. Certain Cigar Factories in Naga-pattinam.	11-12 16-3-60	G.O. Ms. No. 1051, I.L. & C., (Labour), dt., 1-3-1960.	
Labour Court, Coimbatore.			
Coimbatore District.			
14. Somasundaram Press, Coimbatore.	3 2-3-60	G.O.R. No. 312, I.L. & C., (Labour), dt., 23-2-1960.	
15. Khader Knitting Co., Tiruppur.	3 9-3-60	G.O.R. No. 337, I.L. & C., (Labour), dt., 29-2-1960.	
16. South Indian Printing and Dyeing Factory, Erode.	3-4 9-3-60	G.O.R. No. 349, I.L. & C., (Labour) dt., 1-3-1960.	
17. Sri Ram Transports, Satyaman-galam.	2 16-3-60	G.O.R. No. 382, I.L. & C., (Labour) dt., 4-3-1960.	
18. Sivaraj Transports, Tiruppur.	2-3 16-3-60	G.O.R. No. 383, I.L. & C., (Labour), dt., 4-3-1960.	
19. Sri Radha Transports, Satyaman-galam.	3-4 16-3-60	G.O.R. No. 384, I.L. & C., (Labour) dt., 4-3-1960.	
20. Sarada Trading Co., Coimbatore.	7 16-3-60	G.O. Ms. No. 1150, I.L. & C., (Labour), dt., 5-3-1960.	
21. Meccano Florrings (Private) Ltd., Coimbatore.	1-3 23-3-60	G.O. Ms. No. 1214, I.L. & C., (Labour), dt., 8-3-1960.	
22. City and Mofussil Transports (Private) Ltd., Tiruppur.	3-4 23-3-60	G.O.R. No. 440, I.L. & C., (Labour), dt., 11-3-1960.	

(1)	(2)	(3)	(4)
23.	Sri Ramakrishna Lunch Home, Tiruppur.	3-4 30-3-60	G.O.R. No. 487, I.L. & C., (Labour), dt., 18-3-1960.
24.	Sri Ramakrishna Lunch Home, Tiruppur.	4 30-3-60	* G.O.R. No. 488, I.L. & C., (Labour), dt., 18-3-1960.
25.	Do.	4-5 30-3-60	G.O.R. No. 489, I.L. & C., (Labour), dt., 18-3-1960.
Nilgiris District.			
26.	Sholur Tea Factory, Pykara Dam P.O., Nilgiris.	1-2 9-3-60	G.O. Ms. No. 958, I.L. & C., (Labour), dt., 24-2-60.
Salem District.			
27.	Namasivayam Powerloom Ribbon and Weaving Factory, Komarapalayam.	6-8 23-3-60	G.O. Ms. No. 1297, I.L. & C., (Labour), dt., 12-3-1960.
28.	Chennakrishna Rice Mills, Shevapet, Salem.	8-9 23-3-60	G.O.R. No. 1298, I.L. & C., (Labour), dt., 12-3-1960.
29.	V. Rajamanickam Pillai Motor Service, Tiruchengode.	3 30-3-60	G.O.R. No. 486, I.L. & C., (Labour), dt., 18-3-1960.
30.	T. S. Royal Mail Service, Namakkal, Salem District.	5 30-3-60	* G.O. Ms. No. 490, I.L. & C., (Labour), dt., 18-3-1960.
Labour Court, Madurai.			
Tiruchirappalli District.			
31.	Delight Manufacturing Co., Tiruchirappalli.	1-2 2-3-60	G.O. Ms. No. 294, I.L. & C., (Labour), dt., 19-2-1960.
32.	Thiagesar Alai, Manaparai ..	2-3 2-3-60	G.O.R. No. 295, I.L. & C., (Labour) dt., 19-2-1960.
Kanyakumari District.			
33.	Certain Tile Factories in Kandan Vilay.	1-2 16-3-60	G.O.R. No. 375, I.L. & C., (Labour), dt., 3-3-1960.
Madurai District.			
34.	The Mahalakshmi Textile Mills Ltd., Pasumalai, Madurai.	4-6 16-3-60	G.O. Ms. No. 1127, I.L. & C., (Labour), dt., 3-3-1960.
35.	S. S. Arunachalam Chettiar, Lakshmi Rice Mill, Madurai.	8 16-3-60	G.O.R. No. 403, I.L. & C., (Labour) dt., 7-3-1960.
36.	Mahalakshmi Textiles Mills Ltd., Madurai.	4-6 23-3-60	G.O. Ms. No. 1289, I.L. & C., (Labour), dt., 22-3-1960.
37.	Kaleeswari Rice Mills, Madurai	5-6 30-3-60	G.O. Ms. No. 1507, I.L. & C., (Labour), dt., 22-3-1960.
38.	Sri Kothandaraman Iron Works, Madurai.	10-11 16-3-60	G.O. Ms. No. 428, I.L. & C., (Labour), dt., 10-3-1960.
Ramnad District.			
39.	Janakiram Mills Ltd., Rajapalayam.	1-3 30-3-60	G.O. Ms. No. 1388, I.L. & C., (Labour), dt., 15-3-1960.
Tirunelveli District.			
40.	Sri Balasaraswathi Motor Works, Tirunelveli.	6-7 16-3-60	G.O. Ms. No. 1146, I.L. & C., (Labour), dt., 5-3-1960.
41.	Manimuthar Estate, Singampatti Group, Kallidaikurichi, P.O.	9-11 23-3-60	G.O. Ms. No. 1377, I.L. & C., (Labour), dt., 15-3-1960.

Labour Court, Madras.

Madras District.

42.	Chitram & Co., Madras	4-6 2-3-60	G.O. Ms. No. 899, I.L. & C., (Labour), dt., 22-2-1960.
43.	Triplex Dry Cleaners, Madras	6-11 2-3-60	G.O. Ms. No. 900, I.L. & C., (Labour), dt., 22-2-1960.
44.	Goyal's Dresses, Madras	8-9 16-3-60	* G.O.R. No. 420, I.L. & C., (Labour), dt., 9-3-1960.
45.	Do.	9-10 16-3-60	G.O.R. No. 421, I.L. & C., (Labour), dt., 9-3-1960.
46.	Parry & Company, Madras.	11-12 23-3-60	* G.O.R. No. 471, I.L. & C., (Labour), dt., 15-3-1960.

N.B.—* Denotes the awards under section 33 (A) of the Industrial Disputes Act, 1947.

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 for the month of March, 1960.

Sl. No.	Name of concern.	Industry.	Number of workers involved.	Closures		Cause.	Compensation paid to workers.
				Began.	Ended.		
(1)	(2)	(2)	(3)	((4)	(5)	(6)	(7)
1.	Palace Cafe, Madurai Hotel..	Hotel	.. Not known	(Meal section only)	..	Not known	.. Not known
2.	Nellore Meals Lodge, Madras-3.	Do.	3 workers ..	31-3-60	..	Do.	Pending enquiry before the Labour Officer.
3.	Modern Cafe Vegetarian Refreshment stall.	Do.	50 workers ..	31-3-60	..	As the contract with the Railway authorities expired.	Do.
4.	Selvaraj Engineering Works, Madras.	Engineering	.. 10 workers..	29-2-60	..	Due to loss	Paid the amount due to workers.
5.	V. M. R. Bharat Pistons, Madras-1.	Do.	Not known	31-3-60	..	Not known	Pending enquiry before the Labour Officer.

7. Particulars of complaints received and investigated and settled by the Labour Officers in the State of Madras during the month of March, 1960.

Sl. No.	Labour Officers.	Wages and allowances.	Bonus.	Personnel (Dismissals and suspensions).	Retrenchment.	Leave and hours of work.	Others (not classifiable).	Causes not known.	Total.	Complaints investigated and settled.
1.	Coimbatore I	..	2	30	..	6	43	..	104	104
2.	Coonoor	..	4	45	2	5	21	..	122	122
3.	Madurai	..	4	40	1	2	31	..	88	88
4.	Madras I	..	5	27	2	1	22	..	72	68
5.	Madras II	..	5	55	..	..	..	..	53	53
6.	Nagercoil	..	1	6	..	..	5	..	19	12
7.	Pollachi	..	..	12	..	11	..	..	33	33
8.	Salem	..	1	34	..	..	18	..	54	50
9.	Tiruchy	..	..	16	..	..	6	..	24	24
10.	Tirunelveli	..	2	27	..	5	18	..	67	53
11.	Coimbatore II	..	4	11	2	..	27	..	53	53
12.	Madras III		6	23	4	2	..	..	46	38
13.	Vellore	..	1	6	2	..	6	..	23	8
Total		159	35	332	13	33	197	..	785	706

8. Industrial Employment (Standing Orders) Act, 1946.**Statement showing the number of Standing Orders certified during the month of March, 1960.**

Number of Standing Orders certified as on 1st March, 1960.	..	835
Number of Standing Orders certified during the month of March, 1960	..	24
Total	..	859

Number of draft amendments to the standing orders certified during March, 1960. 2

9. Workmen's Compensation Act, 1923.**Statement of accidents reported and amounts of compensation paid for the month of March, 1960.**

Number of accident resulted on	* Amount of compensation paid under each head.
(a) Death 9	Rs. 16,300 00
(b) Permanent disablement 2	Rs. 68 84
(c) Temporary disablement 7	..
Total	Rs. 16,368 84

* Represents only the amount deposited with the Commissioner for Workmen's Compensation under section 8 (1) and 8 (2) of the Workmen's Compensation Act.

10. Statement showing the number of cases filed and disposed of during the period from 1st March, 1960 to 31st March, 1960.

(1)	Numbers pending.	Numbers received.	Total.	Numbers disposed of.	Balance.
(1)	(2)	(3)	(4)	(5)	(6)
1. Application under section 10 :					
(a) Fatal ..	56	6	62	7	55
(b) Non-Fatal ..					
Permanent disablement ..	47	8	55	7	48
Temporary disablement ..	3	2	5	1	4
2. Deposit under section 8 (1) :					
(a) Fatal ..	67	18	85	16	69
(b) Persons under a legal disability.	3	2	5	1	4
3. Deposit under Section 8 (2)	5	1	6	..	6
4. Memorandum of Agreement :					
(a) Permanent disablement.	37	29	66	20	46
(b) Temporary disablement.	5	1	6	5	1
5. Recovery under Section 31 :	3	..	3	..	3
6. Indemnification under Section 12 :	4	..	4	1	3
Total	230	67	297	58	239

11. Payment of Wages Act.**Statement for the month of March, 1960.**

1. No. of cases pending as on 1st March, 1960	..	177
2. No. of applications filed during the month.	..	59
3. No. of applications disposed of during the month.	..	31
4. No. of cases pending at the end of the month 31st March, 1960.	..	205

12. (a) (1) Madras Shops and Establishments Act.

Applications under Section 51.

Pending on 1st March, 1960	..	1
Received during March, 1960	..	Nil.
Disposed of during March, 1960	..	1
Pending on 1st April, 1960	..	Nil.

12. (a) (2) Appeals under section 41.

Pending on 1st March, 1960.	..	310
Received during March, 1960	..	27
Disposed of during March, 1960.	..	89
Pending on 1st April, 1960.	..	248

12. (b) Madras Catering Establishments Act.

Appeals under Section 19.

Appeals pending on 1st March, 1960.	..	60
Received during March, 1960	..	20
Disposed of during March, 1960	..	15
Appeals pending on 1st April, 1960	..	65

13. (a) List of Trade Unions registered under the Indian Trade Unions Act, 1926, during the month of March, 1960.

Serial No.	Registration No.	Date of registration.	Industry.	Name & Address of the Trade Union.
(1)	(2)	(3)	(4)	(5)
1.	2840	5-3-60	E. G. W. & Sanitary Services.	The Nilakkottai Taluka Nagarasuthi Thozilalar Sangam, Main Road, Batlagundu, Madurai District.
2.	2841	Do.	Textiles	The Mettur Spinning Mills Staff and Workers Union, Mettur Dam.
3.	2842	16-3-60	E. G. W. & Sanitary Services.	The Municipal Scavengers Union, Meenakshipuram. Sekkalai Post, Karaikudi-2.
4.	2843	Do.	Wholesale & Retail Trade.	Parry Labour Union, 33, Sanjivirayan Koil St., Cuddalore O.T.
5.	2844	Do.	Textiles.	The Chettinad Textile Mill Workers Union, Chettinad, Ramanathapuram District.
6.	2845	Do.	Motor Transport	The Motor Workers Union, 95, Raja Mill Road, Pol-lachi.
7.	2846	Do.	Food, Beverages & Tobacco.	Nannilam Taluk Rice Mill Workers, Union, 12-C, Main Road, Agraghai Post, Kodavasal, Nannilam Taluk, Tanjore District.
8.	2847	Do.	Transport	The Madras State National Highways Workers Union, Andankoil Post, Karur.
9.	2848	Do.	Chemical & Chemical Products.	Dhrangadhra Chemical Works Employees and Labour Union, Main Bazaar, Authoor Post, Tirunelveli District.

(1)	(2)	(3)	(4)	(4)
10.	2849	Do.	Textiles	.. The Erode Cauvery Textile Workers Union, 7/14-A, Mettur Road, Bhavani, Coimbatore District.
11.	2850	Do.	Commerce	.. The Tamilnad Varthaga Pothu Thozhilalar Sangam, 56, Vanapattarai St., Trichy-2.
12.	2851	Do.	Construction	.. Southern Structural Workers Union, 136, Strahans Road, Madras-12.
13.	2852	16-3-60	Food, Beverages, & Tobacco.	Ambi's Cafe Workers Union, 13/B, Second Line Beach Madras-1.
14.	2853	Do.	Do.	Pattiveeranpatti Co-operative Coffee Curing Society Ltd., Workers Union, Pattiveeranpatti Post, Nilakkottai Taluk, Madurai District.

13. (b) List of Trade Unions cancelled during the month of March, 1960.

Serial No.	Regd. No.	Date of cancellation	Industry.	Name of the Union.
1.	2300	31-3-60	Services	.. Ammunition Depot Non-combatants un-enrolled Civilian Employees Union, Gummidipoondi.
2.	2388	Do.	Motor Transport	.. The Madras Provincial Public Service Motor Drivers Union, Madras.

Abstract.

1.	Total No. of Trade Unions	as on 1st March, 1960	..	992
2.	Do.	registered during the month	..	14
3.	Do.	cancelled	Do.	2
4.	Do.	dissolved	Do.	..
5.	Do.	amalgamated	Do.	..
5.	Do.	as on 31st March, 1960	..	1,004

14. Particulars of inspections made by the Inspectors during the month of March, 1960.

Sl. No.	Particulars.	Factories Act.	Payment of Wages Act.	Madras Maternity Benefit Act.	*Madras Shops and Establishments Act and Madras Catering Establishments Act.	Minimum Wages Act.
1.	Number of establishments Inspected.	699	1,890	228	52,110 *1,750	1,118
†2.	Nature of irregularities	87	116	20	596 *76	30
3.	Number of cases warned.	86	125	..	1,457 *222	63
4.	Number of prosecutions launched ..	23	..	..	17 *26	..
5.	Number of convictions obtained ..	21	..	..	15 *26	..
6.	Amount of fines levied in Rupees.	1,025	..	..	243 *140	..

N. B. :—* Information under the Madras Catering Establishments Act, 1958.

† The common irregularities noticed were in respect of maintenance of registers, exhibition of notices, upkeep, sanitation, employment of young persons and payment of wages at rates lower than those fixed under the Minimum Wages Act, 1948.

15 (a). Numerical List of Factories for the month of March, 1960.

District.	At the Beginning.			Registered.			Removed.			TOTAL.			REMARKS.				
	Section 2 (m) (ii).			Section 85 (i).			Section 2 (m) (ii).			Section 85 (i).							
	Other than hotels and restaurants.	Hotels and restaurants.	2 (m) (i).	Other than hotels and restaurants.	Hotels and restaurants.	2 (m) (i).	Other than hotels and restaurants.	Hotels and restaurants.	2 (m) (i).	Other than hotels and restaurants.	Hotels and restaurants.	2 (m) (i).					
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
1. Madras	626	..	78	190	15	..	2	..	1	..	..	1	640	..	80	189	..
2. Chingleput	154	..	35	52	7	..	2	..	..	..	..	..	161	..	37	62	..
3. South Arcot	109	..	16	67	4	..	..	..	..	..	..	..	113	..	16	67	..
4. North Arcot	190	..	145	114	1	..	2	..	..	..	..	..	131	..	147	114	..
5. Tanjore	285	..	29	90	8	..	1	..	..	..	..	..	293	..	30	90	..
6. Tiruchirappalli	217	..	81	274	5	..	..	1	1	..	1	..	221	..	30	275	..
7. Madurai	355	..	98	102	2	..	1	..	..	..	2	..	357	..	97	102	..
8. Ramanathapuram	202	..	82	136	..	..	..	..	..	..	..	..	202	..	82	136	..
9. Tirunelveli	235	..	67	142	2	..	1	..	1	..	..	..	236	..	68	142	..
10. Coimbatore	814	..	88	194	11	..	1	..	10	..	3	1	815	..	86	193	..
11. Salem	354	..	64	127	5	..	1	..	2	..	1	1	357	..	64	126	..
12. The Nilgiris	107	..	1	15	..	..	..	..	..	..	..	..	107	..	1	15	..
13. Kanyakumari	34	..	6	..	..	..	..	..	..	..	..	..	34	..	6	..	..
	3,622	..	740	1,501	60	..	11	1	15	..	7	3	3,667	..	744	1,501	..
Grand Total—5,912.																	

15. (b) Numerical list of Plantations covered by the Plantations Labour Act, 1951, for the month of March, 1960.

S.No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month.	
		A.		B.		A.		B.	
		(a)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
(1)									
Coffee	..	124	28,733.13	..	..	1	40.00	123	28,693.13
Tea	..	126	62,585.54	..	..	..	..	126	62,585.54
Rubber	..	15	7,668.88	..	..	1	143.00	15	7,525.88
Cinchona	..	3	9,406.00	..	..	..	..	3	9,406.00
Cardamom	..	2	200.00	..	..	..	..	2	200.00
Total	..	271	108,593.35	..	..	2	183.00	269	108,410.35

Note.—The difference in Col. 4 is due to increase in acreage in different category of plantations newly brought under the cultivation, reported during the period.

A : Number of Plantations.

B :—Total acreage under cultivation.

16. (a) Statement of Accidents for the month of March, 1960.

Number of Industries.	Name of Industry.	Number of Accidents.	
		Fatal.	Non-fatal.
(1)	(2)	(3)	(4)
01	Processes allied to agriculture (Gins and Presses)	..	..
20	Food Except Beverages	..	29
21	Beverages	..	..
22	Tobacco	..	..
23	Textiles	..	343
24	Foot-wear, other wearing apparel and made-up textile goods	..	..
25	Wood and cork except furniture	..	..
26	Furniture and fixtures	..	4
27	Paper and paper products	..	1
28	Printing, Publishing and allied industries	..	8
29	Leather and Leather products (except foot-wear)	..	3
30	Rubber and rubber products	..	14
31	Chemicals and Chemical products	..	75
32	Products of petroleum and coal	..	22
33	Non-metallic Mineral Products (except Products of Petroleum and coal.)	..	40
34	Basic Metal industries	..	14
35	Metal Products (except machinery and transport equipments)	..	32
36	Machinery (except electrical machinery)	..	161
37	Electrical Machinery, apparatus, appliances and supplies	..	20
38	Transport equipment	..	739
39	Miscellaneous Industries	..	24
51	Electricity, Gas and Steam	..	18
52	Water and Sanitary Services	..	..
83	Recreation Services (Cinema Studios)	..	3
84	Personal Services (laundries, dyeing and cleaning)	..	2
	Total	..	1,552

16. (b) Statement of Accidents in Cotton and Jute Mills for the Month of March 1960.

Name of Industry.	ADULTS.		ADOLESCENTS.		CHILDREN.	
	Men.	Women.	Male.	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<i>Cotton Machinery—</i>						
1. Opening and Blow Room Machinery	9	..	..	..	..	..
2. Card Room Machinery	16	..	..	..	..	..
3. Drawing Frames	8	..	..	..	..	..
4. Speed Frames	26	..	..	..	..	..
5. Spinning Machinery	67	..	..	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
6. Weaving Machinery..	24	..	..	..	..	..
7. Finishing Machinery..	7	..	..	..	..	..
8. Flying Shuttles ..	7	..	..	..	..	..
9. Other Miscellaneous Textile Machinery ..	15	2	..	..	..	..
10. Miscellaneous Non-Machinery Accidents..	160	2	..	..	..	..
Total	339	4	..	..	..	..

Jute Machinery

.. Nil.

17. The Government of Madras granted exemption to the following factories and establishments from the provisions of the Acts and Rules as indicated below during the month of March, 1960.

Name of Factory or Establishment.	Section from which exempted.	Duration of exemption.	Authority.
(1)	(2)	(3)	(4)

Employees' State Insurance Act, 1948.

Tamilnad Sarvodaya Sangh Dyeing & Printing Department, Gandhinagar, Tiruppur.	Exempted from all the provisions of the Employees' State Insurance Act except Chapter V-A of the said Act.	For a further period of one year with effect from 4th February, 1960.	S.R.O. No. A-1252 of 1960 published at page 313 of Part I of the Fort St. George Gazette, dated 2nd March, 1960.
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Every factory—

(a) which is situated in any area in which Chapter IV of the said Act are in force or will be brought into force from time to time.

Do.

For a further period of one year with effect from 22nd January, 1960.

S.R.O. No. A-1612 of 1960 published at page 395 of Part I of the Fort St. George Gazette, dated 16th March, 1960.

(b) wherein ten or more persons are not employed or were not employed at any time during the preceding twelve months by the principal employer directly or by through an immediate employer, even thought twenty or more persons are or were working in the premises.

(1)	(2)	(3)	(4)
Madras Industrial Establishments (National & Festival Holidays) Act, 1958.			
Mettur Industries Ltd. Mettur Dam, Salem.	From all the provisions of the said Act.	Exempted till 31st December, 1952 or the date immediately preceding the date on which the agreement entered into by the Mettur Industries Ltd., with the Mettur Mill Workers' Union, ceases to be in force which ever is earlier.	S.R.O. No. A-1251 of 1960 published at page 313 of Part I of the Fort St. George Gazette, dated 2nd March, 1960.
The Petrol/diesel Pumps & Storage depots for Petrol and Petroleum products.	From the provisions of Clause (b) of sub-section (2) of the said Act to the extent necessary to enable the employers to fix for an employee who works on any holiday allowed under section 3 of the said Act a substituted holiday with wages on any other day.	Permanently ..	S.R.O. No. A-1430 of 1960, published at page 349 of Part I of the Fort St. George Gazette, dated 9th March, 1960.
Madras Shops & Establishments Act, 1947.			
Persons employed in Dyeing establishments.	From all the provisions of the said Act.	For a further period of one year commencing from 31st March, 1960 and ending with 30th March, 1961.	S.R.O. No. A-1432 of 1960 published at page 349 of Part I of the Fort St. George Gazette, dated 9th March, 1960.
Shops & Establishments employing three and less than three persons.	From the provisions of Chapter II, III, V & VI and section 31 of Chapter 7 of the said Act subject to certain conditions.	For a further period of one year from 25th March, 1960.	S.R.O. No. A-1820 of 1960 published at page 450 of Part I of the Fort St. George Gazette, dated 23rd March, 1960.
All stalls situated in All India Industrial Rural & Cultural Exhibition, 1960, Vellore, N.A. District.	From all the provisions of the said Act.	For a period of 36 days from 6th March, 1960 to 10th April, 1960 both days inclusive.	S.R.O. No. A-1821 of 1960 published at page 450 of Part I of the Fort St. George Gazette, dated 23rd March, 1960.

(1)	(2)	(3)	(5)
Employees' Provident Fund Act.			
St. Joseph's Industrial School & Press, Coimbatore.	Cancellation of exemption granted to St. Joseph's Industrial School & Press, Coimbatore, under the said Act.	..	S.R.O. No. A-1818 of 1960 published at page 450 of Part I of the Fort St. George Gazette, dated 23rd March, 1960.

18. Consolidated statement of prices of cotton and yarn for March, 1960.

For the week ending.	Price of cotton per candy of 784 lbs.	
	Cambodia	Karunganny
	Rs.	Rs.
5th March, 1960	..	915
12th March, 1960	..	915
19th March, 1960	..	915
26th March, 1960	..	915

For the week ending.	Prices of yarn per bundle of 10 lbs.				
	10s	20s	40s	60s	80s
	Rs.	Rs.	Rs.	(single)	(single)
5th March, 1960	..	16.63	19.38	27.62	48.00
12th March, 1960	..	16.63	19.25	27.62	48.00
19th March, 1960	..	16.63	20.25	27.62	48.00
26th March, 1960	..	16.63	20.00	27.62	48.00

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 the different mofussil urban centres for the month of February 1960, as ascertained and declared by the Director of Statistics under section 2 (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.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(Base : Year ended June, 1936 : 100).						
1. Madras City	..	504.7	545.7	415.9	258.3	337.2
2. Cuddalore	..	444.7	389.9	350.4	333.8	432.9
3. Tiruchirappalli	..	460.1	456.2	403.7	204.1	352.5
4. Madurai	..	490.2	361.3	503.8	189.49	280.3
5. Coimbatore	..	487.3	460.9	477.4	423.9	293.5

(1)	(2)	(3)	(4)	(5)	(6)
	Food.	Housing.	Clothing.	Miscellaneous.	Cost of living index.
	(Base : Year ended August, 1939 : 100).				
6. Nagercoil	.. 543.8	338.3	512.9	279.7	470.3

Comparative statement of the cost of living index numbers for the months of February, 1960 and March, 1960.

Zone.	Centre.	Cost of Living Index numbers for the months of		Variation
		February, 1960	March, 1960.	
(Base : Year ended June, 1936 : 100).				
1. Madras City and Chingleput District.	Madras City ..	447.6	445.6	— 2
2. North Arcot and South Arcot Dis- trict.	Cuddalore ..	432	421	— 11
3. Tiruchirapalli and Tanjore Districts.	Tiruchirapalli ..	415	410	— 5
4. Madurai, Ramana- thapuram and Tiru- nelveli Districts.	Madurai ..	411	411	..
5. Coimbatore and Salem Districts.	Coimbatore ..	463	464	+ 1
(Base : Year ended August, 1939 : 100).				
6. Kanyakumari Dis- trict.	Nagercoil ..	473	470	— 3

MADRAS CITY.

INDEX 446.

A fall of two points.

The index for the food group fell by five points to 505 due mainly to a fall in the prices of vegetables, chillies and tamarind.

The index for the fuel and lighting group rose by eight points to 546 due to a rise in the prices of firewood and charcoal.

The index for the clothing group rose by one point to 416 due to a rise in the prices of upper cloth, sarees and petticoats.

The index for the miscellaneous group rose by one point to 337 due to a rise in the price of betel leaves.

The index for house rent remained unchanged at 258.

Group.	Weight proportional to the total expenditure.	Group Index Number.	
		February, 1960.	March, 1960.
Food	.. 58.23	509.7	504.7
Fuel and lighting	.. 8.42	538.5 (a)	545.7
Clothing	.. 6.10	415.0	415.9
House rent	.. 14.57	258.3	258.3
Miscellaneous	.. 12.68	335.5	337.2
	100.00		
Cost of Living Index Number.		447.6	445.6

(a) 538.497 to three decimal places.

CUDDALORE.

INDEX 421.

A fall of eleven points.

The index for the food group fell by seventeen points to 445 due mainly to a fall in the prices of dhall, chillies, tamarind and gingelly oil.

The index for the fuel and lighting group fell by eleven points to 390 due to fall in the price of kerosene oil.

The group indices in respect of clothing, house-rent and miscellaneous remained unchanged at 350, 334 and 433 points respectively.

TIRUCHIRAPALLI.

INDEX 410.

A fall of five points.

The index for the food group fell by seven points to 460 due mainly to a fall in the prices of vegetables, chillies, tamarind and garlic.

The group indices in respect of fuel and lighting, clothing, house-rent and miscellaneous remained stationary at 456, 404, 204 and 353 points respectively.

MADURAI.

INDEX 411.

A slight fall.

The index for the food group fell by one point to 490 due mainly to a fall in the prices of vegetables, chillies and tamarind.

The group indices in respect of fuel and lighting, clothing, house-rent and miscellaneous remained unaltered at 361, 504, 189 and 280 points respectively.

COIMBATORE.

INDEX 464.

A rise of one point.

The index for the food group fell by three points to 487 due mainly to a fall in the prices of cholam and tamarind.

The index for the miscellaneous group rose by thirty eight points to 294 due to an increase in the charges for dhobi and soap (washing).

The group indices in respect of fuel and lighting, clothing and house-rent remained unchanged at 461, 477 and 424 points respectively.

(Base : Year ended August, 1939 : 100).

NAGERCOIL.

INDEX—470.

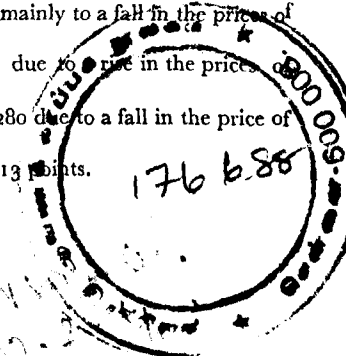
A fall of three points.

The index for the food group fell by four points to 544 due mainly to a fall in the prices of condiments, pulses and vegetables.

The index for the housing group rose by five points to 338 due to a rise in the prices of fire wood and kerosene oil.

The index for the miscellaneous group fell by one point to 280 due to a fall in the price of betel leaves.

The index for the clothing group remained unchanged at 513 points.



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தவணைத்தாள்.

செ. எண் : 176688 ப. எண் :

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MADRAS LABOUR GAZETTE

The "*Madras Labour Gazette*" is a monthly publication aiming to give a brief review of the progress made by the State in the field of Industrial relations. It is hoped to cater to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class, (cost of living index No.) summaries of awards of Industrial Tribunals and Labour Courts, agreements, etc. The publication will also include articles from specialists in the various subjects relating to industrial relations.