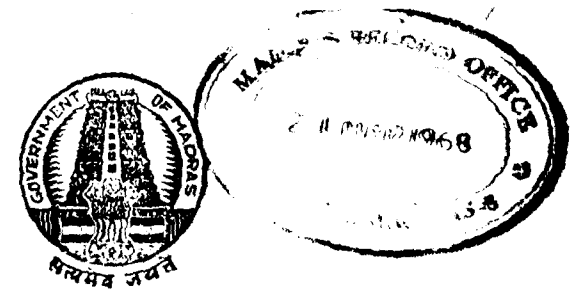


Madras Labour Gazette

V2. No.12. Dec. 1960. 1960



MADRAS LABOUR GAZETTE

VOL. II No. 12
DECEMBER 1960



1959
GOVERNMENT OF MADRAS

ISSUED MONTHLY

BY

THE COMMISSIONER OF LABOUR
& DIRECTOR OF EMPLOYMENT
CHEPAUK — MADRAS 5

Single copy Price: Re. 1

Annual Subscription: Rs. 10

CONTENTS

ARTICLES	PAGE
Safety and Productivity	... 1
Colour in Industry	... 14
Industrial Safety	... 18
REPORT	... 23
LABOUR NEWS	... 34
CURRENT NOTES	... 38
CURRENT TOPICS	... 51
AWARDS AND AGREEMENTS	... 52
CURRENT LABOUR LITERATURE	... 67
NOTIFICATIONS	... 70
STATISTICAL SUPPLEMENT	... 75
1. Statement showing the details of agreement brought about by Conciliation Officers under sec. 12 (3) of the Industrial Disputes Act, 1947, during the month of November, 1960.	... 79
2. Statement showing the Bipartite Settlements under section 18 (1) of the Industrial Disputes Act.	... 86
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 November, 1960.	... 83
4. Statement showing the list of awards of the Industrial Tribunal Madras and the Labour Courts published in the Supplement to Part II of Section I of the Fort St. George Gazette during the month of November, 1960.	... 85
5. Monthly review of work stoppages (strikes and lock-outs) for the month of November, 1960.	... 86 (a)
6. Statement showing the closure 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 November 1960.	... 87

	PAGE
7. Particulars of complaints received and investigated and settled by the Labour Officers in the State of Madras during the month of November, 1960	... 88
8. Statement showing the number of standing orders certified during the month of November, 1960	... 89
9. Workmens' Compensation Act, 1923 Statement of accidents reported and amount of Compensation paid for the month of November, 1960	... 89
10. Workmens' Compensation Act, 1923 — Statement showing number of cases filed and disposed of during the period from 1-11-1960 to 30-11-1960	... 89
11. Payment of Wages Act, 1936—Statement showing the number of applications pending, filed and disposed of during the month of November, 1960	... 90
12. Madras shops and Establishments Act, 1947—Applications under sections 51 and 41 pending received and disposed during the month of November, 1960	... 90
13. List of Trade Unions Registered, cancelled during the month of November, 1960	... 90
14. Particulars of Inspections made by the Inspectors, during the month of November, 1960	... 93
15(a) Numerical list of Factories showing the number of factories registered and removed from the register of factories during the month of November, 1960	... 94
15(b) Numerical list of plantations covered by the plantation Act, 1951 for the month of November, 1960	... 95
16(a) Statement of Accidents for the month of November, 1960	... 96
16(b) Statement of accidents in cotton and Jute mills for the month of November, 1960	... 97
17. Exemption granted under the Madras Shops and Establishments Act, 1947, the Employees' state Insurance Act, 1948 and the Minimum Wages Act, 1948	... 97
18. Consolidated statement of cotton and yarn prices in the State of Madras for the month of November, 1960	... 100
19. Cost of living index (consumer price index) figures for the Madras City and Suburban areas for the month of November, 1960	... 100
20. Employees' State Insurance Scheme—Monthly Press Report of the Madras Region for the month of November, 1960	... 102

THE MADRAS LABOUR GAZETTE

Vol. II]

DECEMBER, 1960

[No. 12

ARTICLES

SAFETY AND PRODUCTIVITY.

H. P. DASTUR.

Industrial safety poses the ancient problem of technology as against humanity. But it is not on purely human grounds—these of course are substantial—that the position has been argued here. The real point of the argument is that investment in safety contributes to productivity. Men will not be productive in an environment in which they feel unsafe. The very etymology of productivity is significant; the word is derived from “pro” meaning forward and “ducere” meaning to lead or to draw. Productivity is thus a matter of leading people forward and drawing the best out of them and this cannot be done unless safety precautions are taken in their interest. In fact, the problem necessitates a change in the whole perspective of industry. Modern industry in order to succeed has to invest much more in men than in machines.

The early pioneers saw easy money in applying to industry the new discoveries of physics and chemistry, but the mistake they made was that they saw no need also to consider man: his anatomy, physiology and psychology. The employee was given no status save that of an economic unit. His safety and growth were considered his own concern.

This, however, soon proved to be an untenable position, as the change over from manual labour to mechanical power created hazards of a new and extraordinary character. The development of electric power greatly increased these hazards. The production of atomic energy has now created radioactive dangers of a type and magnitude never dreamt of in the history of mankind.

Even normally, the progress of industrialisation has multiplied hazards by contact with chemical poisons, dangerous machinery and hazardous manufacturing processes; and these hazards specially those affecting the health and sometimes even the life of human beings have to be treated as a class by themselves, as men cannot be put in the same category as machines and materials. It has, therefore, been accepted as an obligation of industry, to provide for the safety of persons working in industrial concerns. But it is not only a question of law; for law alone cannot make men safe or productive.

American business leaders cite five fundamentals of human nature as broad drives which profoundly influence conduct. They consider sense of security as one of them. Obviously an adequate safety programme will

177106

satisfy the employee's sense of security and thus contribute materially to his productivity, it can just be taken for granted that in industrial installations where safety is nobody's concern, productivity is bound to be low. But neither safety nor productivity (and there is never one without the other) is a ready made packet to be bought and sold. According to Elton Mayo this is a human problem to be brought to a human solution through human data and tools. The art of managing is simultaneous development of machine and man so that the instinct of self-preservation can be converted into an attitude of cooperation instead of conflict. And that would spell less accidents and higher production. When however management fails to develop and maintain a safety sense throughout the factory, human relations suffer, and susceptible employees become accident-prone, which is foreign to man's instinct of self-preservation and is an imposed effect of mismanagement through poor working conditions and through lack of understanding of human nature.

It is by now obvious that an uncontrolled technology can be ruinous to mankind. Man's uneven struggle with machine has reached a stage where something radical needs to be done. It is not merely enough to issue a caution to sail safe through unsafe conditions by avoiding unsafe attitudes. Like practically anything else, safety requires a regular training programme that should bring home to each employee a knowledge of his limitations and how to remain continuously safe despite those limitations. By its very nature, such a safety programme has to be a continuous process, with repetition for constant correction; for human nature is forgetful and distraction makes him more so, there being no lack of distractions in industry.

Secondly, it is essential to bring the working environment of each employee within the limit of his adaptive forces. This demands a safe and clean workplace and that is management's responsibility. It is here essential to record that mere monetary incentives are not a substitute for a programme of what may be called constructive safety. Further, such a programme makes it possible for management to show its concern in its employees. It can, therefore, contribute in its own way to the improvement of production, quality and cost performance. A safety programme is an integral part of supervision and a cornerstone of good employee relations hence, also of productivity.

A part from these high considerations, safety awareness must be considered an essential and integral part of modern life, for the machine culture has come to stay. As it is machine that makes modern life more productive than it was at any times, we have to accommodate ourselves to the demands of this machine culture. We must, therefore, make adequate safeguards for industrial safety with due consideration for the anatomy and physiology of the men and women who have to work the machines. Safety education has to be a regular part of industrial training. It is however, not only the top and middle management who have to shoulder the responsibility of building and maintaining safety in the industrial structure but safety awareness has to be created among the work people.

Safety performance to be effective must be based on four elements. They are, according to Dereamer (1) development of safe working conditions (2) creation of safe work habits on a personalised basis (3) promotion of employee participation in safety, and (4) corrective action when safety rules are ignored.

The worker and the supervisor are, of course, vitally concerned, but the management has to provide the funds and appoint the personnel for an effective safety programme to take active and continuous interest in it and drive it home to every member of the production line that safety means business. Safety requirements have to be kept in mind when scheduling, routing and planning production. By no means, however, is the production department alone responsible for safety. There is no department in a modern factory which has not a useful part to play in the cause of safety.

The responsibility for safety of the engineering department is high and second only to that of the production manager and his line supervisors. In fact the latter are very often unable to do anything unless full co-operation comes from the engineering department which is responsible for designing of processes, of machines, and of fixtures; of planning, arranging and guarding them to remove the possibilities of mishaps. It can also help the production department by undertaking safety analysis of time setting standards, wage incentives or output quotas.

The next in importance is the maintenance department. If not safety-minded it can create temporary hazards of its own by obstructing traffic aisles, throwing scrap around, not blocking off dangerous areas, leaving live electric wires exposed, undertaking welding in wrong places and so on. On the positive side it can serve safety through proper lubrication, alignment, and adjustment of equipment; through periodic inspection of tools and timely repair or replacement of the worn out parts; and through general plant housekeeping and yard and ground maintenance.

The purchasing department too can play an important part. It can do much to help safety by insisting, when purchasing new machines and other equipment, that they include all necessary safety guards and features.

Thus everybody is concerned with safety. Even the employee round, whom the safety programme revolves, can and should contribute, for it is in his self-interest. Accident compensation is poor recompense for loss of earning capacity. But productivity is so dependent on safety awareness that a department of safety engineering solely and specifically in charge of developing and running a safety programme, becomes a *sine qua non* of a factory whose employees number about two thousand. This number may have to be reduced to as much as five hundred in chemical or steel factories where hazards are more. And as safety is an intimate part of health the safety engineering and the medical departments have to do team-work. In fact the training of the safety engineer and the industrial physician includes several common subjects. They are (1) environmental hygiene and occupational diseases, (2) mental hygiene and industrial psychology, (3) safety engineering, (4) industrial toxicology and (5) statistics.

The responsibility, however, must be squarely on the safety engineering department, whose functions may be elaborated in the words of Dereamer (i) teach, counsel and advise, assist line management to fulfil its responsibility for safety (ii) provide for periodic safety appraisals, to pinpoint unsafe work environments and unsafe practices and processes and make recommendations for correction (iii) promote and maintain a continuing safety-education programme which will help create safety awareness at all levels, but especially at that of the first-line supervision (iv) maintain and interpret accident and injury statistics and accident-cost data (v) devise measurements and set stand-

ards which provide for an adequate evaluation of accident-prevention performance and loss control for each supervisor at each level of management (i) provide for the advancement and dissemination of fundamental safety-knowledge, conduct safety research and put existing safety information into usable forms such as safety booklets, data sheets, instruction manuals and bulletins (vii) maintain liaison with national, state, and local safety councils and take an active part in the activities of such groups.

Having established that industrial safety is an operational need, besides a moral gain, and having fixed its responsibility, its techniques may now be considered. They vary according to the nature of hazards.

Slowly but surely, industrial management is realising, that to get anywhere at all, the above-named concept of industrial safety must be integrated in the man-machine system of modern industry. To do so, equipment, work space and work environment must be adopted to human use. The functioning, however, of a safety engineering department, will be effective only if a start is made at the blue-print stage of machine design programme of an establishment, for built-in safety is most effective and most likely to evoke the necessary and steady support and co-operation of employees for further safety work. When, however, hazards which could have been controlled at the blue-print stage appear in the production field, management may find it too difficult and too expensive to deal with them. Built-in safety is good economy and good human relations, and therefore one of the roads to higher productivity.

If such closely welded man-machine system is to pay dividends, machine designs and factory layouts should pay due attention to human tolerance, and not overstep its limits. Before putting machines into motion, engineers test them for tensile stress and elastic force, and then lay down limits for their speed or load. Safety, of course, demands that it be so, but it also demands something more. The maximum output of a machine is not its maximum work potential, but what its operator makes of it. Whether the watchword is safety or production, to give of its best, the machine's speed and load should be so tuned as to remain within limits of human tolerance.

To quote Hatch, "some of the work imposed stresses which fall within the scope of human engineering have rather clearly defined health implications even if they do not cause frank illness. Improper dimensional relationships between the worker and his task, awkward body position, prolonged repetitive use of a few muscles, poor visual relationships, excessive noise, vibration, heat are some examples frequently seen in industry..... there is an undoubted relationship between the accident potential of the job and the goodness of adjustment between man and machine".

The trend of industrialisation is towards automation and an increasing use of radio-active substances. They harbour hazards of every kind: physical, physiological and psychological. But the psychological stress they can cause is highest among the known industrial hazards, for "the peculiar qualities of radiation are that it is invisible, unheard, unsmelt, untasted and unfelt, apparently infinitely powerful, yet springing from an almost infinitely small source, and — as far as the individual is concerned — uncontrollable. The danger, made doubly so by irrational fears, is so great that engineers realize that built-in safety is a necessity when using radio-active substances.

A built-in safety programme must be based on research study of men and machines. According to McCormick "Human beings appear to surpass existing machines in their ability to: (1) detect small amounts of light or sound (2) receive and organise patterns of light or sound (3) improvise and use flexible procedures (4) store large amounts of information for long periods and recall relevant facts at the appropriate time (5) reason inductively (6) exercise judgment (7) develop concepts and create methods.

Existing machines appear to surpass human beings in their ability to (1) respond quickly to control signals (2) apply great force smoothly and precisely (3) Perform repetitive routine tasks (4) store information briefly and then erase it completely (5) perform rapid computations (6) Perform many different functions simultaneously".

What needs stressing is that both built-in safety and maximum production depend on correct division of work between man and machine so as to take full advantage of human abilities and counteract human failings. When however engineers are taught only machine techniques without any reference to their effects on human beings, they consider safety as anybody's business except their own. Training of engineers, therefore, needs reorientation from being production centred, as it is to what it should be, if the system is to be fully productive; employee centred. Old-timers would find such conversion difficult; because safety was not a part of their undergraduate training and because no one ever breathed to them a single word about it during their induction to their first industrial task. It is the author's experience that such supervisors make poor comrades in the routine course of safety work, though through no fault of their own. To remedy this, the author started inducting every new entrant among supervisors through the safety department in order to give him a clear idea how safety can help him to advance his own interests by improving his leadership and, through it his production. As this answered, the old timers were also given in batches similar induction. This too answered which suggests that it is a communication problem, and one of the principles of built-in safety is to communicate approaching danger through signals of light or sound or taste or smell or colour at the right time and in the right place.

It must be said that technicians are giving increasing attention to built-in safety. Yet when it comes to the consideration of human factors they direct their attention to the requirements of man without considering woman. Modern industry is made by and for man, but woman is invading Industry in increasing numbers, for the two world wars have proved that there are few industrial tasks which she cannot do with credit, but her anatomy, physiology and needs of safety are appreciably different from those of man.

The author in his paper on "The impact of Industrialisation on woman" has noted that some of the special features of woman's anatomy are that she has more fat and less muscle, shorter limbs, less height, shorter thumb and larger index finger than man. Those of her physiology are menstruation, pregnancy and menopause, while psychologically she has superior social intelligence than man and is more emotional. Some of these peculiarities work to her advantage in relation to man and some to her disadvantage, but they all demand recognition, if woman is to play a useful part in industry without harming herself, industry or society. To ask her to use machine controls, work-benches and tools made suitable for man, not to make allowance for her stressful physiological conditions, or to laugh at her emotional status

as so much sentimental nonsense that can have no play in a matter of fact business outlook, is to neglect an important phase of human engineering.

Industrial safety has three important sides: health hazards, accidents and fires. Each of them is important enough for individual attention. To consider health hazards first, they are of four types: physical, chemical, biological and psychological. Appendix I gives a workable picture of the main industrial hazards. Any technique for detection of hazards to be effective must be systematic. All the present and probable hazards may be noted by checking upon all the likely sources of the various types of hazards. Such sources are the layout of the room surveyed and its upkeep, its ventilation, illumination and traffic lines, machines therein and tools and equipments used on them, its raw materials and their processing, by-products, finished products, industrial wastes and anything else likely to lodge a hazard. If such a survey reveals that in any room poisonous chemicals are used in some number, a further toxicological survey of that room is made. If it is suspected that any risk does actually exist, further confirmation is necessary through medical examination of the exposed employees in order to determine the nature and extent of damage done. Only after collecting such factual data can one take suitable preventive measures.

The main principle of preventive measures for these three types of hazards mostly revolves round engineering revision of their sources. Some methods of such revision in common use are: (1) substituting a less harmful agent in place of a harmful one (2) enclosure of a hazardous process (3) its isolation (4) removing poisonous dusts and fumes through exhaust system (5) using a wetting process for dusts which cannot be exhausted (6) limiting employee exposure to hazard. When none of these is possible the last resource is protective clothing. But here too engineering revision is necessary for its use in tropical countries. Most of what is available is suitable for use in a cold climate but not in a tropical one. Research in this line is overdue.

The above measures however cannot prove enough for radiation hazards as they work, as already stated, in the dark. Extra precautions are necessary and some of them are remote—handling equipment, shielding materials, use of monitoring devices to gauge the amount of rays absorbed, storage under effective supervision, and education of employees, especially to relieve them from the heavy psychological stress of an unknown danger like that of radiation. While the development of nuclear power shows how far we have advanced in technology it is rather unfortunate to have to record that industrial management still goes by the old argument: “no production—no job—no safety”. They little know that a safe plant is ordinarily an efficient plant, as may be illustrated from a real story of World War II.

During World War II, Government was urgently in need of some processed material for their ordnance factories. They wanted to place the order with the most efficient factory among the several that were producing it. Government asked an expert to visit all such factories and recommend the most efficient. He had however no time to visit them, but the Government wanted the report very urgently. So he asked each such factory to send him its accident records of last three years, and he selected the one which showed the best safety performance. Later on when he visited all these factories and saw things for himself he found that his choice was correct.

Simonds and Grimaldi report that the American Engineering Council, through its committee on safety and production, carried out an extensive

study to try to determine the relationship between safety and productive efficiency. They included nearly 14,000 companies. They concluded that highest efficiency and best accident records generally went together. And naturally so, for both are products of the same means, like careful planning and control, attention to methods, suitable equipment, and proper training and supervision of the employees.

Though the slogan “no production—no job—no safety” is catchy and sounds business-like, it is yet far from facts and without substance. If those who believe in it were to analyse accident costs, they would find that the slogan in tune with actual facts, and one likely to lead to better business, should be “no safety—heavy costs—less production”.

According to Heinrich, the ratio of uninsured to that of insured costs of accidents is 4 : 1. This has recently been questioned by Simonds and Grimaldi on the ground that the ratio method is keyed too much to single averages and ratios. They further argue that frequency is a much more valuable indicator of safety performance than severity, for blind chance has more play with severity than frequency. So they have devised a new standard method whose basic principle is expressed in the following formula :

Total cost = Insurance costs + A times number of cases of (a) permanent partial disabilities and (b) temporary total disabilities + B times number of temporary partial disabilities + C times number of cases of minor injuries requiring only first aid + D times number of no-injury accidents.

In the formula, A, B, C and D are constants indicating respectively the average uninsured cost for each of the categories of the cases. To determine these averages one must analyse each of the four types of accidents for their factors of uninsured costs, and some of the important ones common to all types are: (1) cost of lost time of injured employee (2) cost of time lost by other employees who stop work (3) cost of time lost by foremen, supervisors or other executives (4) cost of first-aid not paid by the insurance carrier (5) cost due to damage to machines, tools or other property or spoilage of material (6) cost of weekend morale due to the accident.

A part from mere calculations, steps should be taken to gather facts that may enable management to devise proper remedies for preventing accidents. Accidents are caused. They do not just happen. So the natural starting point has to be investigation of causes. The two most important factors of accident causes are (1) unsafe acts of employees and (2) unsafe conditions of work. The general sources of these two factors are tabulated in appendix II.

The purpose of investigation of accidents is to gather facts that can help in the prevention of accidents, and not to allocate blame. For this, all accidents must be investigated, no matter whether the resulting injury is major or minor or nil. In fact, investigation of accidents which have caused only a minor injury may give clue which can help preventing serious injuries in future from the same type of accident. And the right time of investigation is as soon after the accident as possible. Delay may remove or destroy evidence or one may even forget details.

The next question is who should undertake such an investigation. Obviously the two officers most suitable are the supervisor and the safety engineer. The supervisor is on the ground and so is likely to know more of actual working conditions in his department and his employees' attitude to-

wards them. But the safety engineer has experience and wider knowledge of the subject. So he should be there to help the supervisor. Later on, it may also prove necessary for members of the safety committee to have a say.

Merely collecting facts is not enough. If they are to prove useful they must be analysed by causes, by location, by nature of injury and part of body affected and so on. Such analysis reveals trends which help in deciding what particular remedy should be applied for prevention of a particular type of accident. According to Heinrich, there are four basic remedies :—

- “ 1. Engineering revision: including the guarding of machines and tools, isolation of hazards, revision of procedures and processes illumination, ventilation, colour and colour contrast, provision of personal protective devices, substitution of safer tools, etc., replacement and repair and a wider variety of similar steps of a mechanical or physical nature.
2. Instruction, persuasion and appeal: including training as well as instruction and reinstruction, persuasion and appeal through the motivating characteristics of persons (shop psychology), visual as well as oral approaches, safety education and safety organisation with all of its many activities.
3. personnel adjustment: including selection and placement with regard to the requirements of the job and the physical and mental suitability of the worker, medical treatment and advice,
4. Discipline: including mild admonishment, expression of disappointment, insistence, statement of past record transfer to other work and penalties”.

This brings up the question as to who should apply corrective action. Engineering revision has to be the responsibility of top management. They must decide whether a particular revision should be done by the supervisor, safety engineer, mechanical department, or outside contractor.

Regarding the second remedy, mass appeal through formal safety talks and safety manuals, and through slogans, posters, films, contests, and the rest of it, has a place in safety education, particularly in maintaining safety awareness, if not creating it. But considering that in eighty per cent of accidents human failure is one of the causes, informal man to man on-the-job training becomes necessary. Each worker has his own unique group of failings, and each has to be taught specific work habits to meet the needs of specific hazards of his job. This means that safety education, to be useful, should include both positive and negative aspects. It should not stop at merely showing the right way of doing a job safely, but should also draw attention to the wrong methods and the harm they can do. Only the supervisor can deal adequately with such training, for he knows much more than any one else of the good and bad points of each of his workers and of the working conditions of his department. However to enable the supervisor to take kindly to personalised job safety training, it should be made clear to him what there is in it for him. It can pay him high dividends by way of being accepted as a leader, and by increasing his production and lowering its costs.

However, a genuine difficulty faces the supervisor, even when he is ready to try out on-the-job safety training. The number of general safety details is legion, and he is not making an idle excuse when he asks where he is going to find time for them all. But this is not necessary. The problem is to make each employee safety-conscious and keep him there constantly. For this he needs a few guides which he can use to evaluate each situation for its potentials of accidents and which can lead him to adopt in good time measures that can prevent the potential from becoming actual accidents. This is a matter of laying stress on a few key-points of safety, and repeating them over and over again till their use becomes a habit. According to Dreyer, the main key-points are:

1. Make a habit to pause a moment to size up the situation before acting.
2. Always assume that the situation may have changed.
3. Make a habit to evaluate personal feelings, undue mental stresses, and weakened physical condition in terms of possible causes of accidents.
4. Avoid the point of no return. Always be prepared for the unexpected.
5. Look for a second line of defence”.

The third remedy is personal adjustment, that is, matching work to worker. This requires a preliminary job analysis to determine the demands a particular job is likely to make on its workers. This has to be a joint effort of the personnel, safety and medical departments. Here too the supervisor is in an unique position to help this team because ordinarily he is more likely than any one else to know the accident potentials of jobs under his direction.

Follow-up work is necessary to determine whether placement and induction are leading him towards safety awareness. Such work depends on communication. Safety education seeks to develop socially desirable attitudes, but they depend on satisfaction of basic human needs. Safety communication is not merely a mechanical process of conveying information to the worker about accidents and known methods of preventing them. It has to be a living process of changing each employee's attitudes. The road to such change lies through respect for human needs, through man-to-man understanding of such needs and of ways and means of satisfying them. The spoken or written word means little to an employee unless it reaches him through his needs of a sense of belonging, of gaining recognition, of participating, of acquiring knowledge. Eighty percent of accidents are due to human failure through inattention, lack of interest, worry, and impulsiveness. Safety communication is necessary to correct such faulty attitudes.

The fourth remedy is discipline. The three 'E's of safety are engineering, education and enforcement. When education fails, enforcement must follow. But education is sure to fail unless two conditions are first satisfied. Its message must be meaningful for each employee. To be so, it must be personalised, for each employee is an individual and not a type. Secondly, only when engineering revision has had full play, can the message of education go home. No amount of education can tempt an employee to use a machine guard that hinders his production or wear a goggle that does not fit him.

So far we have touched upon five main steps of an accident prevention campaign: (1) organisation, (2) fact finding, (3) analysis, (4) selection of remedy and (5) application of remedy. But it is remarkable how blind routine often leads to complacency and final failure. To prevent such a result, periodic appraisal of the effectiveness of an accident-prevention campaign is necessary. Two yardsticks in common use for this purpose are (1) frequency rate of accidents and (2) severity rate.

To complete the study of industrial accidents, the problem of industrial fires may now be considered. Appendix III gives their main causes and sources. Their prevention and control depend on the same general principles necessary for prevention and control of industrial hazards and accidents. But when they fail, two remedial measures are available. They are (1) maintenance of a fire-fighting squad and (2) maintenance of specific fire extinguishers for specific types of fire. The fire-fighting squad has to be kept in training through periodic drills for ensuring efficiency in the use of fire fighting equipment. Factory watchmen should also receive this training, as they, especially night watchman, are the first to notice a starting fire. Water is widely used as an effective extinguishing medium for most fires. Water however is unsuitable and even hazardous where electric equipment or inflammable liquids are involved, or where damage caused by water is likely to prove excessive. The equipment necessary for control of a fire is of two types: automatic and portable. Many types of apparatus have been developed. The best example of an automatic device is the water sprinkler. Appendix IV gives types of portable extinguishers in general use. All extinguishing methods are based on one or more of the following three principles:—

1. Eliminate oxygen from air.
2. Remove fuel supply.
3. Reduce temperature below ignition point.

To sum up, safety seeks to protect men, machines and materials, the three pillars on which rests the main foundation of industry. Safety protects men against accidents and ill-health, machines against inefficient handling and materials against damage. It is evident that safety should be ingrained in the productive system. This means that each industrial unit must have of course according to its size and character a personalised safety programme functioning as a preventive and educative service. The principle objective of such a constructive programme is prevention of damage to life and limb and property, while its other side is increased production of both man and machine. Mere good intentions cannot fulfil it. It needs active support and co-operation of all the interested parties viz., Government, industry, labour and the professions concerned. Such support can, however, flow only when safety is accepted as an operational need. This calls for education. Compulsion at best can only have second place. Moreover, safety is teamwork, and to ensure the right type of team spirit in its activities, continuous educative propaganda is a must.

It is the humble claim of the author, who has spent a whole life time in industry as medical adviser, that the type of safety programme elaborated above will go far towards counteracting the baneful effects of the present dichotomy in industry and contribute in a not insignificant measure to making industry a single homogenous process of growth by replacing fear with hope, ignorance with understanding and aggressiveness with co-operation.

APPENDIX I.

INDUSTRIAL HAZARDS.

Classification by types.

Reactions to health.

Classification by types.	Reactions to health.
I. Physical 1. Inadequate illumination. 2. Inadequate ventilation. 3. Unguarded machines, faulty tools or equipment, bad house keeping. 4. Abnormal heat. 5. Undue noise. 6. Undue vibrations or wrong posture. 7. Abnormalities of air-pressure. (a) Compressed air. (b) Rarefied air.	I. Physical. 1. Eye-strain, fatigue, injuries. 2. Aggravation of community diseases. 3. Injuries through accidents. 4. Heat stroke, heat exhaustion, cramp. 5. Deafness. 6. Strain on muscles, tendon or nerves. 7. (a) Rapture of lung alveoli. (b) Heart disease.
II. Chemical 1. Poisonous metals and chemicals, liquid or solid. 2. Dusts— (a) Organic like cotton, pollen, coal. (b) Inorganic of poisonous metal and chemicals. (c) Inert like marble, limestone. 3. Gases and fume of organic solvents, of inorganic gases and those emanating from liquids or solids, or heated metals.	II. Chemical 1. Skin irritation, burns, systemic effect. 2. (a) and (b) Skin irritation, metal fume fever, lung diseases, toxic systemic effects. (c) Irritation of skin and upper respiratory passages, oxygen deficiencies, affections of nervous system, toxic system effects.
III. Biological Bacteria, fungi, sepsis.	III. Biological Bacterial infection and skin diseases.
IV Psychological 1. Maladjustment to work or work environment.	IV Psychological. 1 and 2: Psychosomatic diseases, neuroses, accident proneness,

- 2 Disturbed inter relationship between.
 - (a) employee and his co-workers.
 - (b) employee and his supervisor.

APPENDIX II.

ACCIDENT INVESTIGATION BY THE SAFETY ENGINEER,

<i>Unsafe working condition (Environmental.)</i>	<i>(Unsafe acts personal)</i>
1 Improperly guarded agencies, e.g. unguared moving parts.	1 Ignorance of hazard.
2 Defective agencies—like damaged tool or equipment or faulty design of machines.	2 Lack of sufficient skill to work the safe way.
3 Bad housekeeping.	3 Physical deficiency for the job.
4 Improper illumination.	4 Wrong attitudes.
5 Improper ventilation and temperature.	(a) Absent-mindedness.
6 Unsafe dress or apparel.	(b) Overconfidence.
7 Any other cause.	(c) Haste.
	(d) Impatience.
	(e) Laziness.
	(f) Lack of interest in the job.
	(g) Bad temperament.
	(h) Temptation to take chances and show off.
	(i) Fatalistic attitude.

APPENDIX III.

THE MAIN CAUSES AND SOURCES OF INDUSTRIAL FIRES.*

1. Open flames, high temperatures, stoves, furnaces, salamanders, welding and cutting lamps, heated pipes and surfaces, matches, smoking.
2. Friction, hot bearings, belts, cutting, grinding.
3. Electricity, Defective wiring, arcs, sparks, heat resistance, static electricity.
4. Chemical reactions spontaneous ignition, reagents, acids, oxidizing agents.

(* Abstract from the National Safety News, March 1958)

APPENDIX IV.

TYPES OF PORTABLE EXTINGUISHERS IN GENERAL USE *

1. Anti-freeze.
2. Carbon dioxide.
3. Dry chemical.
4. Foam.
5. Pump tank.
6. Soda and acid.
7. Vapourizing liquid.
8. Water-filled (Gas cortridge or air pressure)
9. Water pails.

(* Source : National Safety News, March 1958.

(Reproduced from the Journal of N.P.C. October—November 1960.)

COLOUR IN INDUSTRY.

"(By M. A. Natarajan, Inspector of Productivity)"

To see that the worker is not left behind as the industry advances, the laws governing industrial labour regularly undergo revision so that labour is assured of its rightful place and share in Industry at all times. Ranking foremost in labour legislation, the Factories Act contains several provisions intended to protect the workers against accidents and create conditions most favourable to the health and efficiency of the worker. One of the subjects occupying an important place in this enactment is lighting. The Act stipulates that industrial lighting should be adequate and suitable for the effective performance of work. Illumination from whatever source and however well planned it may be, will not be effective and cannot satisfy the above conditions unless some thought is given to other factors, which contribute vitally to easy seeing conditions. One such factor is colour. The physical and psychological influence of colour on the workers and contribution which colour can make towards the establishment of happier labour relations and healthier and safer conditions in factories is considerable, but little realised by most of the managements of industrial concerns in our country.

Colour is some times used to make objects less easily visible. This characteristic of colour found many practical applications during the two great World Wars, when the roofs of buildings and factories of strategic importance were given a splash of colour, popularly termed "Camouflaging", to confuse the enemy air-craft. But its day-to-day purpose is to get the most out of both natural and artificial light in order to make seeing easier: to eliminate fatigue due to eye strain which affects adversely, the health, moral and productive efficiency of the workers, to prevent accidents by emphasising the potential danger points or hazards and to make the best use of the aesthetic and psychological values of colour.

Workshops and other rooms in which employees spend, perhaps a third of their lives should always be as light and bright as possible, as gloomy surroundings provide a breeding ground for slackness. A well chosen colour scheme, which will not cost anything extra, inspires cheerfulness, encourages cleanliness and produces a real stimulus to mental alertness and industrial production.

The Eye is one of the most over worked muscles in the body and abused probably the most almost all the impression controlling most of the working movements are received through the eye strain on the optic nerves, if adverse effects of industrial fatigue were to be avoided. Further, tired eyes and hence it is essential to reduce the are often responsible for certain common complaints like headaches, irritability etc., noticed among the workers. All these factors, ever present but rarely noticed, increase the accident rate, spoilage and absenteeism in factories. A good colour scheme at the working area providing contrast to material being worked and the rest of the surroundings, arrests the natural tendency of the eye to wander, helps to eliminate eye strain and brings about a reduction in rejects.

The attention getting value of colour can be usefully employed in identifying and providing warnings against hazards, in making emergency control devices stand out, in advertising etc. For example it was found that coloured advertisements were recognised 10—35% more frequently than black and white advertisements. The edges of steps, in poorly lighted areas can be

painted white or yellow, as this assists seeing and warns one of the need for caution. Yellow, because of its exceptional visibility can also be used for painting over head travelling cranes, hooks, chain hoists etc. The other uses of yellow colour are, as a warning against stumbling or tripping hazards, to reveal low beams or doors with low head clearance. Orange an aggressive colour difficult to ignore, shows up the cutting edges of machinery and gears and reveals moving parts with unmistakable clarity. Machine switch boxes, and pipes carrying dangerous chemicals can be easily singled out and traced when painted in this distinctive warning colour. It is also used in automatic traffic signalling in corners, junctions, and lanes in factory premises.

Critical areas are those which might constitute danger points or which should be instantly visible in the event of any emergency. These are painted in focal colours i.e. colours which command the attention or appear to 'push' themselves forward from their background. Yellow, orange and red come within the range of focal colours. Non-critical areas are those which should be kept in the background. They also provide suitable contrast to the essential focal colours. Paler shades of grey, green or blue come under this category.

Of the various effects of colour on human beings, the psychological associations are the most controversial. Though there is very little quantitative evidence, it is commonly believed that colour has a profound effect upon the human moods and reactions. While there was a great deal of variability in the reported judgements of the subjects, it was found that certain colours were significantly related to certain moods as indicated below

- (1) Red - exciting, stimulating
- (2) Yellow - suggests warmth, cheer
- (3) Green - suggests coolness and counter-acts the brightness of solar light.
- (4) Black - rarely used alone, but best used with combinations for toning colours.
- (5) White - when used alone suggests coldness, but stimulating when used with yellow or orange.
- (6) Grey or brown - when used alone is depressing.

Defective colour vision is not uncommon among the industrial population and hence this should not be forgotten when undertaking any scheme the successful operation of which depends on colour recognition. Hence, wherever practicable, a system of symbols for use with each colour can be adopted. e.g.c. word 'Stop' inscribed in black on 'Red' signals.

In painting machines, the inner or recessed surfaces of machine casing may be painted in a lighter shade than that used for outer surfaces as—

- (1) it would help to minimise the effect of shadows on the inner surfaces.
- (2) visibility can sometimes be improved by reflection of more light on to the working area.
- (3) the presence of dirt can be easily detected. Bright colours should be avoided on the body of the machines. Colours of medium light reflectance which harmonise rather than provide a con-

rust to the surroundings are recommended. An attractive and restful colour is green for outer casing and lighter shade of it for recessed surface. Vivid contrasts might be confined to critical parts, such as gears, cutting edges, moving parts, switch boxes control buttons etc. They may be painted orange. Handles, wheels, levers which should not be missed, may be painted cream to avoid confusion. Machine guards should be regarded as part of the casing and painted in the same colour, but the danger zone behind the casing should be in the focal colour, orange so as to be instantly visible when the guard is removed.

The walls of machinery rooms should be painted in light shades with a high brightness value to improve general illumination and reduce eye strain. In any case a reflectance value of not less than 60 per cent should be the aim. White or preferably cream will secure the maximum light reflection and diffusion. In long narrow rooms, the end walls may be painted in warm contrasting colour to afford visual relief to the occupants. Extremely high rooms can be made to appear lower than they actually are by painting the walls in horizontal bands of colour which grow lighter in shade as they approach the ceiling. Pillar posts etc. in rooms are generally regarded as part of the walls and painted appropriately. Ceilings should be painted with colours of high reflectance value, not less than 75 per cent, especially where lighting is indirect. By using colours of suitable reflectance value on walls and ceilings, it is possible to use lamps of lower wattage and thus effect saving in consumption of energy.

It is not always practicable to paint the factory floors in view of the various materials handled. But traffic stripes can be marked in white to separate the working areas from those used for movement of materials.

One of the most practical uses of colour is in connection with the visual identification of objects or areas. Systems of colour identifications are referred to as 'Colour coding'. Various colour codes have been developed for specific purposes. For example, safety colour code developed by American Standard Association. Similarly piping system may be distinguished by the following colours to indicate the nature of its contents. air - white; drainage - black; electricity - orange; gas - deep cream, oil - light brown; refrigerent - grey; steam - crimson; water (cold - dark blue; water (hot) - sky blue; water (for fire fighting) - red; such colour identification of service pipes, cables etc., simplifies maintenance, facilitates location and is a valuable safety measure in emergency.

Lastly, it should be borne in mind that colours singled out for a specific purpose should be restricted to those used only and not employed indiscriminately elsewhere. Unless this is done, the whole scheme will be confusing and meaningless. For example, it is a complete waste of effort to apply orange as a warning colour at the same time use it for general wall decoration. Further, the colours used in factories should be limited in number. It is considered that most of the factory requirements could be met by the following colours :

- (1) *Red* : for sprinkler pipes, fire fighting equipment etc. Red should rarely be employed for other purposes as it lacks high visibility under poor lighting conditions.
- (2) *Yellow* . for overhead mobile equipment such as cranes, hooks chain hoists, conveyors, automatic trucks, floor eleva-

tion changes, stair or pit edges etc. It possesses high visibility at long distance.

- (3) *Green* : Signifies safety, used for first aid equipment casings of machinery etc.
- (4) *Orange* : A good alternative to yellow. Possesses greater attention value though not such high visibility. Used for cutting edges of machinery, gears, pulleys, switch and fuse boxes etc.
- (5) *Blue* : Sometimes used to indicate the need for care and caution in relation to moving or starting equipment. Can be employed to give an impression of coolness.
- (6) *White or Cream* : Suggests cleanliness. Therefore could be used for walls, ceilings, handles of machinery hand rails, location of waste bins, room corners etc.

In view of the various advantages that a well planned colour scheme can provide towards the betterment of industrial labour, it would be helpful if a standardized colour code in various processes and industries is adopted for uniform application in industrial undertakings.

Thus colour has so much to give if only we care to choose it intelligently. The proper choice and use of it costs very little extra expenditure. And so why not improve the working environment and thus help to raise industrial productivity by this simple means ?

INDUSTRIAL SAFETY

1. FALLING FROM HEIGHTS

Five fatalities have been reported due to falling from heights.

In an electricity generating station, a coal service hopper of R. R. C. was under construction. During the course of concreting, the entire centering work collapsed and as a result two workers died and three other workers were seriously injured.

In a cement factory, a portable scaffolding of 46' high steel structure mounted on wheels was being constructed to haul up material for construction of a kiln. Presuming that the construction work of this portable scaffolding was complete, the supporting guys were removed. In a trial forward motion, the structure revealed a tendency of diagonal thrust and it was, therefore, decided to re-arrange the diagonal bracings in the top corners of the structure. During this operation, the guys were not fixed. Investigation showed that more than one corner were being handled simultaneously and also more than one bracing member were removed in each corner. Hence the whole structure collapsed resulting in death of one worker and serious injuries to two others. For preventing similar accidents, it is recommended that all work should be carried out under competent supervision.

Another fatal accident occurred in a rice mill, where a concrete tank for stocking paddy was newly constructed and it had not yet been put into commission and was empty. There was another tank also alongside in use and a worker working on the parapet wall fell into the new tank from a height of about 9 ft. resulting in fatal injuries.

(Information sent by Chief Inspector of Factories, Madhya Pradesh).

2. EXPLOSION IN A REFINERY

While work was in progress to provide a tie-in for the flare-line from a Burshane sphere to the refinery flare system, an explosion occurred causing injuries to seven persons. The injuries to two proved fatal.

Enquiries indicated that a pocket of inflammable gas was present in the flare-line at the time of explosion. This was despite the fact that the plant was shut down and the flow of gas in the flare-line was indicated as nil, a circumstance which could not be easily explained. Ignition of the mixture was probably set off by pyrophoric iron sulphide, the presence of which at the site of the accident spot has been surmised from an observation made by one of the engineers that a deposit of this compound was found in the explosion disc which had been removed before explosion.

Recommendations for preventing such occurrences in future include the blowing of wet steam into the flare-line or slushing it thoroughly with water to eliminate the presence of inflammable gases and the wetting of the mouth of the flare-line constantly by a stream of water or jacketing it with an inert gas like N_2 or CO_2 to prevent pyrophoric iron sulphide from catching fire owing to exposure to the atmosphere.

(Information sent by the Chief Inspector of Factories, Bombay and the Inspector of Explosives, Bombay).

3. FATAL ACCIDENT WHILE MOUNTING ROPE ON A MOVING PULLEY.

In a cotton textile mill, an oiler was mounting a rope on a pulley of the countershaft in the rope alley. While doing so, his right hand was caught in the moving ropes and grooves on the pulley and was dragged round. His face and skull struck against the steel railings resulting in fatal injuries to him.

Investigation showed that the turbine was stopped during the recess but before the pulleys came to rest, the oiler tried to put the rope in the groove. To prevent similar accidents, workers should be strictly instructed not to mount ropes on pulleys in motion.

(Information sent by the Chief Inspector of Factories, Bombay)

4. ACCIDENT IN A FERROMANGANESE PLANT

An interesting accident occurred in a ferromanganese plant in which a worker received serious burn injuries. Ferro manganese is an ore mixture which is prepared out of manganese ore, dolomite, limestone and coke. This mixture is melted in an electrically operated furnace to produce ferro manganese tapped from the furnace from time to time. On this furnace, there are inspection doors and holes to view the condition of the charge inside the furnace. These doors always remain closed. Ore mixture charged in the furnace while in the process of melting has got a tendency to clog and also during the process of melting carbon monoxide gas and dust fumes are produced. To allow escape of this gas to the outside atmosphere, a chimney is fitted to the furnace. The melting plant and the chimney are connected with a spour passage.

Sometimes inside the furnace, it so happens that the charge while clogging comes within the spour passage resulting in the passage being choked. When such choking takes place, gas and dust fumes inside the furnace chamber cannot find any outlet with a result pressure develops inside the furnace. On the day of occurrence of the accident, such a choking occurred and the pressure inside the furnace chamber became so high that it forced the inspection doors and holes open and the flame within the furnace travelled out causing burn injuries to a worker who was working at a distance of nearly 40 ft.

This type of accident in a ferro manganese plant and such other furnaces may assume a serious magnitude. The following method was, therefore, suggested to avoid recurrence of similar accidents in future.

The control room being adjoining to the furnace, the flame within the furnace should be observed at regular intervals and precautions should be taken to see that the flame does not tend to worsen-an indication for the clogging of the passage. Immediately such a condition is obtained, the furnace should be made to trip and shut down for cleaning. After cleaning the spour passage thoroughly, the furnace can be restarted. This also calls for greater alertness and experience of the operator in the control room.

(Information sent by the Chief Inspector of Factories, Orissa).

5. KILLED WHILE REMOVING TURRET LATHE.

In a work shop, turret lathe had to be removed and for this purpose the lathe was raised on three walker roll-a-car jacks, two fixed on the head-stock

side and one on the other side. The jack heads had four projections and having a firm grip and were suitable for lifting a bus or lorry but when these were to be used for other purpose, soft wooden planks had to be used so that the projections can bite in them and grip the soft wood and the object to be moved is placed over the wood. While the machine raised on the jacks was being pushed by several workers, a jack near the headstock slipped and the lathe fell down on one side near another machine. Owing to the obstruction of the nearby machine, one of the workers pushing the lathe could not escape and the projecting part of the headstock of the lathe struck him. He received such serious injuries that he died on the spot. Fortunately, another worker escaped narrowly.

Investigation revealed that the plank used did not have proper grip on the projections of the jack and hence the jack slipped. The plank was $5\frac{1}{2}$ " wide whereas the lifting head of the jack measured $4\frac{1}{2}$ " and hence the projections were at the ends of the plank and they did not firmly grip the plank. The wood was also of not suitable quality. To prevent similar accidents, wider planks of soft wood should be used so that the projections on the jack could have a proper grip on them or hard wood pieces of less than 4" width should be used so that these could sit inside the projections. It would, however, be advisable that as this turret lathe was of unbalanced weight, a suitable crane should have been used for lifting it.

(Information sent by the Chief Inspector of Factories, Madras)

6. DANGEROUS STACKING CAUSES FATALITY

In a works store, bays for holding steel bars had been formed by driving 3 feet long steel rods about 6 inches horizontally into the brick-work of a wall at heights of 4 feet and 8 feet from the floor. The steel bars, which were up to 12 feet long and $1\frac{1}{2}$ inches in diameter, were stored horizontally on the rods projecting from the wall. When filled, each bay held about five tons of steel bars.

An apprentice went to get some bars for forging from one of the bays. The sound of falling bars was heard and the only other man in the store turned round to see the apprentice trying vainly to hold back the bars in one bay from falling. Before help could reach him he collapsed beneath the bars and he was found to be dead when released.

This method of stocking had been used for many years without accident and it had never occurred to anybody that it might be dangerous. Actually, it was obvious that the bays were not designed to prevent movement of the rods once they started to roll out from the wall. After the accident, the bays were strengthened and vertical rods were fitted to the front, so that steel bars could only be moved from the ends of the bays.

(Accidents, London, April, 1959)

7. TAKING OF TRIAL PRESSINGS

Of all accidents occurring on power presses in industry, a considerable number happen to toolsetters either whilst setting tools or, frequently, when taking trial pressings. This operation is not generally different from operating a press during production runs. The danger is the same and legal requirements demand that a guard be used, but the fact remains that many toolsetters make a practice of not using the guard during trial pressings, and many are injured in consequence. For example, a toolsetter had set the tools on a 80 ton crank power press. He placed a blank between the tools and with

his left hand lifted the control roller arm and scotch of the inter locking guard (the guard itself being disconnected and out of position). He pressed the foot pedal, and let go of the interlock. Removing his foot from the pedal after the pressing had been made, he reached beneath the stripper to remove the component. As he did so, the press came down again and four fingers of his right hand were amputated. The press made a third stroke before the clutch disengaged.

This machine was fitted with a die cushion beneath the press table and, after the accident, it was found that there was lateral movement in the foot control level. When the setter depressed the pedal, it moved underneath the bottom edge of the die cushion and a number of scrap off-cuts lying around then slipped down between the pedal lever and the machine frame, causing the lever to jam under the cushion. When the fitter removed his foot from the pedal, it remained in effect in the depressed condition and the press over-ran twice before vibration released the jammed pedal sufficiently to disengaged the clutch although even after the third stroke it was still "nibbling".

The setter had, in addition, entirely failed to notice that the press was set in the "REPEAT" position, although the single stroke selecting device was plainly marked and located on the front of the machine.

At this particular engineering works, setters were clearly instructed to use the guards for all power try-outs. The penalty for disobeying this rule was instant dismissal.

(Accidents, London, January, 1960)

8. ABRASIVE WHEEL FLIES OFF POLISHING SPINDLE

One of the golden rules for abrasive wheel safety is that wheel should only be mounted on the type of machine for which they are intended and never on makeshift apparatus. Neglect of this rule, by mounting heavy wheels on machines designed for light ones or by mounting wheels on machines not intended for the purpose, produces each year a crop of serious accidents. The cause of these malpractices is that the operator while vaguely aware, or even ignorant, of the hazard involved is tempted to save time on a job, by 'making do' or improvising.

One practice which soon results in an accident is to mount a lead bushed abrasive wheel on the tapered spindle end of a polishing machine. In a recent case, an operator (who hoped to save time because he had only a small job to do) mounted a 7 ins. diameter wheel on one of these tapered spindle ends. On finishing the job he switched off the motor and braked the spindle as is customary on polishing machines. As the motor and spindle slowed, down, the wheel unscrewed itself from the spindle end, flew off and struck him on the left side of the chest. He sustained fractures of the lower ribs. He was, perhaps, fortunate to escape more serious injury because a more frequent result of this practice is a wheel burst, caused by the wedging action of the tapered spindle. He did not seem concerned, moreover, by the fact that he was using a totally unguarded abrasive wheel. Incidentally the spindle itself was unguarded.

The circumstances of this accident reveal that the supervision was not satisfactory. Safety in the use of abrasive wheels requires positive action by instruction, supervision and making sure the correct equipment is available and used.

(Accidents, London, October, 1959)

9. DANGER OF UNEXPECTED GAS

The danger of persons being gassed can arise in two distinct ways. A toxic gas or fume may be present in the plant as a result of the process being carried on i. e. it is expected, or it may be generated as a result of two or more substances coming unexpectedly into contact either as a result of some misunderstanding on the part of an operator, or owing to poor plant design, e. g. a common drainage system for different types of effluent.

The latter type of "surprise" gassing case is illustrated by the following, all too frequent type of accident.

At a food factory, sodium hypochlorite was used for cleaning out of the plant each evening to ensure sterile conditions, while at the week-end a more thorough cleaning was carried out to remove deposits of scum, etc. which had built up in the pipelines; for this phosphoric acid was used.

The carboys of acid and hypochlorite were clearly labelled but were kept side by side in the general store. Plastic buckets were provided for transporting the liquids to the plant. On the day of the accident, the operator went to the store to draw off some hypochlorite from a carboy and inadvertently used a bucket which had previously contained acid and had not been cleaned out. The resulting reaction liberated chlorine gas and the operator, following his usual practice, bent down to smell the liquid in order to ensure that he had drawn the correct material. In so doing, he inhaled gas and subsequently suffered a moderate attack of bronchitis, being absent from work for two weeks. The fact that it was customary to bend down and smell the liquid showed that the system of labelling was unsatisfactory. An even better way of preventing danger in this case would have been to substitute less hazardous substances, e. g., didecyldimethyl ammonium bromide in place of the phosphoric acid.

When dangerous chemicals are used, the carboys should be properly labelled, and stored separately, preferably with each type under separate lock and key. Buckets of different colours or materials should be used for each of the substances. Careful instructions should be given to all workers as to the dangers which may arise and the need to take precautions to avoid inadvertent contact.

(Accidents, London, January, 1960)

REPORT

REPORT ON EMPLOYMENT IN THE PUBLIC SECTOR IN
MADRAS STATE DURING APRIL-JUNE 1960

INTRODUCTION

1.1 Continuing the series of quarterly employment market reports, this report is a summary of the employment conditions that obtained in the public sector in Madras State during April-June 1960. The report analyses the employment information collected from establishments in the public sector in the State and attempts to present the volume and the disposition of all employees in the public sector and the trends of employment during the period. So far as the scope of the employment statistics included in this report is concerned, they are complete but for the operational staff of the railway establishments, which for reasons of administrative convenience have been identified at their 'divisional' levels. Such divisional organisations in most cases, cut across district and in some, even state boundaries. Though exaggerated to this small extent, the overall position is not likely to be vitiated by this unavoidable factor of inflation. The statistical data which are the basis of this report, therefore, may be deemed to be reliable.

1.2 The District Employment Offices in the State, which are the focal points of this operation, collected the information based on which, these analysis are made and conclusions drawn. It may be mentioned that each revenue district in this State is served by an Employment Office, whose jurisdiction is identical with that of the revenue district. The Employment market information scheme is a continuing programme conducted at regular quarterly intervals. The public sector covered under this programme consists of all Central and State government establishments, quasi government organisations and local bodies in the Madras State. The information is collected on the prescribed questionnaires addressed to all establishments under the State Government, railways, quasi government and local bodies. The procedure was slightly different in respect of central government establishments (other than railways), who are obliged to render a monthly staff strength return; the data contained in this return have been used for studying the employment conditions under them.

1.3 The Employment Offices in the state addressed the questionnaires to 2,543 establishments in the public sector, an increase of 109 over the previous quarter. These establishments were approached on the basis of a comprehensive frame of employers prepared and maintained upto date at each Employment Office. Of the 2543 establishments addressed 2,523 responded (99.2%). While the response was complete (100%) in the districts of Coimbatore, Kanyakumari, Madras, Madurai, the Nilgiris, and South Arcot it varied in other districts from 97.2 (North Arcot) to 99.5 (Salem and Thanjavur).

1.4 Analysed by the branches of the public sector, the response was complete under quasi government. On the other hand, it was 199.8% under state government, 98.9% under central government and 96.7% under local bodies (other than municipalities). Negligible as the non-response is, it does not materially affect the study. Statistical information presented, therefore, provides a reliable and regular basis to analyse the employment trends in the public sector in the state as a whole.

2. EMPLOYMENT TRENDS

A. TOTAL EMPLOYMENT

2.1. The total employment in the public sector in the Madras State at the end of June 1960 was 5,73,038 as against 5,58,795 at the end of March 1960 representing an increase of 14,243 or 2.5% over the previous quarter. This information was collected from 2,523 public sector establishments in the States, who responded to the enquiry.

2.2 All the different branches in the public sector shared in the increase in employment almost uniformly. Numerically, the state government establishments registered an increase of 5,443 persons, followed by central government (5,021), local bodies (2,135), and quasi government (1,644) over the previous quarter. An analysis by the districts shows that excepting the Nilgiris, where there was a slight fall, all the other districts in the State reported favourable employment market-conditions during the quarter under report. The district positions are analysed in a later section in this report. A further analysis of the public sector employment reveals that state government employment was on the upgrade in all the districts excepting in South Arcot, where there was a nominal decrease. Employment in local bodies was reported to be equally buoyant in almost all the districts in the state. Central government and quasi government employment, however, fluctuated from district to district.

B. Employment in Different Branches in Public Sector.

2.3 The trend of employment in the different branches of the public sector in the State during April-June 1960, was uniformly on the upgrade as seen from Table I below:

TABLE 1

Changes in the level of employment in the public sector, between April and June 1960, by branches of public sector.

Branch of the Public Sector.	No. of reporting establishment.	Total of No. of Employees on		Increase	
		31-3-60	30-6-60	Number	Percent.
(1)	(2)	(3)	(4)	(5)	(6)
Central Government	281	1,50,937	1,55,958	+ 5,021	+ 3.3
State Government	1,507	2,16,491	2,21,294	+ 5,443	+ 2.5
Quasi Government	224	70,747	72,391	+ 1,644	+ 2.3
LOCAL BODIES.					
Municipalities	100	31,182	31,320	+ 138	+ 0.4
Other than Municipalities	411	89,438	91,435	+ 1,997	+ 2.2
Total ...	2,523	5,58,795	5,73,038	+ 14,243	+ 2.5

CENTRAL GOVERNMENT

2.4 281 Central government establishments including railways (98.9% responded) reported that employment under them increased from 150,937 at the end of March to 155,958 at the end of June 1960, an increase of 5,021 or

3.3%. The bulk of the increase (+ 4,628) was under railway transportation, followed by posts, telegraphs and telephone communications (+ 367). The significant improvement under railways is in direct contrast to the downward trend reported during the previous quarter. The increase is attributed to the transfer of some railway establishments that were under other railways to the control of Southern Railway: the improved employment under railways, therefore is more apparent than real. Posts and telegraphs and telephones have, however, maintained their consistent upward trend, noticed from the last three quarters.

STATE GOVERNMENT

2.5 Employment under state government, as reported by 1,507 establishments (99.8% responded) increased from 216,491 at the end of March to 221,934 at the end of June, 1960, an increase of 5,443 or 2.5%.

2.6 Significant among the employment-increases was under medical and health services (+ 3,738) primarily due to the Malaria and filaria eradication programmes recruiting casual workers for seasonal spraying work, scientific and research services (+ 731), construction (+ 280), state transport (+ 221), community development activities (+ 202) and government cinchona plantations (+ 149). The increase under scientific and research services was mostly due to the filling up of existing vacancies. The improved position under state transport is largely due to the introduction of new express services. The improved position under government cinchona plantation which showed a downward trend during the previous quarter is a seasonal factor. The increase, however, under general educational services was nominal.

QUASI GOVERNMENT ORGANIZATION

2.7 Returns received from 224 quasi government establishments (100% response) revealed that employment under them increased from 70,747 at the end of March to 72,391 at the end of June 1960, an increase of 1,644 or 2.3%.

2.8 Almost the entire increase has been in the multi-million integrated Neyveli Lignite Corporation where employment has been consistently rising, ever since this survey was undertaken. Similarly, the distribution of electric energy under the State Electricity Board continued to maintain its improvement (+ 166). Quasi government administrative services also improved (+ 134) as also the State Bank of India. The increase under the state bank of India organisation is due to the taking over of some of the former banks of the Indian states as subsidiaries. On the other hand, generation of electricity continued its down-turn (- 350) during this quarter also, the reason being the completion of the projects.

LOCAL BODIES (Municipalities & Corporation)

2.9 100 Municipal/corporation establishments in the state (100% response) reported that the number of persons employed under them increased from 31,182 at the end of March to 31,320 at the end of June 1960, an increase of 138 or 0.4%.

2.10 The increase was almost entirely limited to the municipal administrative services.

LOCAL BODIES (Other than Municipalities)

2.11 Returns received from 411 local bodies other than municipalities. (96.7% response) show that employment under them increased from 89,438

at the end of March to 91,435 at the end of June 1960, an increase of 1,997 persons or 2.2%.

2.12 The bulk of the increase (+ 1,372) was under general education services as a result of their expanded general educational programme, their administrative services (+ 601) trailing behind.

C. Analysis of Employment by Industries and Services.

2.13 The changes in the level of employment analysed by broad industry divisions in the reporting establishments are shown in Table 2 below :

TABLE 2

The changes in the level of employment in public sector between April and June 1960 analysed by major Industry Division.

Industrial Division Code	Description.	Total No. of reporting establishments.	Total number employed on		Change Percentage	
			31-3-60.	30-6-60.	No.	Per cent
(1)	(2)	(3)	(4)	(5)	(6)	(7)
0	Plantations Forestry and fishing	4	674	823	+ 149	22.1
1.	Lignite Mining and quarrying	1	15,003	16,604	+ 1601	10.6
2 & 3.	Manufacturing	66	10,646	10,677	+ 31	2.9
4.	Construction	152	31,497	31,769	+ 272	0.8
5.	Electricity, Gas, water and Sanitary services	20	36,242	36,058	- 184	0.5
6.	Trade and Commerce	129	8,175	8,224	+ 49	0.6
7.	Transport & Communication	126	129,057	134,302	+ 5255	4.0
8.	Services	2,019	327,274	334,260	+ 7086	2.2
9.	Activities not elsewhere classified	6	227	221	- 6	2.6
Total ...		2,523	558,795	573,038	+ 14,243	2.5

AGRICULTURE, FORESTRY AND FISHERIES

2.14 This division includes among others plantations and deep sea fishing. 4 establishments in this division reported that employment under them increased from 674 at the end of March to 823 at the end of June 1960, an increase of 149 persons. The entire increase in employment was in the government cinchona plantations mostly due to seasonal factors. Under fishing, employment remained static.

MINING AND QUARRYING

2.15 This division includes the government owned Neyveli Lignite Corporation and the government stone quarries. The Neyveli Lignite Corporation reported that employment under them rose from 15,003 at the end of March to 16,604 at the end of June 1960, an increase of 1,601 persons or 10.6 per cent. It may be noted that the Neyveli Lignite Corporation has been consistent in its growth ever since this survey was started.

MANUFACTURING

2.16 This division includes the government owned factories engaged in the production of dairy products, cotton dyeing and bleaching, manufacture of plywood, and wooden products, foot-wear, safety matches, chemical products, glass bangles, steel products, brass and bellmetal utensils, textile machinery parts, electric lamps and fittings, optical and surgical instruments, sport goods, assembly of bi-cycles, repairing and servicing of road transport vehicles etc. 66 establishments under this division, who responded that employment under them increased from 10,646 at the end of March to 10,677 at the end of June 1960, an increase of 31 persons or 0.3 per cent. Generally most of, if not all, the establishments under this division reported varying degrees of employment improvement. A few among them, however, registered some decrease. Of those that showed relative employment-growth, manufacture of surgical instrument, iron and steel products are significant. There was, however a constriction in employment in establishments engaged in the assembly of bi-cycles, repairing and servicing of motor-vehicles, manufacture of wood products and safety matches.

CONSTRUCTION

2.17 Employment data under construction in the public sector are limited to those establishments who are engaged directly by the government departments on public account. It is obvious, therefore, that a large number of workers engaged by private contractors on government account are outside the purview of the study. Conclusion drawn about construction in the public sector, perforce are subject to the above limitation. Nevertheless, the employment trend reported by 152 establishments under this division is not unreliable. The reporting establishments under construction registered increase in their total employment from 31,497 at the end of June 1960 an increase of 272 persons or 0.8 per cent. The favourable employment position reported is almost entirely due to the increased activity in the Parambikulam Aliyar hydro-electric project in Coimbatore district.

ELECTRICITY, GAS, WATER AND SANITARY SERVICES

2.18 This division includes the State Electricity Board, power houses, municipal water works, sanitary services etc., who normally function under quasi government or local bodies 20 establishments under this division reported that their employment fell from 36,242 at the end of March to 36,058 at the end of June 1960, decrease of 184 persons or 0.5 per cent. While employment under distribution of electricity reported an increase (+ 166), mostly due to their village electrification programme, generation of electric energy accounted for a fall (- 350) consequent on the completion of projects. The pattern of employment movement in this division was the same as in the previous quarter.

TRADE AND COMMERCE

2.19 The offices of the Life Insurance Corporation of India, State Bank of India, Reserve Bank of India, State Trading Corporation, Warehousing Corporation etc., are included in this division. 129 establishments under this division reported that employment under them increased from 8,175 at the end of March to 8,224 June 1960, an increase of 49 persons or 0.6 per cent. The overall trend in employment in this division continued to maintain its growth. Excepting for the nationalised State Bank of India Organisation, where there was a nominal fall as compared to the previous

quarter, employment was on the up-grade, Significant among those who reported increase was the nationalised life insurance corporation of India (+ 53).

TRANSPORT, STORAGE AND COMMUNICATIONS

2. 20 Included in this division are railway* transportation, road and air transport service, communication services such as post, telegraphs and telephones, information and broadcasting etc. Returns received from 126 establishments in this division reveal that employment under them rose from 129,057 at the end of March to 134,302 at the end of June 1960, an increase of 5,245 persons or 4.0 per cent. Excepting for 11 establishments under storage and warehousing who reported a nominal decrease and one establishment under water transport who remained static, all the other industries reported varying degrees of employment-increase. Significant among those establishments were 34 railway transportation establishments (+ 4,628), post and telegraph (+ 313), transport by bus (+ 221) and telephones (+ 54). Increase in employment under railway transportation was primarily due to the transfer of some administrative units under another railway zone to the Southern Railway. The rise under postal and telegraph which is only a continuation of its secular trend noticed in the previous quarter, the result of the planned expansion of postal communication facilities to the rural areas. The introduction of new long distance road transport service by Madras State Transport Department accounted for the increase under road transportation.

SERVICES

2. 21 In this division is included public service in the administrative departments, educational and scientific services, medical and health services, legal services, community development activities, etc., etc., The almost near static conditions reported under legal services and personal services in this division are more an exception than a rule. Generally, the employment conditions under this division were reported to be buoyant during the quarter under report. The bulk of the increase occurred under medical and health services (+ 3,739) mostly as a result of the intensive malaria eradication programme, general education (+ 1,372) due to the expansion of educational programmes and quasi government and local body administrative services (+ 869) consequent on the introduction of Panchayat Raj, scientific research services (+ 745) and community development activities (+ 215). Vocational and technical education also improved during the quarter. It may be mentioned that the increase under Central government administrative services and the state administrative services was nominal. It may also be mentioned that the figures of employment under establishments classified as state administrative services included a significant number of professional, and technical personnel such as midwives, engineers, draftsman, overseers, tracers agricultural scientists, entomologists, geologists, etc., etc., The fact that the planned programme of developmental activities are having the desired effect on community services is brought into sharp focus by this study.

D. ANALYSIS OF EMPLOYMENT BY DISTRICTS

2. 22 Table III below summarises the total volume of employment during April-June 1960 and the employment trend during the same period, both as absolute numbers and as relative per centage in each district in the State :

TABLE 3

Number of persons employed in the Public Sector in different districts of Madras State during April-June 1960.

Sl. No.	Districts.	No. of reporting establishments.	Total of Employees on		Change.	
			31-3-1960.	30-6-1960.	Number.	Percentage.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot North	141	33,396	34,135	+ 739	+ 2.2
2.	Arcot South	142	41,542	43,239	+ 1,697	+ 4.8
3.	Chingleput	109	22,486	22,899	+ 413	+ 1.8
4.	Coimbatore	275	47,833	48,785	+ 952	+ 1.9
5.	Kanyakumari	132	10,010	10,822	+ 812	+ 8.1
6.	Madras	460	164,634	170,194	+ 5,560	+ 3.4
7.	Madurai	228	49,835	50,984	+ 1,149	+ 2.3
8.	The Nilgiris	88	13,543	13,177	- 396	- 2.7
9.	Ramanathapuram	147	23,151	23,780	+ 629	+ 2.7
10.	Salem	193	36,434	37,258	+ 824	+ 2.3
11.	Thanjavur	190	29,798	30,621	+ 823	+ 2.8
12.	Tiruchirapally	225	62,476	63,298	+ 822	+ 1.3
13.	Tirunelveli	193	23,657	23,846	+ 189	+ 0.8
Total ...		2,523	558,795	573,038	+ 14,243	+ 2.5

ARCOT NORTH

2. 23 Returns were received from 141 public sector establishments (central government 7, state government 93, quasi government 12 local bodies (municipalities) 11, and local body (other than municipalities) 18) and they reported that employment under them rose from 33,396 at the end of March to 34,135 at the end of June 1960, an increase of 739 persons or 2.2 per cent.

2. 24 An analysis of these establishments by the branches of the public sector revealed that employment increased under state government (+ 847), under municipalities (+ 36) and local bodies other than municipalities (+ 16). Employment, however, fell under quasi government (- 155) and under central. A further analysis by industries reveals that significant employment increase (+ 854) was under state health services and community developmental activities (+ 33). On the other hand, one establishment engaged in the assembly of bi-cycles reported a fall in employment (- 37). Under quasi government, 1 establishment engaged in the distribution of electric energy reported a constriction in employment (- 161). This fall is due to the reorganisation of the divisional offices; the fall is therefore more apparent than real.

ARCOT SOUTH

2. 25 Returns were received from 142 public sector establishments (central government 6, state government 95, quasi government 12, local body (municipalities) 4; and local body (other than municipalities) 25). They reported that employment under them increased from 41,542 at the end of March to 43,239 at the end of June 1960 an increase of 1,697 persons or 4.1

per cent. Excepting for the government, where there was a nominal fall in employment during the quarter, all the other branches of the public sector reported varying degrees of employment increase. Significant among the increases was under the Neyveli Lignite Corporation (+ 1,601) and in the general educational services (+ 147) under local bodies other than municipalities. There was, however, a slight fall in employment (— 63) under state government administrative services.

CHINGLEPUT

2. 26 Employment data collected from 109 public sector establishments (central government 19, state government 55, quasi government 11, local bodies 4, local bodies other than municipality 20), revealed that employment under them increased from 22,486 at the end of March to 22,899 at the end of June 1960, an increase of 413 persons or 1.8 per cent. While employment increased under state government (+ 327), local bodies (+ 85), there was a nominal decrease under central and quasi government. The bulk of the employment-increase was under state government health services (+ 324), local bodies other than municipalities, general educational services (+ 45).

COIMBATORE

2. 27 Returns received from 275 public sector establishments (central government 28, state government 168, quasi government 29, local bodies municipalities 12 and local bodies other than municipalities 38) revealed that employment under them increased from 47,833 at the end of March to 48,785 at the end of June 1960, an increase of 952, or 1.9 per cent. Excepting for the quasi government branch of the public sector, all the other branches reported varying degrees of employment-increase during the quarter. Significant employment-increase was noticed in postal, telegraph and communications (+ 362) under central government, health services (+ 393) and vocational educational services (+ 109) under state government, and in general educational services (+ 185) under local bodies other than municipalities. Almost all the decrease under quasi-government employment was under distribution of electric energy (— 169), consequent on the reorganisation of the divisional offices; the fall is, therefore, more apparent than real.

KANYAKUMARI

2. 28 Returns collected from 132 public sector establishments (central government 2, state government 74, quasi government 6, local bodies 50), reveal that employment under them rose from 10,010 at the end of March to 10,822 at the end of June 1960, an increase of 812 persons or 8.1 per cent. All the branches of the public sector showed lively employment conditions during the quarter under report. The bulk of the increases were by state government establishments. A further analysis by industry shows that under state government, employment increased significantly under one establishment engaged in scientific research (+ 598) and in another (+ 161) engaged in rubber planting.

MADRAS

2. 29 Employment data were collected from 460 public sector establishments (central government 118, state government 269, quasi government 60 and 13 establishments in the Madras municipal corporation). They reported that employment under them increased from 164,634 at the end of March to 170,164 at the end of June 1960, an increase of 5,560 persons or 3.4 per cent. All the branches of the public sector participated in this liveliness

through the significance of their contributions varied. Employment increase was noticed under central government (4,715), state government (+ 612), quasi government (+ 172) and municipal corporation (+ 61). The happy position under central government employment was entirely due to the 18 establishments under railway transportation (+ 4,773) which was attributed more to the transfer of some establishments from other railway zones to the Southern Railway than to any real increase. There was, however, a decrease noticed under post and telegraph communication services (— 121) reported as due to the retrenchment of casuals under telegraphs' construction. Employment under telephone services, however, edged up during the quarter (+ 54). Generally the state government branch was on the up-grade, significant increase being in the state transport department (+ 214) and in the state administrative services (+ 137). Under quasi government organisation, the bulk of the employment increase (+ 99) was reported to have improved. Municipal employment increased mostly under educational services (+ 29).

MADURAI

2. 30 Returns received from 228 public sector establishments (central government 21, state government 143, quasi government 17, local bodies municipalities 9 and local body (other than municipalities) 38), reveal that employment under them increased from 49,835 at the end of March to 50,984 at the end of June 1960, an increase of 1,149 persons or 2.3 per cent. Excepting for the central government branch of the public sector, all the other branches, showed varying degrees of employment during the quarter. A further analysis shows that employment increased under state health services (+ 515) and administrative services (+ 236) in general educational services (+ 306) under local bodies other than municipalities and in the distribution of electric energy (+ 65) under quasi government.

THE NILGIRIS

2. 31 Returns received from 88 public sector establishments, (central government 19, state government 48, quasi government 11, local body municipalities 4, local body-other than municipalities 6) showed that employment under them decreased from 13,543 at the end of March to 13,177 at the end of June 1960 a decrease of 366 persons or 2.7 per cent. Excepting for the state government establishments who reported an overall nominal, increase over the previous quarter and the local bodies other than municipalities (+ 62), all the other branches of the public sector, reported only employment-slump during the quarter. The bulk of the decrease in employment occurred under quasi government in 2 establishments engaged in the generation of electricity (— 352) and one establishment engaged in the distribution of electric energy (— 70). Employment in the generation of electricity fell due mostly to the completion of the Kundha Hydel electricity project.

RAMANATHAPURAM

2. 32 Returns received from 147 public sector establishments (central government 11, state government 83, quasi government 12, local bodies-municipalities 8, local bodies - other than municipalities 33) show that employment under them increased from 23,151 at the end of March to 23,780 at the end of June 1960, an increase of 629 persons or 2.7 per cent. All the branches of public sector contributed to the employment increase. Significant increase was under state government branch. A further analysis shows that the state health services (+ 443) and construction (+ 96) were the high-lights during the quarter.

SALEM

2. 33 193 public sector establishments (central government 8, state government 115, quasi government 14, local bodies - municipalities 7, local bodies - other than municipalities 49) reported that employment under them increased from 26,434 at the end of March to 37,258 at the end of June 1960, an increase of 824 persons or 2.3 per cent. Every branch of the public sector participated in this increase, and state government health services, improved (+ 216) as also the community development activities (+ 42). As against this 46 establishments under the services state administrative reported a fall of 129 persons during the quarter. Under quasi government, distribution of electric energy employed more persons (+ 568) than in the previous quarter, local bodies other than municipalities reported an increase under their administrative services (+ 90). The increase under central government however, was nominal.

THANJAVUR

2. 34 Information collected from 190 public sector establishments (7, state government 128, quasi government 14, local body - municipalities 6, local bodies other than municipalities 35) revealed that employment under them increased from 29,798 at the end of March to 30,621 at the end of June 1960, an increase of 823 persons or 2.8 per cent. All the branch of the public sector had a share in this increase through their contribution varied. Most of the increase was under state government, significant among them being the state health service (+ 576), state construction (+ 98). There was, however, a decrease (- 136) under state administrative services. Under local bodies other than municipalities, their administrative services reported employment increase (+ 256), the increase in other branches of the public sector were nominal.

TIRUCHIRAPALLI

2. 35 225 public sector establishments (central government 26, state government 128, quasi government 15, local bodies—municipalities 17, local bodies—other than municipalities 39) who responded to the enquiry reported that employment under them increased from 62,476 at the end of March to 63,298 at the end of June 1960, an increase of 822 persons or 1.3 per cent. Analysed by branch of the public sector, central government and quasi government reported employment—slump. As against this, state government and local bodies appear to be buoyant. Significant employment-improvement under state government occurred in state administrative services (+ 130). Under local body other than municipalities, the general educational programme accounted for an increase (+ 696), as also the local body administrative services (+ 95). Under central government, post and telegraphs reported improved-employment (+ 56) but this was more than off-set by the railways where employment fell (- 106). Almost all the employment decreased under the quasi government occurred under distribution of electric energy (- 75).

TIRUNELVELI

2. 36 Returns received from 193 public sector establishments (central government 9, state government 108, quasi government 11, local body municipalities 14, local body—other than municipalities 51) reveal that employment under them rose from 23,659 at the end of March to 23,846 at the end of June 1960, an increase of 189 persons or 0.8 per cent. An analysis of the employment conditions shows that employment under state government

increased (+ 728), but this improvement was almost watered down by depressing conditions of employment in the other branches of the public sector. Significant among the services that reported employment-decrease was general educational services under local bodies other than municipalities.

3. EMPLOYMENT OF WOMEN IN THE PUBLIC SECTOR

3.1 Information relating to women-employment in the public sector was also collected as part of the employment information programme. Returns received from 2,481 public sector establishments for April-June 1960 revealed that over the whole range of the public sector in the State, there were 46,109 women employees at the end of June 1960 against 44,889 at the end of the previous quarter representing an increase of 1,220 women or 2.7%. Among the branches of the public sector, local bodies other than municipalities employed the most women (16,652), followed by state government offices (14,067). Central government establishments had the least number of women employed (2,772). The proportion of women in the total employment on the last day of June 1960 was 8.0 per cent and their share in employment increase during quarter was also 8.0 per cent.

3.2 An analysis by industries and services shows that as many as 14,738 women were in general educational service, followed by the administrative services (11,498), health service (9,408), construction (1,690) and community development activities (1,165). The Neyveli Lignite Corporation employed 2,162 women and the government cinchona plantations 263. Railway transportation (707), postal and telegraph services (666) and telephone services (396) were other services that employed significantly large number of women.

4. NEW ESTABLISHMENTS

4.1 Of the 2,523 public sector establishments who reported their employment during the quarter under report 61 are known to be new establishments that have come into existence during the April-June 1960 quarter. These new establishments between themselves are reported to have employed 2,500 persons. Most if not, all of these employment positions have been generated by the developmental plans. This would indicate that the plan schemes are having the desired beneficial effect on the economy of that State.

5. ESTIMATE OF TOTAL EMPLOYMENT IN THE PUBLIC SECTOR

5.1 Employment data collected from the public sector establishments covered a total of 5.73 lakhs employees at the end of June 1960. Adding the estimated employment of 4,224 persons under establishments who defaulted, the total public sector employment in the State may be estimated to be in the order of 5.77 lakhs at the end of June 1960.

LABOUR NEWS :

INDUSTRIAL RELATIONS

November 1960.

The labour situation in the state was satisfactory. There were only five strikes during the month of November 1960. Of these, only one related to textile mills and four to undertakings in other industries affecting 1,660 workers and 196 workers respectively. The mandays lost as a result of the stoppages were 4,059 and 597 respectively. The details of the more important strikes are furnished below :

TEXTILES

About 1,139 workers of the Pankaja Mills Limited, Coimbatore, struck work on 20th September, 1960 demanding implementation of the recommendation of the Central Wage Board for the Cotton Textile Industry. The strike ended on 4th November, 1960 after direct negotiation.

About 321 workers of the Combodia Mills Limited, Coimbatore struck work on 2-11-60 as a protest against the appointment of a maistry in the bundling dept. The strike was called off on 4th November, 1960 on the mediation of Labour Officer.

Other Industries

About 72 workers of the Nizam Tobacco Factory, Pudukkottai struck work on 9-11-60 as a protest against the suspension of 2 workers. On the mediation by the Labour Officer, the workers resumed work on 12th November, 1960.

About 20 workers of Sri Ganesar Oil Mills Madras, struck work on 7th November, 1960 as a protest against the discharge of a worker. They resumed work on the same day on mediation by the Labour Officer.

About 65 workers of the Central Scientific Supply Company Limited, Tambaram, struck work on 11th November, 1960 in protest against the closure of the regular entrance and the provision of a separate entrance. On mediation by the Labour Officer, they resumed work on 14th November, 1960.

About 39 workers of the Ruby Rubber Works (Madras) Limited, Madras-19 struck work on 22nd November, 1960 in protest against the suspension of a worker. On mediation by the Labour Officer, they resumed work on 25-11-60.

Central Sphere Conciliation

NIL

1. Conciliation :

2. *Strikes and Lockouts* : Six hundred and fourteen reserve pool workers registered under the Madras Dock Labour Board and belonging to the Madras Harbour Workers' Union (AITUC) struck work from 6-30 A.M. on 28-11-1960 due to the introduction of mechanised operations for loading ore. The strike was spontaneous and was called off at 2.30 P.M. on 28-11-1960 as a result of the discussions held between the Chairman, Madras Dock

Labour Board and the representatives of the Madras Harbour Workers' Union and the reserve pool workers.

3. *Threatened strikes and lockouts* : The General Body meeting of the Ore Shore Workers, Madras Port, who are members of the Madras Harbour Workers' Union (AITUC) held on 29-10-1960 threatened to take direct action if their demand for bringing into force the system of Rotational Booking is not conceded on or before 1-12-1960. The strike however did not materialise as the parties agreed to have mutual discussions in the matter.

4. Particulars regarding disputes received etc.:

1. No. of industrial disputes received :	3 (C.O.)
2. No. of industrial disputes settled :	1 (C.O.)
3. No. of threatened strikes	1
4. No. of strikes which materialised	1
5. No. of draft Standing Orders certified :	3

STATE SPHERE

Conciliation under the Industrial Disputes Act, 1947 :

The conciliation officers enquired into and settled 682 disputes during the month of November 1960. Of these, 61 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 I. D. Act 1947.

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

30 awards given by the Industrial Tribunal, Madras and the Labour Courts, Madras, Coimbatore and Madurai on industrial disputes referred to them for adjudication were published in the Fort Saint George Gazette during the month of November 1960.

WELFARE

The employment situation in general showed a decline during the month of November 1960, as compared with the previous month.

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

Blacksmiths
Foreman
Road Roller Drivers
Instructors (Weaving and Carpentry)
Agricultural Graduates
Medical Officers (Male and Female)
Nurses

Marine Engineers
 Electroplaters
 Veterinary Graduates
 Health Visitors / Assistants
 Civil Engineering Graduates
 Radiographers Grade II (X-ray)
 Pharmacists
 Librarians
 High School Assistants (B.T./B.Ed/L.T. in Mathematics and Science)
 Physical Training Instructors / Instructresses
 Language Pandits (Hindi, Malayalam, Tamil & Telugu)
 Steno-graphers
 Engineering Instructors
 Sanitary Inspectors.
 Surpluses continued to exist in the clerical and unskilled categories.

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

(a) The Employment Market Information Scheme :

During the month, total number of employers addressed for the enquiry relating to the quarter ended 30—9—1960 was as follows :—

	<i>Number Addressed.</i>
Public Sector	2,607
Private Sector	11,461

The total number of employers who responded as on 15—11—1960 for the quarter ended 30—9—1960 is as follows :—

	<i>No. of establishments</i>	<i>Percentage of Response.</i>
Public Sector	1,321	50.7
Private Sector	4,099	35.7

During the month, the Coimbatore Employment Market Report for the quarter ended 31—3—1960 was issued.

(b) *Occupational Research and Analysis Scheme :*

Under this scheme, the Occupational Information Unit completed the original work in respect of the Automobile Industry during the month, and the preparation of draft definitions in respect of 25 occupations under this industry was completed. The final reports were sent to the Directorate-General of Employment and Training, New Delhi. Dr. Channa, Director of Employment Exchanges, New Delhi visited the Directorate and discussed with the Occupational Information Officer, the progress of the work of the occupational Information Unit.

(c) *Youth Employment Service / Employment Counselling Scheme :—*

The Youth Employment Service and Employment Counselling Unit attached to the District Employment Office, Madras, gave group guidance to 522 youths and individual guidance to 34 youths during the month. This unit also provided information to 249 candidates during the month. The Youth Employment Service Unit attached to the District Employment Officer, Madurai, gave group guidance to 172 youths and individual guidance to 2 youths. Further, efforts were also made to collect information on training facilities and apprenticeship for dissemination to applicants.

(d) *General :*

During the month of November 1960, two Employment Information and Assistance Bureaus, one at Sankarankoil Block of Tirunelveli District and another at Paramakudi Block of Ramanathapuram District started functioning for disseminating information on careers and employment avenues to the residents of rural areas.

Further, two Registration Units started functioning from November 1960 for registering applicants living in remote parts of the districts by visiting periodically the taluk headquarters of Sivakasi, Mudukalathur and Tiruvadanai of Ramanathapuram District and the taluk headquarters of Harur, Hosur and Krishnagiri of Salem District.

HOUSING

The Government have so far sanctioned 23 schemes for the Construction of 1,700 houses. Out of these, the construction of 998 houses has been completed and the construction of 100 houses has reached the roof level. 120 houses have also been constructed upto plinth level. The construction of 482 houses has not yet been started.

EMPLOYEES' PROVIDENT FUNDS ACT. 1952.

During the month of November 1960, 13 establishments were brought under the Employee's Provident Funds Act, bringing the total number of covered establishments to 946

A sum of Rs. 25,79,806.69 nP. was received as employers, and employees' contributions to the Fund.

The total number of covered employees in the Madras State at the end of the month was 2,85,495.

BONUS COMMISSION

It has been announced that a Bonus Commission is to be constituted with Sri M. R. Meher, Chairman of the Industrial Court, Maharashtra, Sri M. Govinda Reddy M. P. and Professor B. N. Ganguly of the Delhi University as members.

CONFERENCES, COMMITTEES ETC.

Conclusions of the Conference on Labour Research.

The Conference on Labour Research met at Vigyan Bhawan, New Delhi, on September 22, 1960 with Shri G. L. Nanda, Union Minister of Labour and Employment, in the Chair.

The following conclusions were reached :—

(i) The Chairman referred to the inadequacy of reliable data on labour matters and said that there was lack of co-ordination among the various agencies. He suggested that sustained research should be carried on on a systematic basis and that there should be complete objectivity in conducting such research.

(ii) For promoting research on labour subjects, it was agreed that a small Central Committee on labour research should be constituted. The Committee should be composed of representatives of Government and employers' and workers' Organisations, Universities and Institutions interested in the subject. Its main function would be to make a survey of the existing agencies in the field and their resources, identify the gaps, explore possibilities of filling the gaps, determine priorities, allocate research schemes to the various agencies in order to avoid overlapping, stimulate research work in the labour field and recommend means of utilisation of the results of such research. It was further decided that the Ministry of Labour and Employment would take necessary steps for the constitution of such a committee.

Central Committee on Employment.

Presiding over the Central Committee on Employment which met in New Delhi on the 26 September, 1960, Sri Gulazarilal Nanda, Union Minister for Labour and Employment said that special attention had been given in the draft outline of the Third Five Year Plan to the problem of creating employment opportunities to absorb all those who enter the employment market during the plan period.

He told the conference that "unemployment" needs to be broken down into its elements as much as possible and tackled directly to the extent practicable at a number of points. He emphasised that the problem of unemployment could be solved, not necessarily through large scale projects, but through innumerable small programmes and projects spread throughout the country particularly in the rural areas. This meant also the diversification of employment and creation of a labour force with the necessary know how in various crafts and vocations. He added that the problem in rural areas was more of under-employment and a very low standard of living. Rural industries, therefore, had to be developed not necessarily according to tradi-

tional methods, but by using new techniques and a modern scientific approach. The expansion of the rural economy and consequent increase in rural output was a key factor in absorbing larger number of unskilled workers who tended to migrate to urban areas, thus swelling the ranks of the unemployed there.

The main recommendations / conclusions of the Committee are summarised below:—

(a) In order to prevent deterioration of the employment position due to closure of mills, provision should be made in the Third Plan for funds to help such mills resume working.

(b) The Committee underlined the importance of expanding employment opportunities especially in the rural areas and the need for fuller utilisation of rural manpower.

(c) The Committee was of the view that the stage had come to test quickly various ideas and schemes relating to the question of employment so that results obtained would provide a proper basis for the formation of programmes for generating additional employment.

It was stressed that the States could make an important contribution by collecting and making available to the Committee useful information and data on various aspects of the employment problem in their respective areas.

(d) On the question of displacement of female labour in the cotton textile industry the Committee was of the view that this matter was part of the much bigger problem of creating employment opportunities for women generally. It was decided to appoint a Sub-Committee to examine the material already available on this matter and to suggest what further information was required for formulating suitable employment for women.

Committee on Labour-Management co-operation

In pursuance of the recommendation of the Second Seminar on Labour Management Co-operation (March 1960), the Government of India has constituted a Committee on Labour Management Co-operation in place of the sub-committee on Workers' participation in Management and Discipline.

International Seminar on Social Legislation.

A Seminar on International Trade Union problems was held in Warsaw from November 3 to 23, 1960 by the WFTU in collaboration with the I. L. O.

The problems discussed were (1) Labour Legislation; (2) Wages; (3) Hours of Work; (4) Employment; and (5) Freedom of Association.

Conference of Chief Inspectors.

The Annual Conference of the Chief Inspectors of Factories of the various States in the country was held at Poona from 18th to 26th December, 1960. Sri Y. B. Chavan, Chief Minister of Maharashtra State inaugurated the Conference on 18 December, 1960. There were two Seminars, one on Rubber Industry and the other on Metal Containers Manufacturing Industry. Sri. Shanthi Lal Shah, Minister for Labour and Law, Government of Maharashtra, inaugurated the Seminars. Papers were read by Managements and Engineers connected with these industries and also by Deputy Joint Chief

Adviser Factories, New Delhi and two Inspectors of Factories. There were discussions on these two subjects in which all the chief Inspectors of Factories participated.

The general discussion on the various items on the Agenda contributed by the Chief Inspectors of Factories were discussed from 19.12.1960, the detail and decisions arrived at. Visits to factories were also arranged with a view to find out the safety precautions adopted by them in preventing accidents in industries. The Conference was then continued in Bombay for a couple of days, chiefly to visit some important factories. A visit to the Atomic Reactor Station was with a view to study the effect of Radio Active Elements handled therein on human beings.

Co-operation

Industrial Co-operations scheme for training of Workers.

In pursuance of the recommendations of the Working Group on Industrial Co-operatives, the Government of India have formulated a scheme for providing specialised training in co-operation to officers dealing with the development of industrial co-operatives.

The Scheme envisages training courses for a four month period, including two months of practical training at the Block Level Co-operative officers Training Centres located in different parts of the country. The courses which will be organised by the Central committee on Co-operative Training of the Reserve Bank of India, will be open to the Block Level Co-operative Officers, Inspectors and Auditors in Co-operative Departments and managers and accountants of Co-operative institutions. It is proposed to admit 40 trainees for each course. The entire expenditure on the scheme will be met by the Central Government.

Economic Development.

A substantial increase in the rate of growth of industrial production, some decline in agricultural output, a modest increase in aggregate investment, a further and marked rise in the general price level, a rise in the rate of expansion of money supply and bank credit, an intensification of the stock market boom and a further, though small, fall in the foreign exchange reserves (which was accounted for by special payments to the I. M. F.) were the main features of the Indian economy during the account year ended June 1960, according to the latest Annual Report of the Central Board of Directors of the Reserve Bank of India submitted to the Central Government during the quarter.

Employment

Placement of Physically handicapped Persons.

The Government of India have instructed all employment exchanges to treat placement of physically handicapped persons as their special responsibility and to help such persons to secure types of employment where their disability will not be a serious handicap.

The Government have also advised the exchanges that if the number of physically handicapped persons approaching an exchange for employment assistance is appreciable, a panel of doctors or specialists should be set up by the exchange to assess the disability and degree of employability of the applicants. An officer of the exchange should be made responsible for handling physically handicapped persons. He should establish contacts with employers of institutions where the physically handicapped can be suitably fitted.

Employees' Provident Funds Scheme.

Contract labour—Applicability of E P F benefits.

The Government of India has further amended the Employees' Provident Funds Scheme through a notification issued on December 2, 1960, in order to provide, among others, for the following cases :

“ Where an employee is employed by, or through, a Contractor in, or in connection with, the work of an establishment, the principal employer shall be responsible for complying with the provisions of the Act and this Scheme in relation to such employees ”.

Extension of Employees Provident Funds Act to Rice Milling Etc.

The Government of India have decided to extend the benefit of compulsory contributory provident fund under the Employees' Provident Funds Act to three more industries—rice milling, dal milling and flour milling from December 31, 1960.

Recently, the benefit was extended to employees working in cane farms owned by sugar factories.

The Act, which initially applied to 6 industries in 1952, would cover 47 industries by the end of 1960.

Up to the end of August 1960, the total number of exempted and un-exempted establishments covered by the Act was 7,825 and the number of subscribers in such establishments was 27.70 lakhs; the total accumulations of provident fund in exempted establishments was Rs. 180.24 crores.

Ford Foundation.

Grant for Study of worker — Management Relationship

The Ford Foundation of U. S. A. recently announced grants totalling 64,649 dollars for research relating to problems of worker-management relationship emerging from India's growing industrialisation. The total would be split between five institutions and includes academic bodies like the Tata Institute of Social Sciences, Bombay, and the Xavier Labour Relations Institute, Jamshedpur.

International Labour Organisation.

India Contributes To I.L.O. 's Labour Institute.

The Government of India has contributed a sum of \$ 100,000 to the Endowment Fund of the I. L. O. 's International Institute for Labour Studies.

The Institute will offer advanced studies in labour policy to persons chosen because of the responsibilities which they exercise in matters of labour and social policy in their own countries or because of their special knowledge in these fields. They will participate in seminars, round-table discussions and other activities designed for an exchange of knowledge between themselves and other experts and leaders from other regions of the world.

The Institute is expected to prove of particular value to developing countries launching programmes of industrialisation and therefore going through a phase of rapid economic and social change.

Survey of World Trends

According to a survey conducted by the International Labour Organisation in early September 1960 the employment situation in most of the countries in 1959-60 was generally buoyant-at record levels. Of these, for which evidence is available only Belgium and Argentina had fewer employed persons during the year 1959-60 than in 1957, the boom year preceding the brief recession in 1958. Improvement in employment has not been sufficient in all cases, however, to keep pace with increases in labour force, with the result that unemployment has also increased in some countries. Consumer prices have generally increased, but at a modest pace during the past year. This was an important factor leading to further gains in workers' real earnings, as hourly cash earnings generally increased over the period. Workers' incomes were further enhanced by increases in average hours worked per week in most of the reporting countries. Mandays lost through industrial disputes were at a high level. (These conclusions are based on reports by member nations to the I. L. O. supplemented by other sources.)

Industrial Management.

Plan for Management Training

Two Central Institutes of Management are being started by the Government of India shortly to train personnel for the management of industry, both in the public and private sectors. One of these institutes will be located in Calcutta and the other in Western Region, possibly at Ahmedabad. The State Governments and Local Industry will provide the necessary land and buildings while the Union Ministry for Scientific Research will meet the recurrent expenditure.

The entire equipment and teaching staff will be provided under U. S. Technical Assistance Programme. The American teachers will remain until Indians can take their place, but each institute will be under overall charge of an Indian director. The institutes are expected to train two categories of management personnel in public and private undertakings: (i) those who have already reached or exceed the rank of assistant manager, and (ii) young executives with outstanding academic qualifications. Refresher course of about three months' duration will be arranged for the top-most executives such as managing directors, directors and general managers of major undertakings, especially for those who are transferred to such jobs from normal administrative posts.

The decision to start the two management institutes is among the steps the Government proposes to take to overcome the problem of an acute shortage of adequately trained management personnel in India, especially in the new under-takings of the public sector. In its recent report on India, the World Bank Mission headed by Sri. Michael. Hoffman had devoted considerable attention to this problem.

Labour Welfare

HOLIDAY HOME FOR WORKERS:— At the instance of the Tourist Development Council of the Ministry of Transport and Communications the Government of India in the Ministry of Labour and Employment drew up a tentative scheme for starting holiday's homes for industrial workers for the consideration of State Governments. In pursuance of this proposal the Commissioner of Labour, Madras, suggested the starting of holiday

homes at Coonoor and Mahabalipuram, places situated near the industrial areas of Coimbatore and Madras and recommended that they might be tried as an experimental measure. The State Labour Advisory Board accepted the principle involved and recommended that if the scheme proved popular among workers, the question of extending it to workers in other industrial areas might be considered. The Madras Government passed orders directing that the scheme for the construction of holiday home at a cost not exceeding Rs. 63,400/- may be under taken in the current year. To start with the home is expected to provide boarding and lodging and some facilities for sports and to accommodate about 50 workers at a time.

National Income

National Income and Per Capita Income in 1959-60

The latest estimates of national income for 1959-60 released by the Central Statistical Organisation reveal a net rise of 0.5 per cent in 1959-60 over 1958-59. The changes in the various sectors of the national economy that occurred during 1959-60 as compared with 1958-59 are shown in the table below:

Estimating Changes in Income in Different Sectors of National Economy.

Sector	Percentage Contributions to total national income in 1958-59	Percentage changes in 1959-60 over 1958-59.
1. Agriculture	40.5	-3.9
2. Mining and Factory Establishment	8.2	+8.1
3. Communications	0.4	+4.0
4. Railways	2.4	+5.7
5. Organised Banking and Insurance	0.9	+10.8
6. Other Commerce and Transport	15.2	+1.7
7. Other Sectors	32.4	+2.8
All Sectors	100.0	+0.5

There was a decrease of 3.9 per cent in the income originating from agriculture (proper), the proportion of which was 38.7 per cent in the total national income for 1959-60. This fall in agriculture was, however, more than offset by increase in other sectors, which, taken together registered a rise of 3.4 per cent in 1959-60 over 1958-59 bringing about an increase in the contribution of these sectors from 59.5 per cent in 1958-59 to 61.3 in 1959-60.

The national income for 1959-60 (at 1948-49 prices) is provisionally estimated at Rs. 11,750/- crores. It stood at Rs. 11,690/- crores in 1958-59 and at Rs. 11,000/- crores in the first year (1956-57) of the Second Plan. This means that the net rise in national income in real terms between 1956-57 to 1959-60, was of the order of 12.1 per cent.

The per capita income for 1959-60 (at 1948-49 prices) is tentatively placed at Rs. 291.3 compared to Rs. 283.5 in 1956-57. Compared to 1956-57, the per capita income in 1959-60 would seem to have gone up barely by 3.5 per cent in four years.

PRODUCTIVITY

Management Development.

First I.L.O. Advanced Management Programme in India—Seminar at Bangalore.

The rapid development of Indian Industry opens out unique opportunities to mould the industrial structure on a more rational pattern. The profits of private enterprise and the quality of service in the public sector depend upon the quality of the management in industry and the extent to which they are skilled in their jobs. Equally dependent on the quality of leadership and the management is the number of jobs available and the security and standard of living of the workers. In view of the impetus gained by the productivity movement in the country and the initiative taken by the Government of India the I.L.O. has launched a Management Development Project under the sponsorship of the National Productivity Council. This aims at the development of practising managers at all levels to enable them to improve their skills as managers across the whole area of industrial operation so that they may contribute to increased productivity.

As part of the Management Development Project, an advanced programme has been developed and a seminar lasting four weeks took place at Bangalore from 14 November 1960 to 9 December 1960. Top executives from private and public industrial undertakings such as the Tata Iron and Steel Company Limited and the Indian Telephone Industries, including Managing Directors, General Managers and men holding very senior staff positions who are or will be concerned in the formulation of over-all policy as well as the direction of their own special departments or functions participated.

The faculty was composed of specialists in various fields of management drawn from the I.L.O. Management Development Unit (in Geneva, and the I.L.O. Productivity Mission in India supplemented by the authorities from India. All the members have extensive managerial experience both in their own countries and in the international field.

The following are among the objectives underlying the programme :—

1. To provide a thorough understanding of the role of management in policy making, planning and controlling the complex of activities in a modern industrial enterprise and of the nature and use of techniques which modern management has at its disposal in order to carry out its functions.
2. To enable the executives participating to obtain an overall view of an enterprise in operation, the means of controlling current performance and planning its future development and, through the study and discussion of real situations and the use of exercises based on the development of a business over a period of years, to improve their own faculties in policy making and the taking of decisions in changing conditions.
3. To assist participants in obtaining a fuller understanding of the influence of economic, social and technological factors, internal and external, on the conduct and performance of the undertaking.
4. To help participants, through close contact with their fellow executives from other enterprises and with members of the faculty, to learn how their problems are being tackled in other organisations and in other countries.

Shri Gulzarilal Nanda, the Union Minister for Labour inaugurating the programme on 14 November 1960 addressed the participants on 'Labour and Wage problems in Indian Industry,

The programme was divided into three parts:—

The first week was taken up with the study of industrial enterprises and the factors influencing their operation. During the second and third weeks an intensive study was made of the role of management in directing and controlling the enterprise, policy-making and the nature and techniques of management planning and control.

The final week was given over to the management of the enterprise as an integral unit and its present and future development. The whole Programme comprised more than 80 sessions of one-and-a-half hours each, apart from some tutorial sessions. A number of films on management subjects were shown. In covering the wide range of subjects within the four weeks a variety of techniques of presentation, methods and materials were used, including lectures, discussion sessions and case studies assisted by visual aids. Two complete days were given to Management Exercises (more widely known as "Business Games"), in which the operation of a firm over several years is simulated, the participants playing the parts of managers and directors and being forced to take short and long range decisions in conditions as nearly as possible resembling those of real life. The exercise used was specially adapted to Indian conditions.

Participation was limited to 25 persons among whom were a number of very senior executives from State enterprises and large private companies.

A special feature of the Programme was that the teaching methods used permitted extensive participation by the members in every session. Full advantage was taken of this, throughout, thus ensuring that lecturing and discussion were kept firmly anchored to industrial reality and the industrial problems of India to-day. Not the least valuable feature of the programme was the exchange of experience between the participants both in the formal sessions and informally outside working hours.

The experience derived from this Programme is likely to prove of great value to the future work of the National Productivity Council and the I.L.O. Mission attached to it. It will also serve as a model, when suitably adapted for the management development programmes which are to be launched by the I.L.O. in many other countries of the world under the United Nations Expanded Programme of Technical assistance and Special Fund.

The programme concluded with a talk by Sri C. R. Wynne-Roberts, Director of the Programme, as to the manner in which the knowledge gained could be applied in practice and with a speech by Sri Manubhai Shah, Minister for Industry and Supply on 'Industrial Development in the Third Plan'.

First I.L.O. Conference of Indian Industrial Leaders.

As part of the Management Development Project, a conference of Indian Industrial Leaders was held in New Delhi from 16 to 18 December 1960. The following are among the objectives of the conference :—

1. To enable leaders of industry in both the private and public sector to examine in association with Indian and foreign authorities problems of current interest to Indian industry.

2. To enable these industrialists to meet and discuss selected problems in the light of their collective experience with a view to arriving at conclusions which may be used to assist industrial management in general and the National Productivity Council in particular in formulating policies aimed at promoting the growth of India's economy.

3. To give special consideration to India's present and future needs for trained managers and to advise on the action which the National Productivity Council, the I.L.O. and other bodies concerned in management development should take to meet those needs.

A balanced group of representatives of industry from both the public and the private sector examined in collaboration with eminent authorities from India and selected foreign specialists some of the current problems of Indian Industry.

Inaugurating the conference, Sri Jawaharlal Nehru, the Prime Minister, observed that though there may be some inherent conflict between capital and labour the different pulls of these two interests should not be allowed to injure the interests of the community and her production. The rate of technological advance depended on the use made of new types of power and technique flowing from scientific achievements and technological competence was independent of political ideology and crucial for industrial development. Thus Russia and United States had much in common in technological development and efficiency. The Prime Minister emphasised that those who manage industry should develop a modern way of thinking as well as introduce modern techniques. Worker participation in industry was inevitable and was good psychologically apart from producing good results. Even as Japan started her industrial revolution in the last century, the entire population of the country should be educated for industrialisation. Sri Lal Bahadur Shastri, the Union Minister for Industry and Commerce appealed for a wider dispersal of industry and awareness of the social responsibility of business. Dr. P.S. Loganathan, Chairman of the National Productivity Council observed that modern industry was "essentially socialised" whether it was in the public or the private sector.

The following topics were discussed:—

Opportunities for Growth and Development.

Indian Managerial Needs and Management Development.

Management and the Worker.

Equipping Industry.

Making the most of Fixed Assets—The value and use of Work Study.

After a panel discussion and a resume of the proceedings the conference concluded with an address on the "Place of Private Enterprise in India's Mixed Economy" by Sri Morarji Desai, India's Finance Minister. Sri Desai observed that a good beginning had been made in the great task of accelerating the pace of development, that the flow of foreign capital showed an upward trend and that it was the policy of the Government to encourage and assist to the extent possible, the growth of private enterprise both in large and small scale industries through loans given by the Industrial Finance Corporation, the State Financial Corporations etc., Agriculture, the bulk of trade and commerce and all small-scale industries were in the private sector and in terms of the total output of the economy the share of the private sector was as large as 90 per cent. critics of the public sector and its expansion had to take note of this fact.

Sri Desai observed that persons as well as institutions had to adapt themselves to the changing environment. The benefits of economic development must accrue more and more to the less privileged classes of society. Instead of thinking in terms of state enterprise and private enterprise they had to think in terms of establishing and developing different types of institutions—co-operatives, the private sector and the public sector to take care of the large variety of activities which are necessary in modern society.

Sri Desai said that the role of the State both in accelerating economic development and in preventing excessive fluctuations in income and employment had been generally accepted and the points of contact between the private and public sectors were multiplying rapidly. The two sectors must function as parts of a single social organism. In a growing economy which got increasingly diversified, there was scope for both the sectors to expand simultaneously. But if development was to proceed at an adequate pace and if it was to contribute effectively to the attainment of larger social needs the country had in view, there could be no doubt that the public sector must take increased responsibilities as a principal agency acting on behalf of the community as a whole. It had not only to initiate development which the private sector was either unwilling or unable to undertake but also play a dominant role in the shaping of the entire pattern of investments in the economy and in giving a purposive direction to the economy.

Explaining the reasons as why the public sector had been growing somewhat faster than the private sector in recent years, Sri Desai said that this was due to two reasons. Firstly, the public sector had taken upon itself the responsibility of providing what had come to be known as the 'infrastructure of the economic system. This consisted of the basic social overheads like power, transport, education, health and so on which created conditions in which agricultural and industrial output could grow. The country had to make up a considerable leeway in these fields. In the Third Plan also, nearly three-fourth of the total investment in the public sector would be in the nature of infrastructure investments. Secondly, certain key industries like steel, heavy chemicals, heavy machinery and the like which occupied a central place in industrial development had to be undertaken in the public sector. It had been Government's policy that these industries should be in the public sector so that Government was in a position to regulate the course of development.

The Finance Minister said that it was argued that the private sector was expected to undertake 42 per cent of the total investment in the Third Plan whereas its share in the Second Plan was about 46 per cent. In absolute terms, however, the total investment in the private sector would increase by over Rs. 1,000 crores. The relatively smaller increase in the private sector investment was mainly because of the pattern of investment in the Third Plan which emphasised the production of more capital goods and machinery-industries which were vital for the future growth of the economy. Since these industries had to be in the public sector, the proportion of the private sector's investment in organised industries and in the total investment in the Third Plan worked out lower.

In view of the shortage of foreign exchange, the opportunities available to the private sector for playing its rightful role in the country's economic progress had grown in recent years. The opportunities placed a greater responsibility on the private sector to see that it produced quality goods at cheap rates both for internal consumption and for export.

In the absence of competition from abroad, Sri Desai said, there was likely to be a temptation to reap undue profits or to take advantage of temporary shortages. To yield to such temptation might well prove a short-sighted policy. Private enterprise, he emphasised, had a great responsibility of showing that it could maintain and improve the efficiency of industries. If it could not, the very basis of its existence would come to be challenged.

Sri Desai further observed "Our concept of a mixed economy is one in which there is ample scope for different types of organisational forms. The only condition is that they should contribute to a common social purpose. In a democratic society, all actions and policies must ultimately be judged by this criterion",

Explaining India's approach to foreign capital, Sri Desai said that Government welcomed foreign capital. Once foreign investment on terms and conditions which were mutually advantageous was permitted it was treated on the same footing as Indian enterprise.

All the measures that Government took to help and encourage Indian private enterprise were equally applicable to the foreign investor. India had always allowed profits and dividends irrespective of amounts to be freely repatriated to the country of origin of the investor. Since 1960, repatriation of capital which was till then free only for the sterling area had also been made free for all countries.

Sri Manubhai Shah, Minister for Industries, said that when the Productivity Council was established three years ago some felt it was premature. But experience had shown that the movement had made people productivity-conscious and management-conscious and that it had contributed to the economic and industrial development of the country. He thanked the leaders of industry and trade unions for participating in the conference.

Course on economic development and trade unions.

A course of lectures on economic development and trade unions was held for 15 days from 6 December 1960 by Dr. S. D. Punekar, Head of the Department of Research, Tata Institute of Social Science, Bombay, under the auspices of the Madras Productivity Council. About 25 trade unions officers participated in the course.

Sri M. Bakthavatsalam, Home Minister, who inaugurated the course observed that productivity for a country like ours engaged in the mighty task of building up the economic standards of the people was of vital importance. The role of workers in the productivity drive was of paramount importance. Externally, labour should press for the acceptance of productivity as the core of industrial policy, recognising the paramount right of labour to participate in the gains of productivity. Internally, labour should motivate its rank and file to accept, learn and practise the latest techniques of productivity in close co-operation with management. If labour wanted higher wages and expanding employment, they must get adjusted to the changes and become more "mobility" minded. Higher productivity would necessitate multiple shift working and the proper course would be to ask for amenities to make shift working congenial rather than to resist multiple shifts. He wanted a positive and effective programme to be planned for educating the workers and developing in them proper attitudes towards productivity. The resources of labour organisations should be strengthened for this purpose and this effort should be developed as a primary responsibility of the Government and employers. A cadre of wellversed specialists and research

workers should be built up in the labour organisations for rendering constructive assistance in the development of productivity techniques. He also wanted a common platform to be created on which various organisations would be able to come together for improving the lot of workers by increasing productivity. The workers and their organisations should regard their co-operation for productivity as a "must", he said.

Training in productivity techniques abroad.

A conference of the trainees sponsored by the National Productivity Council for studying modern techniques of scientific management, industrial engineering and industrial relations in U. S. A., U. K. and France, was held in New Delhi on 30 October 1960 under the Chairmanship of Dr. P. S. Lokanathan, Chairman of the Governing Body of the National Productivity Council. The Conference was attended by representatives of the Technical Co-operation Mission and French Government. The Conference discussed the steps for effectively utilising the knowledge and experience gained abroad by the trainees.

The N P C foreign training programme under the T C M aid covered 37 persons in 1959, and will cover 50 each in 1960 and 1961. Nineteen trainees were sent to France under the French Government assistance programme early this year for six months' training in scientific management; another batch of 15 trainees will be going early next year for studying production management.

The Soviet Government has offered facilities for 25 trainees for a six-month period and these participants are expected to leave for the U. S. S. R. by March or April next year. Negotiations are also in progress with the Czechoslovak Government for similar facilities.

The Imperial Chemical Industries, London, have offered to take six trainees in their work study course in the U. K. Two of these trainees sponsored by the Hindustan Steel, have already begun their training.

WAGES

Steering Group on Wages

The papers prepared by the Central Statistical Organisation on labour costs in the cotton textiles, cement, jute and sugar industries were discussed by the Steering Group on Wages, at its meeting held at New Delhi on 21 September 1960. The Steering Group also considered the findings of the National Council of Applied Economic Research on depreciation and replacement practices. The other items considered related to the effect of industrial wages on agricultural prices and the survey on the pattern of absenteeism among colliery workers in the Jharia Coal Fields.

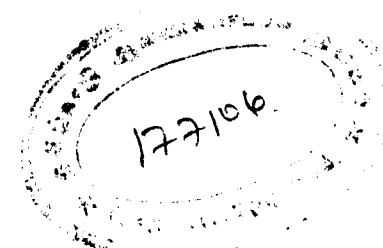
A large increase in the wage costs of a large scale manufacturing industry has little direct effect on the prices of agricultural commodities while any increase in prices of agricultural products plays an important part in determining price levels in other sectors. This is the conclusion reached by an official paper on the 'Effect of Wages on Agricultural Prices', prepared for the Steering Group on Wages. The paper was prepared on the basis of statistical surveys by the Central Statistical Organisation and the Indian Statistical Institute.

Workmen's Compensation Act.

The Government of India have decided to further amend the "Workmen's Compensation Act.". The main features of the proposed amendments

are (a) revision of the rate of compensation and replacement of the present system of payment in a lump sum for death and permanent disablement by a system of periodic payments; (b) doubling of the rates of compensation; (c) disbursement of the compensation through the agency of the Employees' State Insurance Corporation and (d) increasing the wage limit of coverage from Rs. 400 to 500 per month. The proposed scheme for payment of compensation of pension is being introduced to bring about uniformity between the Workmen's Compensation Act and the Employees' State Insurance Act.

CURRENT TOPICS



The Commissioner of Labour, Madras attended the fourth meeting of the ninth session of the Industrial Committee on Plantations held at Calcutta on 9th November, 1960. The subject relating to the appointment of a Wage Board for plantation Industry was discussed at the meeting.

* * *

The Thirtieth meeting of the State Housing Board was held on 2nd November 1960 at the Secretariat to review the progress of the various housing schemes in the State.

* * *

JL
X: 9-24 115 11 00
116-2-12

AWARDS AND AGREEMENTS

GLEANINGS OF INDUSTRIAL CASE LAW

AIR 1960 SUPREME COURT 1213 (V 47 C 212)

(From Industrial Tribunal, Delhi)

23rd February, 1960.

Management of Pratap Press, New Delhi, Appellant (In both the Appeals) v. Secretary, Delhi Press Workers' Union Delhi (In C. A. No. 482 of 58), and Its workmen (In C. A. No. 189 of 59), Respondents.

Civil Appeals Nos. 482 of 1958 and 189 of 1959.

Industrial dispute-Bonus-Available surplus-Entrepreneur owning several industrial units-Whether units are one or distinct and separate-Tests-Person owning press and publishing newspaper-Whether units are one or separate.

Where an entrepreneur is engaged in several activities each of which comes within the definition of "industry", no hard and fast rule can be laid down for the decision of the question whether they form part of one single industry for the calculation of the surplus profits for distribution of bonus to workmen in one of the units. Each case has to be decided on its own peculiar facts. In some cases the several activities each of which by itself comes within the definition of industry are so closely linked together that no reasonable man would consider them as independent industries. There may be other cases where the connection between the two activities is not by itself sufficient to justify an answer one way or the other, but the employer's own conduct in mixing up or not mixing up the capital, staff and management may often provide a certain answer.

The most important test is that of functional integrality meaning thereby such of finance, employment and labour. The Court has to consider how far there is "functional integrality" meaning thereby such functional interdependence that one unit cannot exist conveniently and reasonably without the other and on the further question whether in matters of finance and employment the employer has actually kept the two units distinct or integrated: (1958 2 Lab LJ 358 (Lab Court Madras) and 1952 1 Lab LJ 507 (LATI-ALL) and (1951) 1 Lab LJ 379 (LATI-ALL) and AIR 1960 SC 56, Ref.

Where the same owner owned a press and published a newspaper which was printed in the press and there was nothing to show that the owner had mixed up the capital of the two, the profits of the two and the labour force of the two units:

Held that the press and the newspaper were distinct and separate industrial units and the question of what bonus was payable to the workmen of the press depended on a proper calculation of the available surplus of the press itself without taking into consideration the loss incurred by the newspaper.

There was no such functional interdependence between the press unit and the paper unit that the two should reasonably be considered as forming one industrial unit.

AWARDS AND AGREEMENTS

53

Cases Referred: Courtwise Chronological Paras

- (60) AIR 1960 SC 56 (V 47): 1960-1 SCR 703. Associated Cement Co., Ltd. v. Their Workmen 5
- (51) 1951-1 Lab LJ 379 (LATI-A11), Pipe Mill Mazdoor Union, Lucknow v. Indian Hume Pipe Co. Ltd. 4
- (52) 1952-1 Lab LJ 507 (LATI-A11), G. G. Industries Mazdoor Union v. G. G. Tin Factory, Agra. 3
- (58) 1958-2 Lab LJ 358, Lab Court Madras, Workers in Hindi Prachar Press v. Hindi Prachar Press. 3

(Reproduced from the All India Reporter, December 1960-pp 1213-1214)

AIR 1960 SUPREME COURT 1323 (V 47 C 238)

(From L. A. T. I. - Madras)

11th February, 1960.

1. Management of Rajendra Mills Ltd. (in C. As. Nos. 295 and 296 of 58) and 2. Management of Jawahar Mills Ltd. (in C. A. No. 294 of 58), Appellants v. Their Workmen and others, Respondents.

Civil Appeals Nos. 294 to 296 of 1958.

(a) Industrial Dispute-Bonus-Rehabilitation costs-Claim for-Burden of Proof-Mere production of balance sheets not sufficient to discharge burden.

The burden of proving what amount, if any, should be allowed as rehabilitation costs is on the employer and this burden has to be discharged by adducing proper evidence and given the other party an opportunity to test the correctness of the evidence by cross-examination. The mere fact that certain balance-sheets were placed on the record is of no assistance to the employer in discharging the burden.

(b) Industrial Dispute-Bonus-Available surplus-Distribution of-Provision for redemption of debentures-Requirement for-Supreme Court-Appeal-Point cannot be allowed to be raised for first time before Supreme Court by management.

The fact that provision has to be made for redeeming the debenture loan should properly be taken into account when distributing the available surplus between workmen and management.

Where the case that the requirement for provision for redemption of debenture should be taken into consideration while distributing available surplus was not made on behalf of the management in the statement of the case filed in the Supreme Court in appeal nor was any such case made before the Appellate Tribunal, the management cannot be allowed to make any such case before the Supreme Court.

(c) Industrial Dispute-Bonus-Available surplus-Distribution of-Surplus not considerable-Workable rule stated.

While no inflexible rule can possibly be laid down as regards the proportion of distribution of the available surplus, a workable rule, where the sur-

plus is not considerable, very often is that when no other evidence as regards the relevant factors is available the distribution should be such as to leave to the employer and the industry on the one hand and the workmen on the other approximately equal benefits.

(d) Industrial Dispute-Bonus-Available surplus-Distribution of-Employer making voluntary payment to workers-Industrial Tribunal in its discretion allowing something in addition-interference by Court.

It is true that where the employer has of his own acted liberally in making voluntary payment of a percentage of basic wages whether out of anxiety for a contented labour force industrial adjudicators should hesitate to do anything that might unnecessarily disturb such contentment. At the same time the Tribunal cannot omit to consider along with its consideration of the employer's conduct other factors such as the ordinarily low wage structure and when a Tribunal whose decision is under appeal has in its discretion allowed something in addition to what was voluntarily paid the appellate Court will not lightly interfere.

(e) Constitution of India, Act. 136-New point-Question of fact-Industrial dispute-Question of fact not raised at any earlier stage-Point cannot be permitted to be urged before Supreme Court.

(Reproduced from the All India Reporter, December 1960, pp 1323, 1324)

AIR 1960 Supreme Court 1346 (V 47 C 245)

(From Industrial Tribunal - Bombay)

5th May 1959.

Anil Starch Products Ltd., Appellant V. Ahmedabad Chemical Workers' Union and others, Respondents. United Planters Association of Southern India and others, Interveners.

Civil Appeal No. 684 of 1957.

Industrial Dispute - Bonus - Profit Bonus - Calculation of available surplus according to full Bench Formula : Depreciation and provision for income-tax - Basis for - Return on depreciation. Reserve used as working capital - Allowance for.

In calculating the available surplus according to the Full Bench Formula for profit bonus depreciation should be allowed on the basis of what is called 'national normal depreciation'. Income-tax should be deducted on the basis of the amount payable which means that the entire statutory depreciation has to be taken into account for purposes of income-tax. AIR 1959 SC 967 and (S) AIR 1957 SC 49, Foll.

Method of accounting has nothing to do with the question whether a return should be allowed on depreciation reserve or such part of it as may have been actually available and used as working capital. If there is in fact money available in the depreciation reserve and if that money is used actually as working capital as explained in AIR 1959 SC 1065, a return should be allowed on the same. It cannot be disallowed simply because provision for depreciation out of which depreciation reserve is accumulated is made from year to year in the accounts.

Cases Referred: Courtwise Chronological Paras.

('57) (S) AIR 1957 SC 49 (V44) : 1956 SCR 691, Meenakshi Mills Ltd., Madurai V. Commr, of Income-tax, Madras-5.

('59) AIR 1959 SC 967 (V 46) : C.A. Nos.459 and 460 of 1957), Associated Cement Companies Ltd., Bombay V. Its Workmen 5

('59) AIR 1959 SC 1065 (V. 46) : (C.A. No. 321 of 1958), Tata Oil Mills Co. Ltd., Its Workmen 6

('55) 1955-2 Lab LJ 431 (LATI-Bom.), U.P. Electricity Supply Co., Ltd. V. Their Workmen 4

(Reproduced from the All Indian Reporter, December 1960 - p p. 1346-1347)

AIR 1960 Supreme Court 1286 (V 478 227)

(From : Sixth Industrial Tribunal, West Bengal).

23rd March, 1960.

India General Navigation and Railway Co. Ltd. Calcutta and another Appellants Vs. Their Workmen and another, Respondents.

Civil Appeal No. 11 of 1959.

(a) Industrial Dispute — Dearness allowance — Principle on which to be granted — Flat and steamer clerks.

Dearness allowance depends upon the place of posting of an employee. But the flat and steamer clerks have no definite place of posting; their main duty is to work on flats and steamers while they are playing on the river. In such a case the principle that dearness allowance should be governed by the place of posting can only mean that the employees should get dearness allowance where their families (i.e. wife and children) are residing for that would be the place of posting of such employees for all practical purposes.

(b) Industrial Disputes Act (1947), S.19 (6) Industrial dispute— Award Applicability of principle of *res judicata* — Change in circumstances.

Section 19 (6) itself contemplates that the award cannot be binding after it is terminated and therefore the principle of *res judicata* should be applied with caution in industrial disputes which relate to such matters as wages and dearness allowance. Apart from this fact if circumstances have changed there is a good case for a change in the award. (S) AIR 1957 SC 38, Rel. on.

Cases Referred: Courtwise Chronological Paras.

(857) (S) AIR 1957 SC 38 (V 44) : 1956 SCR 781, Burn and Co. Calcutta V. Their Employees. 6

(Reproduced from the 'All India Reporter' — December 1960, P. 1286)

5. AIR 1960 SUPREME COURT 1258 (V 47 C 219).

(From : Bombay - LATI).

13th January 1960.

The Swadeshi Industries Limited, Appellant V. Its Workmen, Respondents.

Civil Appeal No. 7 of 1957.

- (a) Industrial Dispute—Strike—Question whether strike was justified is one of fact.

Whether the strike was justified or not is a question of fact and when on a consideration of all the facts and circumstances the Appellate Tribunal has come to the conclusion that the strike was justified, that finding is not vitiated merely because it placed undue weight on one or more circumstances.

- (b) Industrial Dispute—Trade Union—Collective bargaining Object—Demands for which strike would be justified.

Collective bargaining for securing improvement on matters like basic pay, dearness allowance, bonus, provident fund and gratuity, leave and holidays is the primary object of a trade union and when demands like these are put forward and thereafter a strike is resorted to in an attempt to induce the Company to agree to the demands or at least to open negotiations the strike must *prima facie* be considered justified.

- (c) Industrial Dispute—Termination of Service—Re-instatement, Order for.

Where the order of termination is itself bad reinstatement cannot ordinarily be refused merely because a long time has elapsed.

(Reproduced from the All India Reporter, December 1960 — P. 1258.)

6. AIR SUPREME COURT 1264 (V 47 C 222).

4th April 1960.

Assam Oil Company, Limited, New Delhi, Appellant V, Its Workmen, Respondents.

Civil Appeal No. 24 of 1959.

- (a) Industrial Dispute—Termination of services—Order of dismissal by notice under terms of contract—Bona fides of order questioned—Jurisdiction of Industrial Tribunal to entertain dispute.

The jurisdiction of the industrial tribunal to direct reinstatement of a discharged or dismissed employee is no longer in doubt. That being the nature and extent of the jurisdiction of the industrial tribunal it is too late now to contend that the contractual power of the employer to discharge his employee under the terms of the contract cannot be questioned in any case. AIR 1949 FC 111, Rel. on.

If the contract gives the employer the power to terminate the services of his employee after a month's notice or subject to some other condition it would be open to him to take recourse to the said term or condition and terminate the services of his employee; but when the validity of such termination is challenged in industrial adjudication it would be competent to the industrial tribunal to enquire whether the impugned discharge has been effected in the bona fide exercise of the power conferred by the contract.

Whether or not the termination of services in a given case is the result of the bona fide exercise of the power conferred on the employer by the contract or whether in substance it is a punishment for alleged misconduct would always depend upon the facts and circumstances of each case. In this connection, it is important to remember that just as the employer's right to exercise his option in terms of the contract has to be recognised, so is the employee's right to expect security of tenure to be taken into account. It cannot, therefore, be accepted that whenever the employer purports to terminate the services of his employee by virtue of the power conferred on him by the terms of contract, industrial tribunals cannot question its validity, propriety or legality : 1952 Lab. AC 490, Ref.

Held on facts that the order of discharge in the case proceeded on the basis that the workman was guilty of misconduct and was punitive in nature and that the tribunal was, therefore, right in holding that the employer was not justified in discharging the workman without holding proper enquiry.

- (b) Industrial Dispute—Termination of Service—Joining of trade union as main ground—Dismissal not justified.

It would not be open to an employer to dismiss his employee solely or principally for the reason that he or she had joined a trade union. That is a fundamental right guaranteed to every citizen in this country and it would be idle for anybody to contend that the mere exercise of the said right would incur dismissal from service in private employment. Dismissal of a workman on that ground would therefore be not justified.

- (c) Industrial Dispute—Wrongful dismissal—Order of reinstatement —When issued.

There is no doubt that the normal rule is that in cases of wrongful dismissal the dismissed employee is entitled to reinstatement; but there can be cases where it would not be expedient to follow this normal rule and to direct reinstatement.

Thus where the dismissed employee occupied a position of some confidence with her employer, and the employer states that he had lost confidence in her and was dissatisfied with her work, it would not be, in the circumstances of the case, fair either to the employer or to the employee to direct reinstatement and compensation might be the proper relief.

Cases.	Referred.	Courtwise.	Chronological.	Paras.
(49)	AIR 1949 FC 111 (V 36):	1949 FCR 321, Western India Automobile Association V. Industrial Tribunal, Bombay		8
(52)	1952 Lab. LJ. 490, Buckingham and Carnatic Co., Ltd., V. Workers of the Company			9

(Reproduced from the All India Reporter—December 1960, p. 1264—1265.)

AIR 1960 SUPREME COURT 1262 (V 47 C 221)

(From: Madras—LATI)

11th February, 1960.

would also be an "Industry" within the meaning of S. 2 (j) of the Industrial Disputes Act, 1947. Hence the municipal secretary, clerks and peons employed in such administrative department would be "workmen" within the meaning of S. 2 (s) of the Act.

A doctor practising his own profession and having a dispensary for his purpose may not be engaged in an industrial activity but if a private individual were to run a dispensary by employing a doctor, the activity of the private persons would certainly be an activity which would come within the definition of "industry". The activity of the municipality therefore, in running a dispensary is also an industrial activity and the maid-servant and the nurse engaged therein are also workmen engaged in industry.

(1960-I L.L.J. 251; 1960-I L.L.J. 523...Followed)

(Reproduced from the Labour Law Journal 1960-II p. 657)

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Write Petition No. 3 of 1960, dated 31 August, 1960)

INDUSTRIAL Disputes Act, Ss. 2 (j), 2 (k) and 10 - Industry - A society registered under Societies Registration Act established with charitable and humanitarian objects of looking after derelict and infirm old cows, bullocks, buffaloes, horses, stud bulls, etc. - such society also selling the milk yielded by the cows kept in the society and occasionally also cowdung cakes and manure and calves yielded by such cows - Such society, in the circumstances, if would be "industry" within the meaning of 2 (j) of the Act:

The Activities carried on by a society (Pinjarapole) registered under Societies' Registration Act with charitable and humanitarian views were as follows:

- (1) Maintenance of shelter-house to all unserviceable animals including dry cows till the end of their lives.
- (2) The feeding and treatment of all animals entrusted to it either by owners anxious to pension their old animals or rescued by philanthropic persons from the hands of butchers and the protection of animals remanded by magistrates.
- (3) Saving of old and infirm cows, bullocks, horses, dogs, etc.
- (4) Maintenance of stud bulls for breeding the cows and also occasionally some cows belonging to donors.

The society was also selling occasionally milk, cowdung and manure yielded by the cows kept in the society and also the calves born to such cows.

On these facts the question arose as to whether the activities carried on by the society would be "industry" within the meaning of S. 2 (j) of the Industrial Disputes Act.

Answering the question in the negative, held that there is no element of trade or business involved in the various activities of the society. Its object is purely humanitarian. It cannot be even said that activities are in any way analogous to trade or business. The cows are admittedly kept by the society till the end of their lives. They are the properties of the society.

The milk yielded by those cows could only be considered as an incidental product in the maintenance of the cows. The sale of cowdung cakes and manure and of the calves after the mother cows become dry are also incidental. It cannot be held that a trade or business is conducted by the institution. A private owner of a cow who sells surplus milk or its products cannot be said to be doing business without further evidence that he intended it as a commercial venture. Similarly sales of the yield of the inmates of the institution cannot in any way change its character, which is essentially one for the benefit of the voiceless animals who would otherwise be starved or marched to the slaughter-house. The sales of milk and manure, etc., are the natural and incidental results of the maintenance of the animals and cannot by themselves be regarded as changing the main object of the institution, namely, the care and preservation of the animals.

The two essential requirements to constitute an industry are .

- (1) that there should be an operation in which capital and labour co-operated; and
- (2) that such operation should be for the satisfaction of human wants or desires .

Where there is no element of trade but a mere service is done purely out of the instinct of pity or of religion, it cannot be an undertaking except when such service is to satisfy human needs. In the present case the activities of the Pinjarapole have nothing to do with human needs. They are solely devoted for the needs of helpless animals. Though incidentally such activities may have a business tinge about them, it cannot be said that they have for their object any human need or material welfare; the objects are mainly religious and humanitarian. It would follow that the tests laid down by the Supreme Court in 1960-I L. L. J. 251 could not be held to be satisfied in that the activities of the Pinjarapole have not been directed to the satisfaction of human needs.

It is no doubt true that in certain cases an owner unwilling to maintain his dry or old or infirm animal, might send it to the pinjarapole. But the object with which the Pinjarapole receives the animals is not for doing service to the owner, but to the animal by affording it protection till death. Essentially, therefore, the service rendered is not for human wants and desires, but for the sake of the voiceless animals themselves.

(Case-Law referred)

1960-I. L. L. J. 679 ... Applied.

(Reproduced from the Labour Law Journal, 1960-II-pp. 686-687)

11. IN THE HIGH COURT OF JUDICATURE AT MADRAS.

(Writ Petition No. 457 of 1959, dated 28th July 1960.)

Between

Woodbriar and Sussex Estates

and

Their workers

(Tamilnad Plantations Workers' Union)

Dismissal—Domestic enquiry—Principles to be observed while conducting such enquiry—Management, if bound to serve the chargesheet in the language known to the concerned workman, where it is not shown that the concerned workman failed to understand the charges levelled against him—Evidence at the domestic enquiry, though given in the vernacular language, translated and recorded in English Corrections of some mistakes in the recorded depositions of the witnesses done by the enquiring officer—Domestic enquiry, in the circumstances, if could be considered to have been vitiated—Failure to record the evidence at the domestic enquiry—Effect of—Labour court or industrial tribunal, adjudicating on the propriety of the action of the employer in dismissing a workman in such a case, if could insist upon evidence being given before it to ascertain whether there had been a proper enquiry and whether the punishment meted out by the employer was justified :

It is needless to point out that the Industrial Disputes Act does not prescribe any procedure for the management to follow in domestic enquiries for investigating misconduct of its employees. Independent of the statute, it cannot be said that the management is under an obligation to record depositions of the witnesses at the domestic enquiry and adopt the procedure, which a court of law adopts in the trial of cases. In cases, where however, the management records evidence, it will be open to the industrial tribunal to look into evidence and ascertain whether the management had sufficient justification to take disciplinary action it did. But if there is no such record of evidence, it will be for the tribunal to take evidence to see whether the impugned disciplinary action had been effected bonafide in the exercise of the powers of the management. In the absence of any statutory provisions relating to the procedure in a domestic enquiry, the only obligation of a person conducting the enquiry is that he will have to act according to the rules of natural justice. The essentials of the rule of natural justice applicable to such cases have been laid down in *Local Government Board v. Abridge* (1915 A. C. 12) At p. 138 Lord Shaw observed :

“If a Statute prescribes means, it must employ them. If it is left without express guidance, it must still act honestly and by honest means. In regard to these, certain ways and methods of judicial procedure may very likely to be imitated : and lawyer-like methods may find special favour from lawyers. But that the judiciary should presume to impose its own methods on administrative or executive officers is a usurpation. And the assumption that the methods of natural justice are ex-necessitate those of courts of justice is wholly unfounded”.

Lord Parmour at p. 140 observed :

“Where, however, the question of the propriety of procedure is raised to a hearing before some tribunal other than a court of law, there is no obligation to adopt the regular forms of legal procedure. It is sufficient that the case has been heard in a judicial spirit and in accordance with the principles of substantial justice”.

These observations, which were made in regard to a statutory tribunal, would equally apply to the case of a domestic tribunal, where an employer conducts an enquiry in respect of a charge against his employee. It would, therefore, follow that there would be no obligation on the part of the employer conducting enquiry to record evidence, though perhaps it might be advisable to do so. Nor is there any obligation to take down evidence, either

in regional language or in the language known to the employee. The memorandum of evidence, if taken by the employer is only intended for his own use. He would be at liberty to make such corrections as may be necessary, if mistakes are committed. The mere fact that corrections are made, does not mean that the record is in any way vitiated. In all cases where an employer wishes to take disciplinary action against an employee, the obligation on the part of the former is to have a proper enquiry into the alleged misconduct of the employee; such enquiry must begin with the supply of specific charge-sheet to the employee. The guiding principle is that the enquiry should be conducted with due adherence to the principles of natural justice, that is, without any bias, giving the employee an opportunity for adequately representing his case, etc. If, in the course of enquiry, the management chooses to record evidence and at later stage an industrial dispute is raised in regard to the conclusion arrived at the enquiry, the industrial tribunal can refer to the record of the depositions made by the employer for coming to the conclusion that the enquiry was held on proper lines. But, if there is any reason to suspect the correctness of the record, it would be open to the tribunal to reject it and insist upon evidence being given before it to ascertain whether there had been a proper enquiry, and whether the punishment meted out by the employer was justified. So long as the evidence recorded by the employer in the domestic enquiry has not been challenged as incorrect or that the portions thereof have been fraudulently inserted, the tribunal cannot reject the record as not affording proper basis for the management's action. The reason is that such records need not conform to the practice adopted by Courts in recording depositions like explaining the records of depositions to the witnesses concerned etc.

(Reproduced from *Labour Law Journal*, II 1960 pp. 673—674.)

IN THE HIGH COURT OF JUDICATURE AT MADRAS.

(L. P. A. No. 128 of 1958, dated 13th October, 1959).

N. B:— The Judgement of Justice Sri Basheer Ahmed Sayeed under appeal has been reported in 1958—II L.L.J. 596)

EMPLOYEES' STATE INSURANCE ACT, Ss. 2 (9) and 2 (12)—Factories Act, Ss. 2 (1) and 2 (m)—Interpretation of statute - Object and scope of the Employees' State Insurance Act, considered - Decisions interpreting the definition of “factory” in S. 2 (m) of the Factories Act, if could be resorted to for interpreting the definition of “factory” in S. 2 (12) of the Employees State Insurance Act - Cinema studio - Various departments of a cinema studio housed in different buildings enclosed by a common compound and also interconnected - More than 20 persons employed in the cinema studio - A manufacturing process as defined under the Factories Act carried on in one of such departments - Such department employing less than 20 persons - Such cinema studio as a whole, if covered by the provisions of the Employees' State Insurance Act - Employees working in the various departments of such studio, if entitled to the benefits under the Employees' State Insurance Act:

A Factory as defined in S. 2 (12) of the Employees' State Insurance Act XXXIV of 1948 is a physical area in any part of which a manufacturing process is carried on. Neither the term “premises” nor the term “precincts”

has been defined in the enactment. The meaning of the term "premises", as given in Shorter Oxford Dictionary, is a "house or building with its grounds or other appurtenances". In Stroud's Judicial Dictionary, The term is interpreted as.

Some definite place within metes and bounds, for example, a land or land with buildings upon it".

According to the Shorter Oxford Dictionary, the term "precincts" means:

"the space enclosed by the walls or other boundaries of a particular place or building or by an imaginary line drawn around".

In Halsbury's laws of England, 3rd Edn., Vol. 17, at p. 15, an area of the factory is stated to be:

"A factory must occupy a fixed site but a place is not excluded from the definition of factory only by reason of the fact that it is open air. Subject to the exceptions mentioned hereafter, the area of the factory is the whole space contained within its walls".

Neither under the terms of the definition of "factory" under the Employees State Insurance Act, nor under the principle of the decisions in (1955) 3 A. E. L. R. 481, 142 E. R. 1090. I. L. R. 50, Mad. 834 and A. I. R. 1930 Bom. 162, it is necessary that twenty or more persons should be employed in the manufacturing process itself. It is also not necessary that the entire premises should be occupied by the manufacturing process.

Reading the definitions of the "employee" and "factory" in Ss. 2 (9) and 2 (12) of the Employees' State Insurance Act together, it is clear that where within the same premises or compound a number of departments are situated and the departments are engaged in the work in connexion with or incidental to the manufacturing process of the factory, they would *Prima Facie* all form part of the factory. The scope of the statutory definition of the term "factory" in S. 2 (12) of the Employees' State Insurance Act and the application of the Act cannot be decided on the basis of what the employer either for the sake of efficiency or convenience of management, does e. g., by dividing the factory into various departments. The essential requisites of a factory under the Act are:

- (1) a premises, geographical area within a certain boundary,
- (2) in a part of which at least manufacturing process should be carried on with the aid of power, and
- (3) twenty or more persons should be working in the premises.

It is not necessary that all the twenty persons should be working in the same section or department. So long as the efforts of all the departments are co-ordinated to achieve the main object of the factory, that is, the manufacture, the decision whether a particular place is a factory or not would depend largely on the question, whether these activities are carried on within the premises of the factory. The premises need not be a single building; a number of buildings within a single compound might constitute a factory.

It cannot be said that provisions of the Factories Act and the Employees' State Insurance Act are *in pari materia* though they were enacted in the same year and both of them were intended to benefit wage-earners.

The Factories Act was intended to regulate the labour and working conditions of the factory employees as such. Owing to the nature of the work

in the factories, certain restrictions are placed in regard to the manner, method and conduct of the work. The Factories, working Act, therefore, regulated conditions in the factories, having regard to the health and safety of the workers, by prescribing working hours for adults, prohibiting employment of children below a particular age, and giving advantages to workers by way of leave with wages and other benefits.

The Employees' State Insurance Act is the outcome of a policy to provide a remedy for the widespread evils arising from the consequences of national poverty. It is a piece of social security legislation, conceived as a means of extinction of the evils society named by Lord Beveridge (in his report which inspired this type of legislation in all countries), namely, want, disease, dirt, ignorance and indigence. Having regard to the magnitude of the task, the Act was made in the first instance applicable to factories, as defined therein. It primarily provides benefits to the employees in such factories. The Act envisages also the extension of benefits to other establishments, industrial, commercial, agricultural or otherwise by a notification by the appropriate Government. It provides for benefits to the employees in the event of sickness, maternity, injuries in the course of employment and payments in dependents in certain cases. The monetary and other benefits granted under the Act to an insured employee of a factory are secured by a system of compulsory insurance under which the employer, employee and the Government each contribute financially. This is unlike the previous legislation in respect of workers in factories. The Workmen's Compensation Act, the Factories Act and the Maternity Benefits Act are based on the liability of the employer. The benefits conferred by the Employees' State Insurance Act cover a larger area, of employees than what the Factories Act and allied legislations intended. Under S.46 of the Act insured persons or as the case may be, their dependants are entitled to its benefits. An insured person is an employee past or present in respect of whom contributions are or were payable under the Act. Contributions are made payable by and in respect of an employee. The definition of "employee" in S.2 (9) of the Employees' State Insurance Act will include within its scope clerical and labour workers engaged or paid through contractors and also part-time workers and apprentices. That is in keeping with the objects of the Act, which was to relieve poverty, a feature not confined only to the actual workers in a manufacturing plant.

Understood in the light of its object, the Employees' State Insurance Act should be treated as intended to cover a wider class of employees than those contemplated by the Factories Act. The terms of the various definitions contained in the Act and the nature of the benefits secured to the insured employee thereunder also point to the fact that the term "factory" should have different and wider interpretation than that of the same word in the Factories Act, which, as we pointed out was intended to safeguard against the risks attendant in a factory to workers connected at least in a way with the manufacturing process. The principle of the decision in *IN RE K.V.V. SARMA* (1953-I L.L.J. 29) which was concerned with the provisions of the Factories Act, cannot therefore be extended to ascertain the extent of application of the Employees' State Insurance Act to do so would be to restrict the scope of the Act which might lead to defeat its very objects.

(1953 - I. L. L. J. 29 Distinguished) The various departments of a cinema studio, viz.,

- (1) electrical,
- (2) camera,

- (3) sound,
- (4) setting,
- (5) moulding,
- (6) carpentry,
- (7) laboratory,
- (8) editing,
- (9) office and watch and ward,
- (10) art and,
- (11) make-up.

were housed in different buildings enclosed by a common compound.

The buildings were also interconnected. The total number of persons working in the studio exceeded 20. But the department wherein a manufacturing process with the aid of power was carried on employed less than 20 workers. With the coordinated efforts of the employees in the various departments a film could be produced.

Applying the principles stated above, the cinema studio as a whole was held to be a "factory" within the meaning of S. 2 (12) of the Employees' State Insurance Act and all the employees in the studio were held entitled to the benefits of the said Act.

(Reproduced from the Labour Law Journal II 1960 pp. 699—701)

CURRENT LABOUR LITERATURE

The following books and publications were received during the month of November, 1960.

BOOKS & PERIODICALS.

S. No.

1. All India Reporter, November 1960
2. Ceylon Labour Gazette, October 1960
3. Government of Ceylon: Administration Report of the Commissioner of Labour for 1959
4. Indian Labour Journal, October 1960
5. Indian Law Reports, Madras Series, October 1960.
6. Indian Textile Industry: Statistical bulletin July 1960
7. Indian Worker V. 1 No. 6—8. November 1960
8. Industrial bulletin, 15th October 1960 & 1st November 1960
9. Industrial Court Reporter, Nos. 1—9 January—September 1960
10. Industrial Relations. September—October 1960
11. Industry and Labour 1st October & 15th October 1960
12. International Labour Office: Legislative Series September—October 1960
13. International Labour Office Minutes of the 140th session of the Governing body 18—21 November, 1958.
14. International Labour Organisation. Africa Regional conference, 1, 1960: Report of the Director—General (Report 1)
15. International Labour Review, October, 1960
16. Madras Law Journal V. 119 Nos. 17—20 November, 1960
17. Planters' Chronicle, 1 November 1960 & 15th November, 1960
18. Sitra News Letter, July—August 1960
19. Small Industry, November 1960
20. South Indian Textile Research Association: The second conference on Human relations in industry, July 2nd 1960: Proceedings.
21. Trade Union record, 5th November 1960 & 20th November 1960.
22. Berna, James J Industrial Entrepreneurship in Madras State.
23. Galenson & Lipset: Labour and trade unionism.
24. Sengupta, Padmini: Women Workers of India.

BOOK NOTES AND REVIEWS

Report of the Indian Productivity Team on 'Road Transport Industry in West Germany, U. K. and U. S. A.'

Amidst its activities directed towards the increase of national wealth and the standard of living by stimulating increase of productivity in various spheres of the nation's economy, the National Productivity Council sponsors productivity teams abroad for studies in general subjects of productivity and in specific subjects of individual industries. One such team with twelve members drawn from the public and private road transport systems in the country including one representative of labour, was sent during October-December 1959 to study the productivity aspect of the Road Transport industry the countries of West Germany, the United Kingdom and the United States of America, where there is much to learn. The excellent report of the team has been published by the Council and is priced moderately at Rs. 2/- for its wealth of content.

The team addressing itself to the prospect of quickly advancing the productivity of Road Transport in India towards the high level obtaining in the countries visited by it, has made its report eminently business-like as befits a Productivity Team. It has summarised in one critical chapter for those who may not have more time to spare an integrated account of what it saw and learnt in the three countries, leading to it through some introductory chapters surveying the general perspective of the industry in India, its economic background and the limiting factors in the adoption of foreign productivity techniques here. Then follow the detailed chapters for each country of visit with fascinating accounts of studied research, engineering marvels and what looks to us the ultimate in passenger and customer comfort but which are still being improved upon. Then comes the recommendations of the team followed by a series of appendices giving further valuable supplementary information. The report is readable throughout and will well repay close study by everyone interested and particularly our policy makers.

Transport constitutes the main artery of a modern production system and movement of men and materials at the lowest cost and within the shortest time is the sine qua non of economic progress. Compared to other modes, road transport involves lower capital cost and provides higher the employment potential per unit of investment. It has been the observation of the team in the countries visited that the normal working of economic forces has placed road transport as a major means of inland carriage of goods and that the productivity of road transport there is at once an index and an explanation of the high efficiency of the general economy.

But in India our transport system is yet to catch up with the requirements of the general developing economy of the country. Whereas we have targeted for the production of commodities of the level of 370 million tons in 1966 as compared to 165 million tons in 1956, we have not launched on a concomitant expansion of transport. Whereas the aggregate demand for transport facilities far exceeds the aggregate capacity of the various modes of transport, we are still operating on the narrow basis of competition between road and rail transport, dangerously and damagingly precluding the essential optimum utilisation of vehicles. Road transport is an industry imbued with the advantage of increasing returns under pressure of increasing population. With our population of 400 million increasing at 2% per year modern productivity techniques in road transport are not only essential for serving a growing population of this size but these techniques will more than

pay their way. The team therefore puts in an impassioned plea for an all-out expansionist policy for road transport in India and for the consistent and through elimination of all practices and regulations that inhibit expansion.

The team recommends among others :

- (i) a wide variety of research projects including one into the restrictive aspects of the present fiscal and administrative arrangements so that future policy decisions can be based on sound facts and figures;
- (ii) the creation of training facilities for all levels of the road transport system, private and public, and the creation of a separate cadre of road transport personnel for Government;
- (iii) a recasting of our road plan with provision for a much larger over all road mileage than now planned for;
- (iv) the provision of special highways with four traffic lanes exclusively for heavy fast-moving motor traffic;
- (v) the construction of additional length of motorways as toll roads;
- (vi) the adoption of multi-axled truck-trailer combinations with higher pay loads and refrigerated transport;
- (vii) preventive maintenance, periodical checkup on a mileage basis and maximum utilisation of vehicles and equipment, for the capital and overhead costs get progressively diminished per mile of a longer and longer run;
- (viii) repair, reclamation and re-use of worn out parts and planned manufacture and import of vehicles and parts;
- (ix) the combination of existing small operators in the form of service co-operatives to render themselves economically self-sufficient and
- (x) modern Bus and Truck terminals with teletype and teleprinter equipment and coin counting machines;

NOTIFICATIONS

GOVERNMENT OF INDIA MINISTRY OF LABOUR & EMPLOYMENT

RESOLUTION

New Delhi, the 5th December, 60.

No. WB.-3 (12) / 59. In pursuance of the recommendation contained in para 25 of Chapter XXVII of the Second Five Year Plan regarding the establishment of tripartite Wage Boards for individual industries, the Government of India have set up a Central Wage Board for the Tea Plantation Industry.

2. The composition of the Board will be as follows:

Chairman

Sri L. P. Dave

Independent Members.

1. Shri T. Manaen, M.P.
2. Dr. R. Balakrishna

Members Representing Employers.

1. Shri L. T. Carmichael
2. Shri J. B. Soutar.

Members Representing Workers.

1. Sri G. Ramanujam
2. Shri B. Bhagwati, M.O.

3. The following will be the terms of reference of the Board :—

“To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as far as practicable”.

4. In evolving a wage structure, the Board, should, in addition to the considerations relating to fair wages, also take into account:

- i. the needs of the industry in a developing economy;
- ii. the system of payment by results;
- iii. the special characteristics of the industry in various regions and areas.
- iv. categories of workers to be covered (this may be according to the definition of workmen in the Industrial Disputes Act);
- v. working hours in the industry.

EXPLANATION

Whenever applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back) wage and also safeguard against over-work and undue speed.

5. The headquarters of the Board will be located at Calcutta, and correspondence intended for the Board shall be addressed to the Chairman, Central Wage Board for Tea Plantation Industry, 22, Raja Santosh Road, Alipore, Calcutta-27.

Date of coming into force of Industrial Employment (Standing Orders) (Madras Amendment)

Act, 1960.

(G. O. Ms. No. 5686, Industries, Labour and Co-operations
10 th December 1960)

II—I No. 2818 of 1960. Under sub-section (3) of section 1 of the Industrial Employment (Standing Orders) (Madras Amendment) Act, 1960 (Madras Act No. 24 of 1960), the Government of Madras hereby appoints the 15th December, 1960, as the date on which the said act shall come into force.

NOTIFICATIONS

71

Deputy Commissioner of Labour, Madras, appointed to perform functions of a certifying Officer in State of Madras under Industrial Employment (Standing Orders) Act.

II-I No. 2819 of 1960.— In exercise of the powers conferred by the proviso to clause (c) of section 2 of the Industrial Employment (Standing Orders) Act, 1946 (Central Act XX of 1946), the Government of Madras hereby appoints the Deputy Commissioner Labour, Madras to exercise in the whole of the State of Madras the functions of a Certifying Officer under the said Act.

Extension of Period of declaration of Air Transport Services in Madras State as a Public utility Service under Industrial Disputes Act

G.O.Rt. 2090 I.L&C. 28.11.60. Fort Saint George, November 28th 1960.

II—I No. 2680 of 1960.—Where as the Air Transport Services in the State of Madras have been declared to be a Public utility service for the purposes of the Industrial Disputes Act 1947 (Central Act XIV of 1947) for the period up to and inclusive of the 22nd December 1960, in the Industries, Labour and Co-operation Department Notification No. 451, dated the 10th June, 1955 published at page 910 of Part I of the Fort St. George Gazette, dated the 22nd June, 1955 read with the Industries, Labour and Co-operation Department Notification S. R. O. No. A-3714 of 1960, dated the 19th May 1960, published at page 941 of Part I of Fort St. George Gazette, dated the 1st June 1960;

And where as the Governor of Madras is of opinion that public interest requires that the said period should be extended by a further period of six months;

Now, therefore, in exercise of the powers conferred by section 2 (n) (vi) read with the Proviso there to of the said Act, the Governor of Madras hereby directs that the period so specified be extended for a further period of six months commencing on and from the 23rd December, 1960.

Fixation of minimum rates of wages for employment in hoisery manufactory under Minimum Wages Act.

Erratum to Notification.

Fort Saint George, November 22. 1960.

In the Schedule to the Industries, Labour and Co-operation Department Notification II-I Nos. 1916 of 1960, dated the 21st October 1960, published at pages 632-633 of Part II Section 1 of the Fort Saint George Gazette, dated the 26th October 1960.

For “Manding”, read “Mending”.

Amendment to Madras Industrial Disputes Rules

(G. O. Ms. No. 5163, Industries, Labour and Co-operation
(Labour), 7th November, 1960.)

S. R. O. No. A-626 of 1960.

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act IV of 1947), the Governor of Madras hereby makes the following amendments to the Madras Industrial disputes Rules, 1958, published with the Industries, Labour and Co-operation Department notification, S.R.O. No. A. 8258 of 1958, dated the 18th December 1958 at pages 1-25 of Part I of the Fort St. George Gazette, Extraordinary, dated the 27th December 1958, the same having been previously published as required by sub-section (1) of the said section.

AMENDMENT.

In the said rules, for rule 26, the following shall be added at the end, namely:—

“The agreement shall be accompanied by the consent, in writing, of the arbitrator or arbitrators”.

Reconstitution of Regional Committee For State of Madras Under Employees' Provident Funds Scheme.

Fort Saint George, December 1. 1960.

II—I No. 2951 Of 1960. The following notification of the Government of India, Ministry of Labour and employment, dated 22nd November 1960, is republished:—

S. O. 2841:— In pursuance of clauses (a) and (b) of paragraph 4 of the Employees' Provident Funds Scheme, 1952, the Central Government hereby nominates the Additional Secretary to the Government of Madras, Industries, Labour and Co-operation Department as Chairman of the Regional Committee set up for State of Madras and the Additional Deputy Secretary to the Government of Madras, Finance Department, as member of the said Committee, vice Shri S. R. Kaiwar, I. C. S., and Shri D. J. C. Devakadakchem, respectively and directs that the following further amendments shall be made in the notification of the Government of India, Ministry of Labour No. S. R. O. 3381, dated the 2nd November 1954, namely:—

In the said notification for the entries (1) and (3), the following entries shall respectively be substituted, namely:—

(1) Additional Secretary to the Government of Madras, Industries, Labour and Co-operation Department, Fort Saint George, Madras.

(2) Additional Deputy Secretary to the Government of Madras, Finance Department, Fort Saint George, Madras.

**Exemption of All Beedi Industrial Permits in State
And Employees therein from Certain Provisions of Madras
Beedi Industrial Premises (Regulation Conditions of
work) Act.**

(G. O. Ms. No. 5710, Industries, Labour and Co-operation (Labour),
10th Decemer, 1960)

II-1 No. 2952 of 1960. In exercise of the powers conferred by section 40 of the Madras Beedi Industrial Permits (Regulation of conditions of work) Act, 1958 (Madras Act XXXVI of 1958), the Governor of Madras hereby exempts all the beedi industrial premises in the State and the employees employed therein from the provision of sections 18, 21, 26, 27 and 31 of the said Act.

2. This notification shall remain in force up to and inclusive of the 30th June 1961.

**Exemption of Gramodyog Canteen From All
Provisions of Madras Catering Establishments
Act.**

(G. O. Ms. No. 5729, Industries, Labour and Co-operation (Labour),
12th December, 1960)

II-1 No. 2953 of 1960. In exercise of the powers conferred by sub-section (3) of section 3 of the Madras Catering Establishmet Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby exempts for a period of one year from the date of publication of this notification in the Fort Saint George Gazette, the "GRAMODYOG CAN-TEEN" run by the Khadi Gramodyog Bhavan, Madras, from all the provisions of the said-Act.

**Suspension of Operation of All provisions of Madras
Shops And Establishments Act, in Respect of Stalls
In the All-India Khadi And Village Industries Exhi-
bition, Congress Grounds, Teynampet, Madras.**

Fort Saint George, December 20, 1960.

II-i No- 2954 of 1960. In exercise of the powers conferred by section 52 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), the Governor of Madras hereby suspends the operation of all the provisions of the said Act in respect of the stalls situated in the All- India Khadi and Village Industries Exhibition to be held at Teynampet, Madras-6 for a period of forty-four days from the 24 December 1960 to the 5 February 1961, both days inclusive.

Amendments to Madras Industrial Disputes Rules.

(G. O. Ms. No. 5459, Industries, Labour and Co-operation (Labour), 28th November 1960).

S. R. O. No. A-724 of 1960.

In exercise of the power conferred by section 38 of the Industrial Disputes Act, 1947 Central Act XIV of 1947), the Governor of Madras hereby makes the following amend-

ment to the Madras Industrial Disputes Rules, 1958, published with the Industries, Labour and Co-operation Department Notification S.R.O. No. A-8258 of 1958, dated the 18th December, 1958 at pages 1—25 of Part I of the Fort Saint George Gazette (Extra-ordinary), dated the 27th December 1958, the same having been previously published as required by sub-section (1) of the said section.

AMENDMENTS

In the said rules in rule 56, sub-rule (4) shall be renumbered as sub-rule (5) and before sub-rule (5) as so renumbered, the following sub-rule shall be inserted, namely:—

“(4) Whether the arbitrator is not a salaried officer of the Government, he shall be granted such fees or honorarium as may be sanctioned by the State Government in consultation with him and the parties to the case”.

(G.O. Ms. No. 5460, Industries, Labour and Co-operation (Labour), 28th November 1960.)

S.R.O. No. A-725 of 1960.

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendments to the Madras Industrial Disputes Rules, 1958, published with the Industries, Labour and Co-operation Department notification S.R.O. No. A-8258 of 1958, dated the 18th December 1958, at pages 1 to 25 of Part I of the Fort St. George Gazette (Extra-ordinary), dated 17th December 1958, the same having been previously published as required by sub-section (1) of the said section.

AMENDMENT.

In the said rules, rule 51, shall be renumbered as sub-rule (2) of the said rule and before the sub-rule as so renumbered, the following sub-rule shall be inserted, namely:—

“(1) Labour Courts and Tribunals may, if they consider expedient so to do, pronounce in open Court their award or the essential features thereof in case of urgency provided that such oral pronouncement in open Court shall not be made until the Labour Court or the Tribunal, as the case may be, has the text of its award ready along with the copies intended for submission to the Statement Government”.

Amendment of the Madras Plantation Labour Rules.

(G.O. Ms. No. 5489, Industries, Labour and Co-operation (Labour), 30th November 1960.)

In exercise of the powers conferred by section 10 and sub-section (1) of section 43 of the Plantation Labour Act, 1951 (Central Act LXIX of 1951), the Governor of Madras hereby makes the following amendments to the Madras Plantations Labour Rules, 1956 published with the Industries, Labour and Co-operation Department Notification, dated the 28th December 1955 at page 1—30 of the rules Supplement to Part I of the Fort St. George Gazette, dated the 4th January 1956 as subsequently amended, the same having been previously published as required sub-section (1) of the said section 43.

AMENDMENTS.

In the said rule, in rule 21:—

- I. In the sub-rule (4), for the word “compounder” the word “pharmacist” shall be substituted:
- II. In sub-rule (5) for the words “Compounder” and “Compounders” the words “pharmacist” and “pharmacists”, shall, respectively be substituted:
- III. In sub-rule (6), for the word “compounders” the word “Pharmacists” shall be substituted.

Appointment of Certifying Surgeons under section 10 (1)—Notified.

(G. O. Ms. No. 5641, Industries, Labour and Co-operation (Labour), 6th December 1960.)

In exercise of the powers conferred by sub-section (1) of section 10 of the Factories Act, 1948 (Central Act LXIII of 1941), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification, S.R.O. No. A. 5605 of 1958, dated the 30th July 1958 published at pages 1485 to 1488 of Part I of the Fort St. George Gazette dated the 27th August 1958 as subsequently amended:—

AMENDMENT.

In the Schedule to the said Notification to the items and entries under the heading "Madras City", the following item and entries shall be added, namely:—

Madras Port Trust,
Madras-1.

The Chief Medical Officer,
Assistant Medical Officer and
Assistant Surgeon of the
Madras Port Trust, Madras-1.

CODE OF DISCIPLINE IN INDUSTRY

(Ratification by Unions Unaffiliated to any Central Organisation).

At the 15th session of the Indian Labour Conference held in New Delhi in July 1957, certain basic principles were laid down for adherence by both employers and workers. A sub-committee appointed for this purpose evolved a code of discipline in industry which was adopted by the Standing Labour Committee at its 16th session held in October 1957. The idea underlying the code is that apart from the provisions contained in labour laws, some principles and procedures should be voluntarily accepted by employers and workers in order that discipline may be maintained in industry. To this end in view, the code lays down norms of behaviour both for employers and workers. The code was ratified by the representatives of the Central employers' and workers' organisations at this conference. In consequence, organisations whether of employers or workers affiliated to any of the central organisations which have ratified the code will therefore be bound by the code.

A list of the Trade Unions not affiliated to any Central Organisations which have ratified the code during the month of November 1960 as observed from the reports of Labour Officers of this state is given below. A list of Trade Unions not affiliated to any Central Organisation which have ratified the code during the month October has been published in the November 1960 issue of the Madras Labour Gazette.

LIST

1. Plantation Workers Progressive Union, Manoji Estate, Kalladaikurichi Post.
2. Thenkula Vattara Quarry Workers' Union, Thenkulam.
3. Dunlop factory employees union, Ambattur.
4. Mallikarjuna Rice and Oil Mills Workers' Union, Tiruvottiyur.
5. The Southern Railway Employees Sangh, Madras.
6. Madras State Glass Workers' Union, Madras.
7. The T. T. K. & Company Employees Union, Madras.
8. The Dharapuram National Motor Workers Union, Dharapuram.

STATISTICAL SUPPLEMENT

1. Statement showing the details of agreement brought about by conciliation Officers under Sec 12(3) of the Industrial Disputes Act, 1947, during the month of November, 1960

Serial No.	Name of the Establishment.	Date of agreement.	Points in dispute.	Nature of Settlement.
(1)	(2)	(3)	(4)	(5)
1.	A. P. Subhan and Company, Tannery, Kathadikuppam, North Arcot District.	7-11-60	Closure	Agreed to pay to each worker a sum of Rs. 10/- as retrenchment compensation. The management agreed to write off amount due from the workers.
2.	Somasundaram Textiles, Arni.	26-11-60	Settlement of accounts of two workers.	Agreed to pay Rs. 19/- to Sri B. Varadan and Rs. 10/- to Sri K. Palani in full and final Settlement.
3.	Bang—E. Gerib Estate	9-11-60	Bonus for 1959.	Agreed to pay an exgratia payment of bonus at 4½% of the total earnings of the worker during the year 1959.
4.	Tuttapullam Estate	31-10-60	Suspension of 2 workers and registration of workers.	Agreed to cancel the order of suspension issued to 2 workers and register the names of 25 workers. The workers on the other hand agreed to express regret for the reported go-slow and assured not to repeat such action in future.
5.	Gowder Union Transport Service, Ooty.	21-12-60	Refusal of employment to a worker.	Agreed to pay a lumpsum compensation of Rs. 200/- to the worker in full and final settlement of all his claims.
6.	Taj Mahal Diamond Works, Trichy.	28-10-60	Reinstatement of a worker.	Agreed to reinstate the worker with back wages and pay him the usual Deepavali presents.
7.	Karur Transports (Private) Limited, Trichy.	9-11-60	Suspension of a worker.	Agreed to pay the worker Rs. 336/- being the compensation for the entire period of suspension and the charges pending against the worker will be enquired in to and necessary orders passed on the result of the enquiry.
8.	Angalamman Transports Trichy.	9-11-60	Changes of duty and rest period.	Agreed to suspend the order of change of duty and rest period.

(1)	(2)	(3)	(4)	(5)
9. Chrome Leather Company (Private) Limited, Chromepet.	7-11-60	Fixation of pay house to watchmen.	Agreed to fix the minimum Wages of Rs. 28 P.M. to a Watchman and provide free quarters to the Watchmen. Also agreed to pay higher wages to the watchmen. When they act as sergeant.	
10. East India Trading Corporation, Madhavaram	8-11-60	Retrenchment of workers.	Agreed to pay to all the workers a sum of Rs. 3 being the Ayutha Puja mamool and to comply with rule 63 of the Madras Industrial Disputes Rules.	
11. Chettiar Tanning Corporation, Madhavaram.	8-11-60	Non - employment of a worker.	Agreed to treat the case of his worker as retrenchment and settle his accounts.	
12. Branch Contractor, Tajmahal Beedies, Pallavaram.	9-11-60	Non-implementation of the terms of the agreement.	Agreed to provide work to the workers on the normal scale and to give normal work.	
13. Government Splints and Veneers Factory, Tiruvottiyur.	19-11-60	Non - employment of 11 workers.	Agreed to employ 6 workers before 28th November 1960 and the rest on or before 20-12-60.	
14. Ruby Rubber Works, (Madras) Limited, Tiruvottiyur.	25-11-60	Strike by the workers.	Agreed to call of the Strike from 25-11-60 and resume work from 26-11-60. Also agreed to treat the strike period as earned leave in the case of eligible workers and in other cases the period will be treated on leave on loss of pay.	
15. Pallavaram Tanners' Association, Pallavaram.	29-11-60	Bonus for 1959-60.	Agreed to pay the workers bonus as follows: Workers who were in service prior to 30th June 1960. Rs. 20. Workers who entered service after 1-7-60. Rs. 10. Handlers of Bark-pits workers who were in service prior to 30th June 1960. Rs. 12.	

(1)	(2)	(3)	(4)	(5)
				Handlers of Bark-pit workers who entered service after 1-7-60. Rs. 6. Also agreed to pay an advance of Rs. 5 to each worker on 26-1-61.
16. Ganga Textiles Limited, Coimbatore.	17-11-60	Dismissal of a worker.	Agreed to pay the worker a sum of Rs. 730 in full and final settlement.	
17. Vijaya Foundry, Coimbatore.	10-11-60	Non - employment of workers.	Agreed to repair the lathe and machineries as quickly as possible and employ all the workers who are now working in accordance with the seniority of each worker.	
18. Southern Textiles, Coimbatore.	22-11-60	Occupational wages, etc.	Agreed to pay occupational wages to the other 50 to 60 workers and pay basic wages of Rs. 32.50 to Sri Ramaswamy.	
19. Madhan Knitting Company, Tiruppur.	23-11-60	Non - employment of a worker.	Agreed to reinstate the worker without back wages but with continuity of service.	
20. Sabhapathi Knitting Company, Tiruppur.	23-11-60	do	Agreed to reinstate the worker with effect from 28-11-60 without break in service, but without back wages.	
21. Ram Raj Knitting Company, Tiruppur.	24-11-60	Dismissal of 3 workers.	Agreed to pay one worker an ex-gratia amount of Rs. 50/- plus bonus, leave wages if any on or before 30-11-60. The case of other 2 workers was not pressed as it was already settled between the parties.	
22. Champion Knitting Company, Tiruppur.	28-11-60	Non - employment of a worker.	Agreed to reinstate the worker without back wages and without break in service. Also agreed to deduct Rs. 10 from the salary of the worker against the loss for the needless in 2 monthly instalments.	
23. Om Parasakthi Mills Limited, Ganapathy P.O., Coimbatore.	28-11-60	Wages, Dearness Allowance etc.	Agreed that the 8 workers in question will be paid the unskilled workers' wages as per	

(1)	(2)	(3)	(4)	(5)
				the award. Also agreed to pay the preparatory section workers as per the award. Agreed to give first preference to Chenniappan as piecer when vacancies arises. Doraiswamy will be designated as piecer. Agreed to give work as unskilled labour with effect from 1-12-60 to the 6 out of 10 retrenched workers.
24. Sankar Mills, Talayuthu	1-11-60	Bonus 1959.	for	Agreed to pay each worker bonus equivalent to 2½ months basic wages.
25. St. Joseph Match Factory, Kalugumalai.	8-11-60	Non-employment of 2 workers.		Agreed to reinstate the 2 workers with continuity of service but without back wages.
26. Sri Balasaraswathi (Private) Limited, Tirunelveli Junction.	6-11-60	Bonus for 1960 revision of wages etc.		Agreed to pay 2 months basic wages as bonus to the workers who have put in 12 months service on 31-10-60 and one-sixth of a month's basic wages as bonus in the case of the other workers. Fixed the wages of certain workers.
27. Sri K. Balasubramaniam Motor Service, Kovilpatti.	10-11-60	Bonus, uniforms etc.		Agreed to pay bonus at 1½ months basic wages to the workers who have worked through out the year 1958-59 and at 5/48th of a month's basic wages in the case of other workers. Also agreed to supply 2 sets of uniform to each driver and conductor for each year and fixed the rate of batta.
28. Sri Gomathi Vilas Hotel, Kovilpatti.	24-11-60	Bouns.		Agreed to pay the workers bonus at one months pay and at Rs. 25/- to the following workers Sri Ratnam Pillai, Sri Shanmugam Sri Avadayappa.
29. Sri Bombay Halwa House, Restaurant Section, Madras.	2-11-60	Closure.		Agreed to pay the compensation fixed in the agreement in full settlement.

(1)	(2)	(3)	(4)	(5)
30. Meenakshi Cafe, Madras-15	15-11-60	do		Agreed to pay a lump sum compensation of Rs. 1,253 to the 17 workers in full and final settlement.
31. Swatantra Printers, Madras-4	17-11-60	Dishcharge of 3 workers.		Agreed to reinstate the workers with continuity of service but without back wages.
32. Elite Opticals, Madras.	24-11-60	Non-employment of 2 workers.		Agreed to give employment to M. Lakman Rao and pay him Rs. 100/- for loss of employment. Also agreed to pay the other workers a sum of Rs. 100 in full and final settlement.
33. Rama Natana Rangam, Madras 6.	28-11-60	Closure.		Agreed to pay a lump sum of Rs. 4,600/- in full and final settlement of claim of all the 22 workers.
34. P. M. Bus Service, Kuzhithurai.	3-11-60	Denial of work to a worker.		Agreed to provide regular work to this worker.
35. M. V. I. (Private) Limited, Kuzhithurai.	11-11-60	do		do.
36. Palkulam Estates (Private) Limited, Nagercoil.	12-11-60	Bonus.		Agreed to pay the staff members 9 months basic wages as bonus in full and final settlement.
37. do	12-11-60	do		Agreed to pay the workers 9 months basic wages as bonus in full and final settlement.
38. Pandyan Press (Private) Limited, Madurai.	21-11-60	Bonus for 1959-60		Agreed to pay bonus equivalent to 1/12 of the earned wages during the year 1959-60. Also agreed to pay a sum of Rs. 10 each to all the workers as exgratia one week Pongal festival 1961.
39. Rajaratna Mills Private Limited, Palani.	24-11-60	Non-employment of a worker.		Agreed to reinstate the worker from 28-11-60 treating the period of un-employment as leave on loss of pay.
40. Madura Mills Company Limited, Madurai.	25-11-60	Increase wages.	in	Agreed to pay extra wages of Rs. 7-p.m. for each Spinner for looking after two sides i.e. 348 spindles and also agreed

(1)	(2)	(3)	(4)	(5)
				to pay an additional allowance of Rs. 2.75 to every spinner who may look after a further quarter side of a frame in addition to looking after two sides.
41. Sri S. M. Sambalinga Chettiar Dyeing Factory, Salem	2-11-60	Non-implementation of the terms of the award of the Industrial Tribunal, Madras in I. D. No. 61 of 57.	The management agreed to pay and the workers agreed to receive Rs. 900.86 n.p. towards difference of wages from 2-12-57 to 28-10-60 Rs. 660 as bonus for 1956-57, Rs. 930 as bonus for 1957-58 and 1958-59 and Rs. 320/- as bonus for 1959-60, for distribution among them selves, in full quit.	
42. Kallerimalai Estate, Yercaud.	3-11-60	Alleged non attending of work by the workers.	The management agreed to provide work to all the workers as per the Settlement dated 20-10-59.	
43. A. K. Z. Bus Service, Sankaridrug.	5-11-60	Payment of bonus for 1959-60.	The management agreed to pay and the workers agreed to receive bonus for 1959-60, at the rate of Rs. 100/- for drivers, Rs. 90/- for conductors and Rs. 51/- for Cleaners in full quit.	
44. do	5-11-60	Payment of bonus for 1957-58 and 1958-59.	The Union agreed not to press the issue of bonus for 1957-58 and 1958-59.	
45. V. Rajamanickam Pillai Motor Service, Tiruchengode.	5-11-60	Payment of bonus for 1959-60.	The management agreed to pay and the workers agreed to receive one month's wages including dearness allowance each, as bonus for 1959-60, in full quit.	
46. P. V. P. Lorry Service, Tiruchengode.	5-11-60	Non-implementation of the terms of the Settlement dated, 11-5-59.	The management agreed to pay and the workers agreed to receive Rs. 400/- as compensation in full quit.	
47. Sri P. N. Raghavan, Chain Factory, Shevapet, Salem-2.	10-11-60	Non-employment of S. Palani and S. Muthu.	The management agreed to reinstate the worker with effect from 11-12-60 without back wages.	

(1)	(2)	(3)	(4)	(5)
48. The Gulsar Beedi Factory, Hosur, Salem district.	11-11-60	Non-employment of 7 workers.	The management agreed to reinstate Subhan and 6 others from 12-11-60.	
49. Lakshmi Talkies, Dharmapuri.	18-11-60	Non-employment of D.P. S. Maniam.	The management agreed to pay and the worker agreed to receive Rs. 50/- as compensation in full quit.	
50. Chennakrishna Rice Mills, Salem.	19-11-60	Non-employment of 25 workers.	The management agreed to pay and the workers agreed to receive Rs. 1285/- for distribution among themselves as compensation, in full quit.	
51. M/s. S. Ahamed Hussain and Sons, Three Lotus Beedi Factory, Salem.	17-11-60	Non-employment of H. Subhan Khan.	The management agreed to pay and the worker agreed to receive Rs. 200/- as compensation in full quit.	
52. Sri R. M. R. Varadaraju Chetty, Dyeing Factory, Gugai, Salem.	28-11-60	Non-employment of N. Muthuswamy.	The management agreed to re-employ the worker with effect from 29-11-60, without back wages.	
53. S. B. Sri Ranga Vilas Motors (Private) Limited, Krishnagiri.	29-11-60	Non-employment of Conductor Jayaraman.	The management agreed to reinstate the Conductor with effect from 1-1-61, without back wages.	
54. B. K. P. M. Bus Service, Krishnagiri.	do	Bonus for 1959-60.	The management agreed to pay and the workers agreed to receive two months wages including dearness allowance, as bonus for 1959-60 in full quit.	
55. do	do	Non-employment of conductor K. P. Theerthagiri.	The management agreed to reinstate the worker with effect from 1-12-60, without back wages.	
56. Oriental Glass Factory, Madras-12.	18-11-60	Refusal of employment.	Agreed to provide employment to the 3 workers.	
57. R. Mandez and Sons, Madras-21.	9-11-60	Dismissal of a worker.	Agreed to pay the worker a sum of Rs. 250/- in full and final settlement of all his claims.	
58. Udipi Cafe, Madras-13.	3-11-60	do	Agreed to pay the worker a sum of Rs. 263/- in full and final settlement of all his claims.	

(1)	(2)	(3)	(4)	(5)
59.	Murugan Electricals, Broadway, Madras-1.	4-11-60	Discharge of 5 workers.	Agreed to pay the workers the amount of compensation fixed in the agreement in full and final settlement.
60.	Tamilnad Cine Laboratory, Madras-10.	1-11-60	Retrenchment of 4 workers.	do
61.	Glaxo Laboratories (India) Private Limited, Madras.	23-11-60	Scales of pay, dearness allowance etc.	Fixed the scales of pay of the different categories of workmen. Also fixed the dearness allowance, Cycle allowance, Lunch allowance etc.

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

Serial No.	Name of the concern	Date of agreement	No. of workers involved	Important terms of Settlement.
(1)	(2)	(3)	(4)	(5)
1.	Nellai Cotton Mills, Thalayuthu.	4-11-60	About 320.	Implementation of the recommendation of the Central Wage Board for Cotton Textile.
2.	Janakiram Spinning Mills, Rajapalayam.	11-11-60	...	Grant of leave and provision of work to workers on all six days.
3.	Pankaja Mills Limited, Coimbatore.	4-11-60	All.	Implementation of the Recommendation of the Central Wage Board for Cotton Textile.
4.	Cambodia Mills Limited, Coimbatore.	24-11-60	1	Reinstatement of a dismissed worker.
5.	Quality Spinning Mills (P) Limited, Pollachi.	...	139	Fixation of Wages, Dearness allowances etc.
6.	Vijayeswari Textiles Limited, Pollachi.	...	279	Fixation of workload Wages etc.
7.	Ambika Bhavan, Madurai.	14-11-60	1	Compensation for the dismissed worker.
8.	P. S. S. Transports, Madurai.	12-11-60	All.	Bonus for 1959.
9.	Needle Industries (India) (Private) Limited, Ootacamund.	...	All.	Fixation of quantum of bonus for the years 1960 to 1964 and payment of festival advance.

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 November 1960.

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

INDUSTRIAL TRIBUNAL, MADRAS.

Coimbatore District:

- | | | |
|---|--|---|
| 1. Coimbatore Murugan Mills Ltd., Coimbatore. | What are the wages payable as per the award in Industrial Dispute No. 65/58 to the following workers of the Weaving shed :
1. K. P. Arumugam.
2. K. M. Subramaniam | G.O. Ms. No. 4805 Industries, Labour and Co-operation (Lab) dated 15-10-60. |
|---|--|---|

Madurai District:

- | | | |
|-------------------------------------|--|---|
| 2. Madura Mills Co., Ltd., Madurai. | Whether the demand of the workmen employed in Madura Mills Co., Ltd., Madurai Ambasamudram and Tuticorin for bonus for 1959 is justified and if so to fix the quantum. | G.O. Ms. No. 4780, I.L. & C. (Lab), dated 14-10-60. |
|-------------------------------------|--|---|

Madras District:

- | | | |
|--|--|---|
| 3. Western India Match Co., Madras-19. | 1. Whether the demand for the staff grading scheme is justified and to what relief they are entitled.
2. Fixation of scales of wages with annual increments for the different categories of staff and their respective fitment in the revised scales, if any. | G.O. Ms. No. 4935, I.L. & C. (Lab), dated 28-10-60. |
| 4. Bombay Co., (P) Ltd., Madras. | Fixation of quantum of additional bonus for 1957-58 and bonus for 1958-59. | G.O. Ms. No. 5342 I.L. & C. (Lab), dated 18-11-60. |

LABOUR COURTS.

LABOUR COURT, COIMBATORE.

Coimbatore District:

- | | | |
|---|--|---|
| 5. Sivaraj Transport, Tiruppur. | 1. Whether the non-employment of conductor G. Subramaniam 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. 4919 I.L. & C. (Lab), dated 25-10-60. |
| 6. Shree Cutchm Vijay Saw Mills, Pollochi. | Fixation of quantum of bonus for the year 1959-60. | G.O. Ms. No. 5305 Industries, Labour and Co-operation, (Lab), dated 17-11-60. |
| 7. The Indian Hume Pipe Co., Ltd., Coimbatore Branch, Coimbatore. | Fixation of quantum of bonus for the year 1958-59. | G.O. Ms. No. 5094, I.L. & C. (Lab), dated 4-11-1960. |

(1)	(2)	(3)
8 S. S. V. Motor Service, Coimbatore.	1. Whether the non-employment of S. V. Arumagham, Conductor is justified and to what relief he is entitled. 2. Whether the transfer of driver T. K. Arumugham 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. 5193, I.L. & C. (Lab), dated 4-11-60.
<i>Nilgiris District:</i>		
9. High Field Estate, Coonoor.	1. Whether the non-employment of Kumaran and Joseph 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. 4915, I.L. & C. (Lab), dated 24-10-60.
10. Banagudi Estate, Aravenue Post, The Nilgiris.	1. Whether the non-employment of 9 workers referred to in G.O. 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. 5170, I.L. & C. (Lab), dated 8-11-60.
11. Royal Valley Estate, Naduvattam Post, Nilgiris.	1. Whether the non-employment of M. H. Muddappa 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. 5203, I.L. & C. (Lab), dated 10-11-60.
<i>Salem District:</i>		
12. Pullicar Mills Ltd., Tiruchengode.	1. Whether the action of the management in reducing the permanent status of the following three workers as badlis, is justified. 1. Sethuraman, 2. Mahamud Hussain 3. Muthuramalingam. 2. To what relief they are entitled. 3. To compute the relief if any, awarded in terms of money, if it can be so computed.	G.O. Ms. No. 4760, I.L. & C. (Lab), dated 13-10-60.
13. Salem-Erode Electricity Distribution Co., Ltd., Salem.	1. Whether the action of the management in keeping the seven clerks referred to in the G.O. as temporary is justified.	G.O. Ms. No. 5099, I.L. & C. (Lab), dated 4-11-60.
14. Sri R. Narayanan, Reeling Factory, Komarapalayam.	1. Whether the non-employment of 6 workers referred to in the G.O. 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. 5102, I.L. & C. (Lab), dated 4-11-60.

4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part-II Section-I of the Fort St. George Gazette, during the month of November, 1960

Sl. No.	Name of the concern.	Page and date of Gazette.	G.O. No. and date in which the award was Published.
(1)	(2)	(3)	(4)
Industrial Tribunal Madras			
<i>Coimbatore District.</i>			
1. Textool Co., Ltd., Ganapathy P.O. Coimbatore.		8-9 16-11-60	G.O. Ms. No. 5095. (Lab,- Industries, Labour and Co-operation, dated 4-11-1960.
<i>Madras District:</i>			
2. Batliboi & Co., Madras.		3 23-11-60	G.O.R. No. 2032, Industries, Labour & Co-operation, dated 16-11-1960.
<i>Salem District:</i>			
3. Swarnambigai Motor Service, Shevapet, Salem.		6 2-11-60	G.O. R. No. 1863, (Lab), Industries, Labour and Co-operation, dated 18-10-60.
4. Sri Dwarkanathar Bank Ltd., Salem,		6-8 2-11-60	G.O. Ms. No. 4840, Industries, Labour and Co-operation, dated 18-10-1960.
5. Indian Metal and Metallurgical Corporation, Mettur Dam.		8-9 2-11-60	G.O. Ms. No. 4842, industries, Labour and Co-operation, dated 18-10-60.
6. R. P. David & Co., Salem.		8 16-11-60	GO. Ms. No. 1960, Industries, about & Co-operation. dated 3-11-1960.
<i>Labour Courts.</i>			
<i>Kanyakumari District:</i>			
7. Sri Ganapathy Motor Service, Nagercoil.		15-16 9-11-60	G.O. Ms. No. 1946, Industries, Labour & Co-operation, dated 2-11-1960.
8. Sri Ganapathy Motor Service, Nagercoil.		2 23-11-60	G.O.R. No. 2017, Industries, Labour and Co-operation, dated 14-11-60.
<i>Coimbatore District.</i>			
9. Stanmore Estate, Valparai.		1-2 23-11-60	G.O. R. No. 2016, Industries, Labour & Co-operation. dated 14-11-1960.
10. Sowdambigai Motor Service, Dharapuram.		4-6 2-11-60	G. O. Ms. No. 4841, (Lab) Industries, Labour & Co operation dated 18-10-1960.
<i>Chingleput District.</i>			
11. Rapid Toy Industries, Kovur, Madras.		6-8 9-11-60	G. O. Ms. No. 1902, (Lab) Industries, Labour & Co-operation dated 27-10-1960.
12. Rapid Industries, Madras.		10-12 9-11-60	G. O. Ms. No. 4963, Industries Labour & Co-operation, dated 28-10-1960.

(1)	(2)	(3)	(4)
<i>Madras District.</i>			
13. Chemical & Pharmaceutical Enterprises Madras-21.	1-2 9-11-60	G.O.R. No. 1896, Industries, Labour & Co-operation, dated 26-10-1960.	
14. do	2 9-11-60	*G.O.R. No. 1897, Industries, Labour and Co-operation, dated 26-11-1960.	
15. do	2-3 9-11-60	*G.O.R. No. 1898, Industries, Labour & Co-operation, dated 26-10-1960.	
16. New Premier Cafe, Madras.	3-5 9-11-60	G.O.R. No. 4350, Industries, Labour and Co-operation, dated 26-10-60.	
17. Kalmandapam Cafe, Madras.	13-15 9-11-60	G.O.Ms. No. 4964, Industries, Labour & Co-operation, dated 28-10-1960.	
18. Coromandal Engineering Co., (P) Ltd., Madras.	4-5 30-11-60	G.O.Ms. No. 5388, Industries, Labour & Co-operation, dated 22-11-1960.	
<i>Madurai District.</i>			
19. Kalidas Rice Mill, Madurai.	7 12-10-60	G.O.R. No. 1992, Industries, Labour and Co-operation, dated 8-11-1960.	
<i>Tiruchi District.</i>			
20. Jayalakshmi Bhavan, Pudukottai.	1-4 30-11-60	G. O. Ms. No. 5354 I.L.C. dated 19-11-60.	
21. 22X22 cigar Factory, Varagani Trichy.	3-5 16-11-60	G.O.R. No. 5088 I.L. & C. dated 3-11-60.	
22. Sundaram Transports, Trichy.	8-9 9-11-60	G.O.R. No. 1905 I.L. & C. dated 28-10-60.	
23. Chain Printers, Trichy.	9-10 9-11-60	G.O.R. No. 1906 Industries Labour and Co-operation dated 28-10-60.	
<i>Salem District.</i>			
24. Sri Thambi Transports, Salem.	5 9-11-60	G.O.R. No. 1899 I. L. C., dated 27-10-60.	
25. Sri Thambi Motor Service Salem.	1 2-11-60	* G.O.R. No. 1872 I. L. & C., dated 22-10-60.	
26. Mahadeswara Motor Service, Madapalli, Barkur P.O. Salem.	1-2 2-11-60	G.O. R. No. 1878 I.L. & C dated 24-10-60.	
27. Sri Thambi Motor Service. Salem.	2-3 2-11-60	G. O. R. No. 1879, I. L. C. dated 24-10-60	
28. do	3 3-11-60	* G. O. R. No. 1883, I.L.&C. dated 24-10-60	
29. N. S. Motors Service, Salem.	1-3 16-11-60	* G.O.Ms. No. 5053, I. L.&C. dated 2-11-60	
30. A. K. Z. Bus Service, Sankaridrug R. S. Salem.	5-7 16-11-60	G.O. Ms. No. 5089, I.L. & C. dated. 3-11-60.	

N.B * Denotes 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 November 1960.

Sl. No.	Name of the Concern.	Industry.	No. of workers involved.	Closures.		Cause.	Compensation paid to workers.
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Murugan Rice Mills, Murugan Rice and Oil Mills and Jothi Mills. Kangayam.	Rice Mill	160	10-11-60	..	Misunderstanding between the partners.	The management offered notice pay, retrenchment compensation, leave wages etc.
2.	Gayatri Engineering Works 24, Navaratnapuram, Madurai.	Engineering	45	Not known	..	For want of materials	Not known.
3.	Dhanalakshmi Vilas Silk cotton works, Bodinayakanur.	Ginning cotton	21	do.	..	do.	do.
4.	Chettiar Tannery Corporation (Naicker Shop) Madhavaram, Madras 11	Tannery	66	29-11-60	..	In the absence of demand for tanned skins in foreign countries and accumulation of stock of goods.	Paid compensation.
5.	Royal Cafe, Coimbatore...	Hotel	10	-11-60	..	do.	do.
6.	Meenakshi Cafe, Madras.	do.	17	5-11-60	..	Due to Loss	do.
7.	Sri Rama Natana Rangan Madras-6.	do.	22	23-11-60	..	do.	do.
8.	Madura Sugars & Allied Products Ltd., Pandiarajapuram.	Sugars	148	11-10-60	14-11-60	Nonavailability of sugar cane.	Given as item No. 1 in the report for the October, 1960.
9.	Amaravathi Co-operative Sugar Factory, Udumalpet.	do.	Not known.	31-10-60	..	Due to season	Not known.
10.	Cafe National, Hind Line Beach, Madras-1.	Hotel	15	15-11-60	..	Due to loss	Paid compensation.

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

Sl. No.	Labour Officer.	Wages and allowances.	Bonus.	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave and hours of work.	Others (not classifiable.)	Causes not known.	Total.	Complaints investigated and settled, (including those pending previously).
1	2	3	4	5	6	7	8	9	10	11
1.	Labour Officer, Coimbatore I	18	7	48	...	2	34	...	109	109
2.	Labour Officer, Coimbatore II	13	25	12	14	...	5	...	69	69
3.	do Coonoor	11	1	15	...	...	18	...	45	45
4.	do Madras-I	19	4	27	...	...	25	...	76	69
5.	do Madras-II	30	3	3	...	...	...	...	36	36
6.	do Madras-III	12	7	21	3	...	12	...	57	49
7.	do Madurai	24	6	19	3	14	14	...	80	80
8.	do Nagercoil	2	1	9	...	1	5	...	18	15
9.	do Pollachi	2	...	17	3	...	...	...	22	22
10.	do Salem	2	4	20	1	...	5	...	32	33
11.	do Tiruchirapalli	2	1	9	10	1	7	...	30	30
12.	do Tirunelveli	20	5	14	32	...	14	...	85	98
13.	do Vellore	1	1	14	2	...	8	...	26	27
	Total	156	65	228	68	21	147	...	685	682

STATISTICAL SUPPLEMENT

8. Statement showing the number of standing orders certified during the month of November 1960.

Number of standing orders certified as on 1—11—1960.	...	1023
Number of standing orders certified during the month of November, 1960	...	25
Total	...	1,048

9. Workmen's Compensation Act, 1923.

Statement of accidents reported and amount of compensation paid for the month of November, 1960.

Number of accidents resulted in		* Amount of compensation paid under each head.	
		Rs.	nP.
(a) Death	16 ...	36,749	25
(b) Permanent disablement	18 } ...57	2,021	50
(c) Temporary disablement	39 }		
Total		38,770	75

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

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed and disposed of during the period from 1—11—1960 to 30—11—1960.

Nature of cases.	Number Previously pending.	Number received.	Total.	Number disposed of	Balance
(1)	(2)	(3)	(4)	(5)	(6)
1. Application under Section 10 :					
(a) Fatal	...	55	...	55	7
(b) Non-Fatal :					
(i) Permanent disablement	...	95	8	103	12
(ii) Temporary disablement	...	7	...	7	2
2. Deposit under section 8 (i).					
(a) Fatal	...	70	18	88	21
(b) Persons under legal disability	...	10	1	11	1
3. Deposit under section 8 (2) :	...	3	3	3	...

(1)	(2)	(3)	(4)	(5)	(6)
4 Memo of Agreement:					
(a) Permanent disablement ...	29	17	46	20	26
(b) Temporary disablement ...	...	7	7	...	7
5 Recovery under section 31:	2	...	2	...	2
6 Indemnification under section 12:	1	...	1	...	1
Total	269	54	323	66	257

11. Payment of Wages Act. 1936.

Statement for the month of November 1960.

(1) No. of applications pending at the beginning of the month	155
(2) No. of applications filed during the month	13
(3) No. of applications disposed of during the month	42
(4) No. of applications pending at the end of the month	126

MADRAS SHOPS AND ESTABLISHMENTS ACT 1947.**12. (a) Application under section 51 :**

Pending as on 1—11—1960	...	5
Received during the month of November 1960	...	1
Disposed of during the month of November 1960	...	...
Pending as on 1—12—60	...	6

(b) Application under section 41:

Pending as on 1—11—1960	...	293
Received during the month of November 1960	...	19
Disposed of do	...	28
Pending as on 1—12—1960	...	284

MADRAS CATERING AND ESTABLISHMENTS ACT 1958.**(c) Application under section 19 :**

Pending as on 1—11—1960	...	188
Received during the month of November 1960	...	42
Disposed of do	...	26
Pending as on 1—12—1960	...	204

13. (a) List of Trade Unions Registered under the Indian Trade Unions Act, 1926, During the month of November, 1960.

S. No.	R. No.	Date of registration.	Industry.	Name and address of the Trade Union.
(1)	(2)	(3)	(4)	(5)
1.	3009	7—11—60	Miscellaneous	Shencottai Vattara Thenkai Parikkum Thozhilalar Sangam, Melur, Shencottah.
2.	3010	7—11—60	do.	Madras City Waste Paper & General workers Union, 20/20 Arani Rangier Street, Perumal Koil Garden, Madras-21.

(1)	(2)	(3)	(4)	(5)
3.	3011	7—11—60	do.	T. T. K. & Co., Employees Union, No. 17, Baker Street, Madras-1.
4.	3012	7—11—60	Textiles	Textile Employees Association, 6/212, Trichy Road, Singanallur, Coimbatore-5.
5.	3013	7—11—60	Transport	Tamilnad Bus - Workers Union, 39, West Cooum River Road, Chintadripet, Madras-2.
6.	3014	7—11—60	Textiles	The Coimbatore District Mill Staff and Jobbers Union, 10/21, Rengakonker Road, Kattur, Coimbatore.
7.	3015	7—11—60	Miscellaneous	Madras Flour, Oil Mills, Provision Stores and General Workers Union, 11, Guindy Main Road, Madras-15.
8.	3016	11—11—60	Engineering	A. R. A. S. & P. V. P. V. Workers Union, P. B. No. 63, West Gate, Madurai.
9.	3017	15—11—60	Chemicals	National Mannure Workers Union, Greffarkhan Street, Udampalpet P.O.
10.	3018	15—11—60	Mining & Quarrying	Thenkulam Vattara Quarry Workers Union, Keezha Thenkulam, Thalayuthu R.S. Tirunelveli district.
11.	3019	15—11—60	Textiles	Salem District Handloom Weaving Workers Union, Syed Hayat Habib Street, Arisipalayam, Salem-2.
12.	3020	16—11—60	Miscellaneous	Spencer Employees' Union, 20, Othavadai Street, Thousand Lights, Madras-6.
13.	3021	17—11—60	Railways	Southern Railway Employees Sangh, 37, Main Road, 'Unity House, Perambur, Madras.
14.	3022	29—11—60	Banking	Madras State Co-operative Land Mortgage Bank Employees Association, Angalamman Koil, 9, Nageswar Koil, Thirumanjana Veedi, Kumbakonam.

(1)	(2)	(3)	(4)	(5)
15.	3023	29—11—60	Railways	... Southern Railway Chemist & Metallurgists Staff Association, 59, Egmore High Road, Egmore, Madras-8.
16.	3024	29—11—60	Printing Publishing & Allied Industries.	Printing Press Workers Union, Guffarkhan Street, Udamalpet.
17.	3025	29—11—60	Sugars	... Thiru Arooran Sugars Staff-Union, Vedapathimangalam.
18.	3026	29—11—60	Textiles	... Pudukkottah Textiles National Workers Union Namanasamudram.
19.	3027	29—11—60	E. G. W. & Sanitary Services.	Coonoor Municipal Employees Union, Rokeby, Coonoor.
20.	3028	29—11—60	Construction	... Musiri Taluk National Building Workers Union, Angalamankoil Musiri.

13. (b) List of Trade Unions CANCELLED during the month of November 1960.

1.	2036	1—11—60	E. G. W. & Sanitary Services.	Coonoor Municipal Employees Union, Coonoor.
2.	2628	11—11—60	Metal & Products.	Metal... Tiruvottiyur Metal Workers Union, Madras-19.

ABSTRACT

1.	Total No. of trade Unions as on 1—11—60	...	1,073
2.	-do- registered during the month	...	20
3.	-do- cancelled	...	2
4.	-do- amalgamated	...	...
5.	-do- dissolved	...	...
6.	-do- as on 30—11—60	...	1,091

14. Particulars of Inspections made by the Inspectors during the month of November 1960.

No.	Particulars.	Factories Act.	Payment of Wages Act.	Madras Maternity Benefit Act.	Madras Shops and Establishments Act.	Madras Catering & Establishments Act.	Minimum Wages Act.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	No. of establishments inspected.	345	1,825	114	45,249	25,51	635
2	* Nature of irregularities noticed	61	155	34	526	261	23
3	No. of cases warned	29	132	...	638	228	7
4	No. of prosecutions launched.	17	3	...	46	87	...
5	No. of convictions obtained.	35	3	...	43	61	...
6	Amount of fines levied in Rupees.	970	7	...	648	598	...

* The common irregularities noticed were in respect of the 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 November 1960.

Districts.	AT THE BEGINNING.				REGISTERED.				REMOVED.				TOTAL.				REMARKS.
	2 (m) (i)				2 (m) (i)				2 (m) (i)				2 (m) (i)				
	Other than Hotels and restaurants.	Hotels and restaurants.	Section 2 (m) (ii).	Section 85 (i).	Other than hotels and restaurants.	Hotels and restaurants.	Section 2 (m) (ii).	Section 85 (i).	Other than hotels and restaurants.	Hotels and restaurants.	Section 2 (m) (ii).	Section 85 (i).	Other than hotels and restaurants.	Hotels and restaurants.	Section 2 (m) (ii).	Section 85 (i).	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
1. Madras	648	...	69	188	1	...	...	...	...	...	...	...	649	...	69	188	...
2. Chingleput	168	...	29	52	3	...	...	...	1	...	1	...	170	...	28	52	...
3. South Arcot	111	...	16	67	...	...	...	...	2	...	...	...	109	...	16	67	...
4. North Arcot	126	...	144	113	...	...	...	...	...	...	...	...	126	...	144	113	...
5. Thanjavur	302	...	28	90	...	...	...	...	1	...	...	...	301	...	28	90	...
6. Tiruchirappalli	217	...	22	275	...	...	...	...	1	...	...	...	216	...	22	275	...
7. Madurai	357	...	57	100	...	...	...	...	...	...	...	...	357	...	57	100	...
8. Ramanathapuram	203	...	69	136	...	...	...	...	...	...	...	...	203	...	69	136	...
9. Tirunelveli	239	...	52	145	...	...	...	...	...	...	...	...	239	...	52	145	...
10. Kanyakumari	36	...	7	29	...	...	...	...	...	...	...	...	36	...	7	29	...
11. Salem	361	...	28	123	3	...	1	...	3	...	...	...	361	...	29	123	...
12. Coimbatore	863	...	84	190	4	...	...	...	...	...	...	...	867	...	84	190	...
13. Nilgiris	107	...	1	15	...	...	...	...	...	...	...	...	107	...	1	15	...
Total	3738	...	606	1523	11	...	1	...	8	...	1	...	3741	...	606	1523	...

15 (b). Numerical list of Plantations covered by the Plantation Labour Act 1951 for the month of November, 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.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee	...	122	28,604.39	...	...	...	...	122	28,604.39
2. Tea	...	124	62,389.78	...	...	...	...	124	62,389.78
3. Rubber	...	15	7,525.68	...	...	...	...	15	7,525.68
4. Cinchona	...	3	9,406.00	...	...	...	...	3	9,406.00
5. Cardamom	...	3	2,173.20	...	...	...	...	3	2,173.20
Total	...	267	1,10,099.05	...	...	...	...	267	1,10,099.05

Note:—A. Number of Plantation.

B. Total acreage under cultivations.

96

MADRAS LABOUR GAZETTE

16. (a) Statement of Accidents for the month of November, 1960.

No. of Industries (1)	Name of Industry (2)	Number of accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	1
20.	Food except beverages	...	42
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	301
24.	Footwear, other wearing apparels and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	1
26.	Furniture and fixtures	...	3
27.	Paper and paper products	...	...
28.	Printing, publishing and allied industries	...	11
29.	Leather and leather products (except foot-wear).	...	4
30.	Rubber and rubber products	...	16
31.	Chemicals and Chemical products	...	196
32.	Products of petroleum and coal	...	26
33.	Non-metallic mineral products (except Products of Petroleum and coal).	...	24
34.	Basic Metal industries	...	16
35.	Metal products (except machinery and transport equipments).	...	42
36.	Machinery (except electrical machinery)	...	150
37.	Electrical Machinery, apparatus, appliances and supplies.	...	16
38.	Transport equipment	...	532
39.	Miscellaneous industries	...	23
51.	Electricity, Gas and Steam	...	11
52.	Water and Sanitary Services	...	...
83.	Recreation services (Cinema Studios)	...	3
84.	Personal Services (laundries, dyeing and cleaning).	...	...
		4	141,8

16. (b) Statement of Accidents in Cotton and Jute Mills for the Month of November, 1960.

Name of Industry. (1)	Adults.		Adolescents.		Children.	
	Men. (2)	Women. (3)	Male. (4)	Female. (5)	Boys. (6)	Girls. (7)
Cotton Machinery:—						
1. Opening and Blow Room Machinery.	5	...	...	...	...	...
2. Card Room Machinery	31	...	...	...	...	...
3. Drawing Frames	6	...	...	...	...	...
4. Speed Frames	33	1	...	...	...	...
5. Spinning Machinery	51	...	...	...	...	...
6. Weaving Machinery	18	...	...	...	...	...
7. Finishing Machinery	3	2	...	...	...	...
8. Flying Shuttles	6	...	...	...	...	...
9. Other Miscellaneous Textile Machinery	27	1	...	...	...	...
10. Miscellaneous Non-Machinery Accidents.	115	2	...	...	...	...
Total	295	6	...	...	...	...
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 November, 1960:

Name of the factories or establishments (1)	Section from which exempted (2)	Duration of exemption (3)	Authority (4)
Madras Shops and Establishments Acts, 1947.			
1. The twentieth All India Khadi. Handloom, Swadeshi and Industrial Exhibition Stalls, Bose Maidan. Salem.	All provisions of the Act.	Further period of 3 days on and from 12-9-60 and ending with 14-9-60	G.O.R. No. 1791, I.L. & C. dated 8-10-1960 published as notification II-1 No. 1935 of 1960 at page 640 of the Fort St. George Gazette dated 2-12-60.
2. The Madurai Devi Bala Vinodha Sangeetha Sabha.	do. subject to certain conditions.	Further period of 1 year commencing on 1-4-60 and ending with 31-3-61.	G.O.Ms. No. 5131, I.L.C. dated 5-11-60 published as notification II. 1 No. 2340 of 1960 at page 792 of the Fort St. George Gazette dated 23-11-1960.

(1)	(2)	(3)	(4)
3. The Ammami Appalam Depot, Kallidai-kurichi, Tirunelveli Dist.	Sub section 1 of section 11 of the Act.	Permanent	G.O.Ms. No. 5280, I. L. & C. (Labour) dated 16-11-60 published as notification II. 1 No. 2472 of 1960 at page 840 of the Fort St. George Gazette dated 30-11-1960.
4. Permanent employees in M/s. Colgate Polmolives (India) Private Ltd., Madras.	Section 25 of the Act subject to certain conditions.	do.	G.O. Ms. No. 5358 I. L. & C. (Labour) dated 19-11-60 published as notification II. 1 No. 2554 of 1960 at page 867 of the Fort St. George Gazette dated 30-11-60.
Employees' State Insurance Act, 1948.			
1. The Central Asphalt Plant, Egmore of the corporation of Madras.	All chapter except chapters V-A of the Act.	Further period of 1 year from 20th November 1960.	Notification II. 1 No. 2160 of 1960 at page 725 of the Fort St. George Gazette, dated 9-11-1960.
2. (i) Special Maintenance Repair Shed Workshop, Coimbatore. (ii) Wood Pole treatment section of Pykara Electricity System, Coimbatore.	do.	One year from 9th November 1960.	Notification II. 1 No. 2162 of 1960 at page 725 of the Fort St. George Gazette dated, 9-11-60.
3. The Highways Repair yard, Guindy, Highways Repair yard, Coimbatore and P.W. Workshop and Stores, Madras.	All chapters except chapter V-A of the Act.	Further period from 14-9-60 upto and inclusive of 13-3-61.	II. 1 No. 2473 of 1960 at page 84 of the Fort St. George Gazette dated 30-11-60.
Madras Catering Establishments Act, 1958.			
1. Hostels and Canteens attached to the Educational and Research Institutions managed or run by themselves.	All provisions of the Act.	Permanently	G.O.Ms. No. 4921, I. L. & C. (Labour) dated 25-10-60.
2. (i) Young persons employed in Catering Establishments.	From sub-sec. 1 of Sec. 7 of the Act subject to certain condition.	do.	G.O.Ms. No. 5044, I. L. & C. (Labour) dated 1-11-60 published as notification II. 1 No. 2338 of 1960 at page 791 of the Fort St. George Gazette dated 23-11-60.

(1)	(2)	(3)	(4)
(ii) Employees employed in Catering Establishments attached to railway stations.	Sec. 10 subject to certain conditions.	do.	— Notification II. 1 No. 2339 of 1960 at page 792 of the Fort St. George Gazette dated 23-11-60.
Plantations Labour Act, 1951.			
1. Employers of all plantations in respect of hospital and medical staff, domestic servants etc.	19, 20, 21 and 22 subject to certain conditions.	The exemption shall be in force so long as the workers are exempted from the provisions of Sections 13 and 14 of the Minimum Wages Act, 1948.	G.O.Ms. No. 5071, I. L. & C. (Labour) dated 3-11-60 published as notification II. 1 No. 2194 of 1960 at page 746 of the Fort St. George Gazette dated 16-10-60.
Minimum Wages Act, 1948.			
1. Hospital and Medical staff, domestic servants etc. employed in any plantation maintained for the purpose of growing cinchona, rubber, tea or coffee.	Sections 13 and 14 subject to certain conditions.	1 year from the date of publication of the notification in the Fort St. George Gazette.	G.O.Ms. No. 5073, I. L. & C. (Labour) dated 3-11-60 published as notification II. 1 No. 2195 of 1960 at page 746 of the Fort St. George Gazette dated 16-11-60.

18. Consolidated Statement of Prices of Cotton and Yarn for November, 1960:

For the Week Ending.	Period of Cotton per Candy of 784 lbs.	
	Cambodia.	Karunganni.
4-11-'60	850/980	750/870
11-11-'60	-do-	-do-
18-11-'60	-do-	-do-
25-11-'60	-do-	-do-

For the Week Ending	Prices of Yarn per Bundle of 10 lbs.	
	20s	
7-11-'60	21-60	
15-11-'60	21-60	
21-11-'60	21-60	
28-11-'60	21-60	

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 November, 1960, as ascertained and declared by the Director of Statistics under section 2 (d) of that Act.

Centre.	Food.	Fuel and Lighting.	Cloth- ing.	Houses Rent.	Miscel- laneous.	cost of Living index.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(Base : Year ended June, 1936 : 100).						
1. Madras City ...	550.7	591.7	473.7	283.4	343.1	484.2
2. Cuddalore ...	531.0	517.9	385.8	349.3	479.5	493.8
3. Tiruchirapalli ...	529.6	463.0	429.1	270.3	352.3	463.9
4. Madurai ...	579.7	404.7	503.8	287.0	296.4	483.1
5. Coimbatore ...	547.0	484.4	480.4	463.6	293.5	509.0
	Food.	Housing.	Clothing.	Miscel- laneous.	Cost of Living Index.	
(Base : August, 1939 : 100).						
6. Nagercoil ...	576.7	413.0	512.9	290.4		504.4

* The cost of living index numbers are now called consumer price index figures.

Comparative statement of the cost of living index numbers for the months of October, 1960, and November 1960.

Zone.	Centre.	Cost of living index numbers for the months of.		Variation.
		October, 1960.	November 1960.	
(Base : Year ended June, 1936 : 100).				
1. Madras City and Chin- gleput Dt.	Madras City ...	477.2	484.2	+7.
2. North Arcot and South Arcot Dts.	Cuddalore ...	479	494	+15.0
3. Tiruchirapalli & Tan- jore Dts.	Tiruchirapalli ...	446	464	+18.0
4. Madurai, Ramanatha- puram and Tirunel- veli Dts.	Madurai ...	465	483	+18.0
5. Coimbatore and Salem Dts.	Coimbatore ...	507	509	+2.0
(Base : August, 1939 : 100)				
6. Kanyakumari Dt.	Nagercoil ...	495	504	+9.0

MADRAS CITY.

INDEX-484.

A rise of seven points.

The index for the food group rose by eight points to 551 due mainly to a rise in the prices of rice, vegetables and meat.

The index for the fuel and lighting group rose by thirty one points to 592 due to a rise in prices of firewood and charcoal.

The group index number in respect of clothing, house rent and miscellaneous remained unchanged, at 474, 283, and 343 points respectively.

Group.	Weight proportional to the total expen- diture.	Group Index number.	
		October 1960	November 1960.
(1)	(2)	(3)	(4)
Food ...	58.23	543.1	550.7
Fuel and lighting ...	8.42	560.9	591.7
Clothing ...	6.10	473.5	473.7
House-rent ...	14.57	283.4	283.4
Miscellaneous ...	12.68	343.3	343.1
Total ...	100.00		
Cost of living index number		477.2	484.2

CUDDALORE.

INDEX - 494

A rise of fifteen points.

The index for the food group rose by twenty one points to 531 due to a rise in the prices of rice and gingelly oil.

The index for the fuel and lighting group rose by twenty nine points to 518 due to a rise in the price of firewood.

The group index numbers in respect of clothing, house rent and miscellaneous remained unchanged at 386, 349 and 480; points respectively.

TIRUCHIRAPALLI

INDEX - 464.

A rise of Eighteen point

The index for the food group rose by twenty nine point to 530 due mainly to a rise in the prices of rice and vegetables.

The index for fuel and lighting group rose by seven points to 463 due to a rise in the prices of firewood.

The group index numbers in respect of clothing, house rent and miscellaneous remained stationary at 429, 270 and 352 points respectively.

MADURAI

INDEX - 483.

A rise of eighteen points.

The index for the food group rose by thirty-three points to 580 due mainly to a rise in the prices of rice, vegetables and milk.

The index for the miscellaneous group of fell by twelve points to 296 due to a fall in the price of betel leaves.

The group index numbers in respect of fuel and lighting clothing and house rent remained unchanged at 405, 504 and 287 points respectively.

COIMBATORE

INDEX - 509

A rise of two points.

The index for the food group rose by three points to 547 due mainly to a rise in the prices of ehulam, vegetables, coconut oil and gingelly oil.

The group index numbers in respect of fuel and lighting, clothing, house rent and miscellaneous remained unchanged at 484, 480, 464 and 294 points respectively.

(Base: August 1939: 100)

NAGERCOIL. INDEX - 504.

A rise of nine points.

The index for the food group rose by eleven points to 577 due mainly to a rise in the prices of rice.

The index for housing group rose by twelve points to 413 due to a rise in the price of firewood.

The index for the miscellaneous group rose by eight points to 290 due to a rise in the price of betel leaves,

The index for the clothing group remained unchanged at 513.

(a) Monthly Press Report of the Madras Region for the Month of November 1960.

Sl. No.	Particulars	During the month	Since last preceding 1st April
I. A. Registration:			
1.	No. of workers registered	3,543	20,903
2.	Net No. of insured persons entitled to medical care at the end of month.	...	1,96,121
B. Employment Injury Benefits:			
1.	No. of Accident Reports received.	1,513	12,193
2.	No. of Temporary Disablement Benefit payments.	889	7,665
3.	Amount of Temporary Disablement Benefit paid.	Rs. 18,567.59	Rs. 1,56,894.62
4.	No. of cases referred to Medical Board.	15	115
5.	No. of cases decided for:		82
	(a) Partial Permanent Disablement.	12	
	(b) Total Permanent Disablement.	Nil	Nil
6.	Amount of Permanent Disablement Benefit paid.	Rs. 3,639.59	Rs. 31,178.23
7.	No. of insured persons got fitted with artificial limb.	Nil	4
8.	No. of dependants admitted to dependants' benefit.	Nil	9
9.	Amount of Dependants' Benefit.	Rs. 1,457-96	Rs. 13,932.36
C. Sickness Benefit.			
1.	No. of sickness benefit payments.	24,351	1,76,677
2.	No. of sickness benefit days.	1,37,538	10,84,670
3.	Amount of Sickness Benefit paid.	Rs. 2,80,629.08	Rs. 21,41,187.75
4.	No. of insured persons found eligible to extended sickness benefit.	41	451
5.	Amount of extended Sickness Benefit.	Rs. 4,507.38	Rs. 43,27.71

D. Maternity Benefit.

1.	No. of fresh maternity benefit cases admitted.	134	1,101
2.	No. of Maternity benefit days.	8,559	84,132
	Amount of Maternity Benefit paid.	Rs. 33,589.92	Rs. 2,79,141.01
<i>Legal Action</i>			
<i>During the Month of November 60</i>			
		No. of cases	Amount
1.	No. of cases where recovery has been effected under Sec. 73-D of the Act and the amount so recovered.	17	13,053.48
2.	No. of cases where recovery of Employees' contribution has been effected under Sec. 75-(2) of the Act and the amount so recovered.	5	6,323.83
3.	No. of convictions under Sec. 86 of the Act indicating, in brief the grounds for prosecution and the punishment awarded:	Nil	Nil

20. (b) Employees State Insurance Scheme. Medical Benefit November, 1960.

Sl. No.	Particulars.	
1.	Total number of Attendance:	...
	New	55,938
	Old	1,62,210
2.	No. of Medical certificates issued	77,372
3.	No. of Domiciliary visits made	306
4.	No. of Injections administered	49,262
5.	No. of x-ray examinations	1,191
6.	No. of Laboratory Examinations	2,055
7.	No. of Specialist Investigations	2,537
8.	No. of Persons admitted to Hospitals	1,144
9.	Bed Days occupied during the month	9,773

Additional data for panel system.

1.	No. of attendance-New	...	13,140
	Old	...	26,157
	Diagnostic Centres	...	
2.	No. of Prescriptions issued	...	*11,193
3.	Payments made to:—		
	1. Chemists	...	
	2. Insurance Medical Practitioners	...	Rs. 3,554.27

NOTE:—The figures furnished above do not include the figures of two State Insurance dispensary in Madras and two Panel doctors from Coimbatore.

2. * The figure does not include one S.I. dispensary.

177106 JL
X:9.211NS9L10
1160.2

A REMINDER TO SUBSCRIBERS.

Subscribers whose subscription has expired are requested to renew their subscription for the year 1960-61. They are also requested to give the following particulars while renewing their subscription.

- (1) Serial No. (Noted on the wrapper of the Gazette).
- (2) Period for which the subscription is renewed.

MADRAS LABOUR GAZETTE

Printed at Kubera Press,
21, Sunkurama Chetty Street,
Madras - 1

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 caters 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 also includes articles from specialists in the various subjects relating to industrial relations.

“Registered with the Registrar of Newspapers for India under No. R. N. 1424/59”

Bombay Labour Gazette

Started in 1921, the *Labour Gazette*, issued monthly, is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting Labour in India and abroad. It contains statistical and other information on consumer price index number for working class, industrial disputes, absenteeism, trade unions, Glimpses from Industrial awards, Labour Legislation, etc. Special articles embodying results of enquiries and research relating to wages, hours of work, unemployment, family budgets, etc., are published from time to time.

Annual Subscription: Rs. 12.

Single Copy Rs. 1.25.

Obtainable through recognised booksellers or direct from :

**OFFICE OF THE COMMISSIONER OF LABOUR,
BOMBAY - 2 (INDIA)**

West Bengal Labour Gazette

Monthly publication of the Department of Labour, Government of West Bengal.

Special features -- Labour Legislations and Notifications, both Central and State; Important decisions of the Supreme Court and of various High Courts; Summaries of awards of the State Industrial Tribunals and Labour Courts Labour Intelligence; Notes on Conciliations, collective bargaining reports on the activities of different Directorates under Labour Department, Labour welfare, statistical enquiries and information special articles.

Rates of Subscription: Rs. 0.75 per copy - English Is. 3d.

Rs. 9 per annum.

Subscriptions to be sent to :

**SUPERINTENDENT, GOVERNMENT PRINTING,
WEST BENGAL, 38, GOPALNAGAR ROAD, CALCUTTA-27.**