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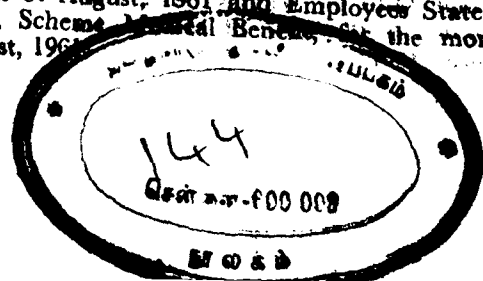
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CONTENTS

ARTICLES	PAGE
Work, Leisure and Recreation	779
Payment by Results	791
Industrial Safety	800
LABOUR NEWS	803
CURRENT NOTES	808
AWARDS AND AGREEMENTS	816
CURRENT LABOUR LITERATURE	841
A note on the salient features of the Annual Report on the working of the Payment of Wages Act, (1936) for the year 1960	842
NOTIFICATIONS	843
STATISTICAL SUPPLEMENT	
1. Statement showing the details of agreements brought about by the Conciliation Officers under sec. 12 (3) of the Industrial Disputes Act, 1947, during the month of August, 1961.	852
2. Statement showing the Bipartite Settlements under section 18 (1) of the Industrial Disputes Act, 1947 for the month of August, 1961.	862
3. Statement showing the list of Industrial disputes referred for adjudication to the Industrial Tribunal Madras and the Labour Courts published in Fort St. George Gazette during the month of August, 1961.	863
4. Statement showing the list of awards of the Industrial Tribunal and the Labour Courts and published in the Supplement to Part II of Section I of the Fort St. George Gazette during the month of August, 1961.	867
5. Monthly review of work stoppages (strikes and lock-outs) for the month of August, 1961.	868 (a)
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 August, 1961.	869



7. Statement showing the number of complaints received and investigated by the Labour Officers' during the month of August, 1961	870
8. Statement showing the number of standing orders certified during the month of August, 1961	871
9. Workmen's Compensation Act, 1923-Statements of accidents reported and amounts of Compensation paid for the month of August, 1961	871
10. Workmen's Compensation Act, 1923-Statement showing the number of cases filed and disposed of during the period from 1-8-1961 to 31-8-1961	871
11. Payment of Wages Act, 1936- Statement for the period from 1-8-1961 to 31-8-1961	872
12. Madras shops and Establishments Act, 1947- Appeals under sections 51, 41, and 19 pending, received and disposed of during the month of August, 1961	872
13. List of Trade Unions Registered under the Indian Trade Unions Act, 1926, Dissolved during the month of August, 1961	873
14. Particulars about the Labour administration and statistics for the month of August, 1961	876
15. Numerical list of Factories and Plantations covered by the Plantations Labour Act, 1951 for the month of August, 1961	877
16. Statement of Accidents for the month of August, 1961	879
17. Exemption granted to the factories and establishments from the provisions of the Acts and rules as indicated below during the month of August, 1961	881
18. Consolidated statement of cotton and yarn prices in the State of Madras for the month of August, 1961	882
19. Comparative statement of the cost of living index numbers for the months of July and August, 1961.	883
20. Monthly Press Report of the Madras Region for the month of August, 1961, and Employees State Insurance, Scheme of Medical Benefits, for the month of August, 1961	885



THE MADRAS LABOUR GAZETTE

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ARTICLES

WORK, LEISURE AND RECREATION

By

Dr. V. Agnihotri, Deputy Director, Labour Bureau.

Any study which aims at a scientific analysis of work, leisure and recreation in the sphere of labour economics is apt to be misleading if it tries to study these aspects as isolated phenomena without mutual interaction. Their inter-relation and inter-dependence are in fact so subtle and complex that it would be difficult to isolate them for any objective analysis. Men with all the diversities of their occupational and emotional life and their individual and social experiences and mental make-ups cannot be standardized in their work and recreation patterns. Recreation to one person may be onerous labour to another; and the same activity may either be work or leisure to the same person at different times.

Work

Industrialization has introduced a new circumscribed concept of work as human activity solely devoted towards earning a living. The worker is actually conscious of the value of hours outside such work which is usually termed as free time. The demand for an increase of free time and relative decrease in the hours of work and the concessions made by the employers in different countries have been directly proportional to the political consciousness, enlightened outlook and organized strength of the workers. Harold Butler, while director of the International Labour Office made a plea long back for a shorter working week because of the increasing need for greater leisure and more recreation. He argued that the nervous strain caused by machines on the human organism made this necessary. In countries where the fight has been very tough, working hours have been reduced to five and in others they range from 6 to 9 per day. Many investigations have been made in Western Countries to find out optimum work week, but such a study has entailed many practical difficulties. Workers perform differently under the same hours because of various factors viz., the incentive to produce, working conditions and environment under which they work, the physical exertion which the job makes upon them, the degree to which they control the work pace and less tangibly the relation they

maintain with management. The longer hours yield higher output, but at a regressive rate. The longer hours cause fatigue which manifests itself as a practical factor limiting production by lowering efficiency, increasing absenteeism, increasing the incidence of work injuries and ultimately affecting the level of the total output. Many studies about absenteeism have revealed that longer hours have engendered fatigue, which has increased injuries not only in absolute numbers but also in the rate of incidence. English Studies during both world wars have indicated the folly of working excessively long hours such as 70 or 80 per week. Immediately after Dunkirk, efficiency dropped sharply and absenteeism increased alarmingly after only a period of weeks inspite of the drastic emergency. On the contrary, shorter the working hours, the less workers can afford to absent themselves from work. They are supposed to be regular in their work and active in their performance. As a rule, the limiting factor in any consideration of the effectiveness of varying work schedules is that of fatigue. The human being is not a machine and cannot keep on working with the same efficiency hour after hour. His effectiveness is bound to vary with the physical demands, which the job makes on him. A study made by the United States Department of Labour in 1947 revealed that everything else being equal the 8 hour day and 40 hours week are best in terms of efficiency and absenteeism and that highest levels of hours are less satisfactory. No doubt the conditions are fast changing and the workers are heading towards a gradual reduction of working hours with the growth and development of industrialization.

The table given below indicates hours of work per week in Manufacturing Industries of various countries from 1953 to 1959. It reveals that in most of the countries, working hours have remained more or less the same or gradually declined except in the case of Japan where the working hours have increased from 48.4 to 50.2 hours a week since 1956. The shortest working hours are in the U.S.A. and Canada, which vary between 40 to 41 per week and there is a further move in these countries for a gradual reduction of working hours. Details are given below:

TABLE I

Hours of Work per week in Manufacturing Industries

Year	U.S.A.	U.K.	Canada	France	Germany	Egypt	Japan	India
1953	40.5	45.9	41.3	44.1	48.0	50	48.4	48
1954	39.7	46.3	40.7	44.6	48.7	50	48.5	48
1955	40.7	46.4	41.0	44.7	48.8	52	48.4	48
1956	40.4	46.0	41.0	45.4	47.8	51	50.2	48
1957	39.8	45.8	40.4	45.7	46.4	50	50.2	48
1958	39.2	45.3	40.2	45.1	45.5	52	50.2	48
1959	40.3	46.1	40.7	44.9	45.8	50	50.5	48

If we take the past history of working hours in India as propagated through the Factories Act, amended from time to time, we find that a gradual decline in the number of working hours has taken place. The experience during World Wars I and II has shown that adoption of longer

hours and overtime does not in any way increase the efficiency of the workers whereas reasonably regulated hours of work ensure both greater efficiency and better production standard.

Details of working hours are given below:

TABLE II

Number of Working Hours per day in Perennial Factories

Year	Perennial Factories		
	Male adults	Female adults	Children
1890-1910	No limits	11	7
1910-1922	12	11	6
1922-1934	10	10	6
1934-1939	9	9	5
1939-1948	9	9	5
1948-Present day	8	8	5

Distribution of Free Time

Free time or time available outside working hours can be divided into two categories. The first includes all the time which the worker spends in easing himself, washing, dressing and undressing, taking meals and sleeping. The time which he takes in going to the factory and coming back home is also included in this. The other category includes the rest of his time which he spends in recreation, relaxation, idling, meeting his friends and relatives and attending to other social obligations. The main feature differentiating the first from the second is the presence or absence of an element of compulsion in the circumstances attending on these activities. It is almost impossible to neglect or over-look the performance of the items in the first group and there is the lack of any alternative choice. The second category, however offers a wide range of selection and much scope for individual adjustments according to different temperamental tastes and aptitudes. Thus, if we deduct the time spent on the items included in the first category specified above from the total free time available to the worker, the balance which is left over in terms of hours and minutes is usually termed as leisure.

Leisure

In common parlance leisure tends to become confused with recreation and carries an accent of opprobrium. For Aristotle there were three kindred ideas expressing the end of human life: theoretical wisdom, happiness and leisure. Leisure was more than the condition for the attainment of the other two. It represented the satisfaction of the truly disinterested interest and the achievement of understanding in life. For purposes of social analysis, the concept is usually narrowed down to mean freedom from activities centering round the idea of earning a living.

To quote Henry Durant, "The sharp division which exists for the vast majority of people between their work and their leisure is the outstanding aspect of the problem as it presents itself today...Probably the concept of leisure as something apart from and opposed to work was un-known until there arose a group in society which did not need to labour in order to ensure its livelihood...There is agreement, however, that at one time the present separation between work and leisure did not exist and that it has come about in the course of historical evolution". The above quotation, though it does not attempt a definition of leisure, implies, however, the desirability of such a definition and gives us a clue. The clue suggested is the distinction between time spent in earning a living and time spent in doing something else. It is generally accepted as a right criterion of judgment in determining the line of demarcation between work and leisure.

To quote Delisle Burns "Spare time or leisure must be taken in its most inclusive sense. It is understood here to include all that part of life which is not occupied in earning a living". The author has stressed the fact that his definition of leisure is all-inclusive and used in the widest sense. We must, however, for reasons suggested in the preceding paras, deduct the time spent in the performance of items included in the first category of free time from the total free time available to a worker, in order to arrive at what we would call leisure in the strict sense of the term. Lack of freedom and initiative in spending the time would be good criterion for distinguishing leisure from work. Human beings cannot ignore their meals nor do away with the necessity of going to bed without deleterious effect on their health. They cannot avoid easing themselves, and dispense with any washing, dressing and undressing. No choice is left to them in such matters which are necessary to human existence. It will, therefore, be difficult to justify the stand that during these activities a man is at leisure. A man lying in bed in the hospital after an operation or in fever has, of course, a lot of free time at his disposal. But the fact that he is compelled to lie or confine himself to bed, probably against his own will, lends little sense to the idea that he is at leisure.

A definition of leisure by B. Seebom Rowntree would prove very illuminating. According to him, "When we talk about available leisure, what we usually mean in the case of people who work for their living is the week-end and the time between getting home from work and bed-time. Broadly speaking that is in York for factory workers on day shifts, the evenings after 6 O'clock on five days a week, whole or half day on Saturday and all day on Sunday". Rowntree has examined here the position of day-shift workers only; but working on this analogy, we may deduce in general terms that according to him leisure each day consists of that much of time which would be left over after deducting from a full day of 24 hours, the working hours in the factory, the time spent in going to and coming from the factory, plus the time utilised in sleep. He is averse to making any concession in respect of the time spent in getting ready and in taking meals. A further quotation from Rowntree would prove of interest. He says that "it would be wrong to assume that families which spend a long time over meals making them social occasions, have less leisure time than they would have, if they had eaten their meals in half the time. The extra time spent at meals is their way of occupying part of their leisure and this may hold good of a longer night's rest". Rowntree's justification for including the time taken by

meals, and in dressing and undressing within the hours of leisure may be the difficulty of laying down any precise limit for the duration of time that should normally be consumed in the performance of such activities. It is such practical difficulties as these which often make us yield large concessions in our strictly theoretical stand. The conditions prevailing in the country, to which Rowntree's enquiry relates, are considerably different from those obtaining in our country. Modern England with its developed use of electronics and machines has considerably reduced the time taken up by cooking, washing and other less significant aspects of life.

The industrial worker in Britain has not to waste compulsorily his time in cooking his meal and laundering his clothes unlike his Indian peers. The workers in the Western world have seldom to tax their own patience by standing in long queues before public taps, latrines and lavatories, which is an irritating feature of the Indian workers' daily life. Hence the Indian workers have to spend quite a handsome proportion of their free-time in easing themselves, washing and taking meals. The time taken for dressing and undressing in India will appear insignificant since an average Indian worker is poorly clothed. Time taken by various domestic duties which usually form part of the daily routine of the workers is often associated with other activities which would come under leisure engagements if taken separately. As an illustration, a worker's daily round to the bazar for small purchase is very often associated with his meeting friends on the way, and discussing sundry matters, or amusing himself with street music, jugglery or magic feats on the roadside. Further, the practical difficulty of calculating an average of time taken by such domestic activities prevents us from excluding the time thus spent from total leisure. We shall, therefore, include in our definition of leisure only such time as is left over after deducting from a whole day of 24 hours' time spent in going to and coming back from work, the time taken during easing, washing and taking meals and the time normally taken up in sleep, together with the time taken by work in the factory.

The pattern of a society is largely determined by the quality of its leisure, whether that leisure be restricted to a few or spread widely. Leisure is not only the germinating time of art and philosophy, the time in which a man attains the values of life; it also provides opportunity for appreciation and the time in which such human values get across into common experience. The quality of a civilization depends upon the effectiveness of the transmission of such values. The wide spread enjoyment of leisure is thus a matter of greatest moment, culturally as well as economically.

Hardly any investigation in this field has been conducted in India. The writer himself conducted one such investigation of 900 factory workers in Kanpur in 1950 and the study revealed the following distribution of workers' time:

TABLE III.

Distribution of Worker's Time on an average per day of 24 hours

Average time spent in	Number of hours and minutes.	
	Hours	Minutes.
Working hours.	8	0
Rest Interval.	0	30
Sleep.	7	30
Going to and coming from Factory.	0	40
Eating, washing and meals.	1	0
Leisure.	6	20
Total.	24	00

It is revealed from the above Table that the average leisure time per worker comes to 6 hours 20 minutes. The value and significance of such leisure vary with respect to the time during day or night when such leisure is available. Leisure time which falls within earlier hours of the morning is bound to be less significant than that which comes later. Again leisure hours available in the night, say from 9 p.m. to 6 a.m. cannot be spent in any recreation activities as can be indulged in the earlier hours of the evening. Leisure time essentially varies from place to place and time to time as many factories run more than a shift in a day and at varying hours.

A further distribution of leisure time activities as given below reveals an interesting study of the life of Indian workers.

TABLE IV

Average Time Spent in Leisure Activities (per worker)

Leisure time activities	Average Time Spent per Worker	
	Hours	Minutes
Domestic duties	2	2
Idling and relaxation	1	20
Gossip	1	10
Religious Functions	0	6
Entertainments	1	12
Visiting friends and relatives	0	30
Reading and writing	0	1
Physical culture		1
Total ...	6	20

The above table reveals that idling and relaxation occupies 1 hour 20 minutes on an average per day. The workers reach home nearly exhausted after a long and continuous work of eight hours. The din and noise, smoke and heat, toiling and sweating, all through the working hours seriously blunt the edge of their physical and mental sprightliness and it is no surprise that they sit vacantly or relax for such a long time before they feel themselves strong enough to shake off all ennui and take up any other activity that might interest them. Gossiping and slandering which occupy 1 hour 10 minutes on an average per day are characteristic features of our social life. Domestic duties consume about 2 hours on an average per day. Thus they are deprived of any zest for indulging in better modes of utilization of leisure time activities. It is apparent that a large part of leisure, which could be better utilized in the development of social and cultural tastes and in making life richer and more worth living is wasted. We quite agree with Burn when he says "leisure is the most valuable product of modern mechanism and modern social organization, but it is generally regarded as a negligible by-product and it is largely wasted".

Recreation

Next comes recreation and its recognition as a social problem is largely the result of forces set in motion by industrialisation. It holds its importance in modern life because it continues to afford opportunities for the attainment of human ideals. It is usually referred to as a type of experience as a specific form of activity, as an attitude, as diversion, as the less serious and more passive types of playful activity, as an expression, of the inner nature of man, as the satisfaction of basic human appetites and as a form of leisure time experience in which physical, mental or spiritual satisfaction comes to an individual from participation in certain types of activity. Recreation takes a variety of forms which vary according to age, interests, and desires of the individual. In some forms it consists of active participation, in others of relaxation, listening and watching. The difficulty in defining recreation is due to the fact that recreation is considered in terms of activity which is varying and changing from man to man and time to time. Recreation for one may be drudgery for another. Expressed in terms of activity, recreation means all those activities which are not performed for the sake of any award but for self satisfaction and enjoyment. G. D. Butler, the noted writer on Community Recreation has analysed that "in short recreation may be considered as any form of leisure time experience or activity in which an individual engages from choice because of the enjoyment and satisfaction which it brings directly to him."

Recreation activities have certain basic characteristics. One is that the person engages in it because he desires and chooses to do so without any compulsion other than an urge from within. Another characteristic is that the activity brings immediate and direct satisfaction to the individual. The fact that an individual gains direct satisfaction from certain activities, makes these activities forms of recreation for him. Dr. James S. Plant, the noted psychiatrist, has pointed out recreation is "interested in the things which people are doing rather than in the finished product..... It is in the doing of the thing rather than in the final result that we have the real elements of recreation". Recreation according to this interpretation, implies any form of activity in which an individual enjoys a sense of freedom and self forgetfulness and to which he gives himself freely and wholeheartedly. It is a dynamic concept influencing the life of the people. It is essential to

happiness and satisfaction in living. An individual grows and develops his personality through recreation.

Recreation movement represents an attitude or spirit which finds expression in varied forms of activity and which brings a way of joyful living. It has been characterized a 'joy-in-living movement'. It belongs to and is part of education, industry, social work, prevention of crime movements, character building, yet it belongs exclusively to none of these, for it is in itself one side of life. John Dewey has pointed out that the two dominant impulses of youth are towards activity and towards some kind of collective association. Both of these impulses find expression in forms of recreation. Life without recreation would be dull, drab and discouraging engrossed to material things devoid of joy or satisfaction. Recreation contributes to the physical well being, emotional stability, crime prevention, community solidarity and the morale of the people. It reduces the incidence of social vices. Safety experts consider that adequate provision for recreation contributes to the reduction of accidents. Democracy and recreation are almost identical in spirit as each tends to promote the other. To distinguish recreation from welfare, the former is subjective consisting of leisure time activities which contain an element of self satisfaction, freedom of choice and enjoyment while the latter consists of such services, amenities and facilities which constitute to improve the living and working conditions of workmen. Welfare is a wider term and all welfare facilities do not constitute recreation.

Recreation Facilities in India and Abroad

(a) *Foreign Countries*.—As early as in 1924, the International Labour Conference adopted a Recommendation (No. 21) regarding the utilization of workers, spare time. The declaration of Philadelphia Conference also reaffirmed the fundamental principle that labour is not a commodity and recognized the solemn obligation of the I.L.O. to further among the nations of the world programmes which will achieve adequate protection for the life and health of workers and the provision of adequate recreation and cultural facilities. In another recommendation (No. 102) adopted by I.L.O. in its thirty-ninth session held in 1956, the conference defined certain principles and standards of welfare facilities including recreation. International interest in the question of workers' recreation is also shown by the recent action of the Governing Body of the I.L.O. in reconstituting the Advisory Correspondence Committee on Workers' Recreation.

Provision of recreation in foreign countries in or near undertakings, is hardly a statutory obligation other than legislation on Works Committees. There is a provision for Works Committees to look after welfare facilities including recreation in a number of countries like Austria, Belgium, Bolivia, Bulgaria, Czechoslovakia, France, Netherlands, Yugoslavia, etc. Workers' Recreation Service set up by the Government of Brazil enables workers to enjoy without payment cinema shows, library facilities, indoor games, gymnastics, football, volley ball, basket ball, etc. In the United Kingdom, the responsibilities for the welfare service for coal miners away from the place of work is entirely on the Coal Welfare Organization, where as the National Coal Board has the entire responsibility for services provided at the pithead itself. Sports facilities, social clubs and recreation centres have been organized in most of the undertakings which also provide swimming, golf

and fishing in addition to other forms of recreation. The Government of Argentina has installed sports arenas and swimming pools for workers in urban areas. Some Belgian undertakings have also assisted in organizing and financing various sports clubs. The expenses connected with the running of recreation circles in Italy, which include various sports facilities, are often met almost entirely by undertakings. In Canada, most of the large companies provide facilities for various forms of sports, several own and maintain their own fields, and halls for indoor recreation. In France, many sports grounds, swimming pools and gymnasia have been established and are maintained at the expense of the undertakings. Numerous sports societies are also organised and, some times, subsidised by the companies, additional subsidies are occasionally provided for equipment and for the travelling expenses of works teams.

In the U.S.S.R., the Government has been running a number of Holiday Homes for the benefit of workers. In German Democratic Republic, public funds have been created for the development of holiday service. Many undertakings in France organise holiday camps for the children of workers and a few provide such facilities for families. Some large undertakings in Sweden make holiday camps available to workers on payment of small contribution. There has been a co-operative movement in the organisation of leisure in some countries. In Belgium and Finland, there are 'people's houses' which are centres of community life, in France there is the National Committee on leisure, with its libraries, music schools sport societies, fetes, excursions, etc., in Czechoslovakia and Denmark there are co-operative theatre organisations; in Great Britain and the United States, there are co-operative cinema enterprises organised by or with the assistance of Consumers' Co-operative Societies.

There is also a common practice on the part of large industrial undertakings in many countries to provide facilities for various social, cultural and recreational activities. In U.S.A., industries employing large number of workers or which dominate the small countries, provide numerous recreation facilities for their employees; Bowling, soft ball, base ball, outings, dances and parties, are among the activities leading in popularity in these plants. More and more interest is shown in dramatics, crafts, golf, shooting, fishing and flying; Music and motion pictures at the plant are increasing. Lounges, libraries and facilities for lunch hour activities are frequently made available, well equipped athletic fields and sports areas are numerous and a few companies provide vacation camps and week-end lodges for their employees. In Japan, recreation facilities are found in majority of the larger establishments, more particularly in mining, manufacturing and transport: Where dormitory accommodation is provided, recreation facilities are also made available including sports, indoor amusements, libraries and reading rooms. In Australia, general libraries and indoor recreation facilities are now common in industry and a marked development has taken place in the provision of outdoor recreation facilities since the end of the Second World War. In Austria, in a large number of undertakings, facilities exist for various indoor games. In addition, there are dramatic clubs, orchestras, choirs and staff libraries, facilities for lectures and cinema shows. Many undertakings especially State owned, provide facilities for outdoor sports mainly tennis and football and also swimming pools and boat houses. In the Federal Republic of Germany, some undertakings provide facilities for physical

exercise during the rest periods, especially for women and young workers under the supervision of a gymnastic instructor. Facilities are also provided for leisure hours by supplying musical instruments for orchestras, facilitating the promotion of choirs, setting up libraries, providing facilities for chess clubs and so forth. In Sweden, the development of recreation facilities is noteworthy for the wide variety offered. In large industrial localities it is common for the workers' recreation clubs to be established by the local authority or by associations receiving grants from it, or by groups of undertakings in the area. On the other hand, in cases, in which the undertaking is isolated, the workers' clubs are set up in the undertaking itself or in closeby areas. Physical exercises in working hours are a relatively new idea in Sweden. Every day or every second day, there may be a short break in the work, the machines are stopped and under a leader, who may be a teacher of gymnastics, the workers do appropriate exercises, often to music. It is a common practice for large undertakings in Austria, Belgium, Canada, France, Luxemburg and the United Kingdom to provide premises at or near the work spot for social purposes for organizing lectures, concerts films or theatrical performances. In addition, some undertakings in these countries and in the Netherlands have provided libraries both technical and popular. In U. S. A., the concern of the Federal Government with recreation has grown steadily and today a number of the permanent peace-time departments and bureaus provide recreation services, both directly and in co-operation with State Governments.

(b) India—In India, provisions for recreation are not generally covered by statutory provisions except in some respects in plantations under the Plantation Labour Act, where there is specific provision for such facilities. The various agencies providing such facilities are Central and State Governments, municipalities and corporations, employers and workers' organizations and at the level of undertakings by employers. The Central and State Governments cater to the need for recreation facilities of workers by maintaining Labour Welfare Centres' at important industrial centres. Picnics, cinema shows, dramatic performances, dances, *bhajans*, community singing etc., are arranged for time to time in these centres. The libraries and reading rooms attached to the centres are of great value in developing cultural awareness among the workers. Certain States like Bihar, Madhya Pradesh and Orissa are giving financial assistance to welfare centres run by trade unions. This activity has very much grown during the last ten years. The number of labour welfare centres run by the Government has more than doubled by the end of the First Five Year Plan. These activities were further strengthened during the Second Plan. Out of a total of about Rs. 26 crores earmarked for labour welfare schemes, more than Rs. 2 crores were allotted for establishment of labour welfare centres alone in different States. The draft outline of the Third Plan lays adequate emphasis on recreation and welfare facilities for workers, particularly greater interest and initiative are supposed to be taken by trade unions and voluntary organizations.

Under the Coal and Mica Mines Labour Welfare Funds, various recreation activities are provided to workers employed in coal and mica mines. Each of the Miners' Institutes has a welfare centre for women and children, an adult education centre and a childrens' park in various coal-fields. Other recreation and cultural activities provided are indoor and outdoor games including annual sports, exhibition of films, dramatic performances etc.

Under the Gorakhpur Labour Organisation, there are three welfare officers and money out of the Gorakhpur Welfare Fund is placed at the disposal of the welfare officers to promote the literary drive and to provide recreation facilities like games, entertainment, etc. In 1946, the Government of India also initiated an experimental scheme to finance welfare activities in industrial undertakings owned and controlled by them. Establishments under the control of the Railway Board and major ports were, however, excluded from the purview of the scheme. The funds are being utilized for promoting various recreation activities such as, indoor and outdoor games, reading rooms, libraries, celebration of special festivals like Dipavali, Republic Day, etc. At the end of March 1958, 171 welfare funds covering approximately sixty-three thousand workers were in existence. The erstwhile Government of Bombay has constituted a Labour Welfare Board under the Labour Welfare Fund Act, 1953. During 1959, the Board maintained 53 labour welfare centres in the industrial areas of Bombay State for providing recreation facilities to workers and their families. The Board started its first Holiday Home for workers at Ambeli in March 1958. It has also instituted a Recreation Board for the effective co-ordination of the recreation activities. The functions of the Board are to provide facilities for such activities as dramatic performances, cinema shows and visual instruction, to make provision for swimming pools, milk bars, gymnasias and choirs for industrial workers. The States of Uttar Pradesh and Kerala have also recently enacted legislation to set up Welfare Boards. For a number of years now in Uttar Pradesh, a Welfare Fund for the Sugar and Power Alcohol industry has been in existence.

The annual welfare reports in respect of Central undertakings reveal that the practice of providing recreation facilities to workers in the form of indoor and outdoor games, library, reading room, radio listening etc., is common and a large number of workers take part in such activities. The Railway Administration maintains over 500 institutes and clubs on Indian Railways providing recreation facilities to the railwaymen and their families. These institutes and clubs get assistance from the Staff Benefit Fund, which is financed from Railway revenues. The Eastern and North-Eastern Railways have introduced mobile libraries to provide for reading facilities for the staff posted at road-side stations. Annual sports, tournaments and athletic meets are organised by the Railway Administration. Fifteen Holiday Homes have been provided for railway employees at suitable hill-stations or sea-side resorts or other pleasant surroundings and the charges are very nominal. Essential equipment like utensils for cooking, furniture, recreation facilities etc., are also provided in these Holiday Homes by the Railway Administration. The Post and Telegraph Department is also running about 808 recreation clubs, 2 night schools and 4 holiday homes.

Employers in India have become conscious of the need for providing recreation facilities to workers. The Indian Jute Mills Association is running five labour welfare centres in Calcutta where various types of recreation facilities are provided. The Mill Owners Associations in Bombay and Ahmedabad have provided recreation and educational facilities. Recreation activities in some form or other have generally been provided on a voluntary basis by most of the large undertakings. In the cotton and jute textiles, in iron and steel, in cement, in the larger units of match industry and in cigarette manufacture, such facilities are being provided on an adequate

scale. In other factory industries and in manganese and iron ore mines, only few units provide special recreation facilities for women and child workers. These activities are mostly financed either by joint contribution of both employers and workers or out of welfare fund created by employers. Among the trade unions in India, Textile Labour Association, Ahmedabad is running about 27 cultural centres, which are used as libraries and reading rooms providing books, periodicals and newspapers, and for organising other activities for the moral and cultural benefit of the workers. Music programmes, picnics, and outings are also organized by the Association on various occasions.

It is needless to mention that in the modern industrial society, the need for organising recreation activities has become paramount. There is much scope in this direction. No doubt the efforts of Government in this field should continue but a substantial development can emanate only from the level of individual undertakings. There is always corporate spirit in a small working community and of course both the employers and the unions have to take an active part in organizing recreation facilities to the workers at the place of their work as also in their colonies.

— By courtesy: *Indian Labour Journal*, June 1961

PAYMENT BY RESULTS

Systems of payment by results are now widely used in many countries and increasing recognition of the need to raise the productivity of labour has led to a growing interest in the possibilities of such systems. It is however well to remember that the essential characteristic of payment by results—the direct linkage of earnings to output—is regarded by some workers as inherently objectionable and by others as inherently desirable. Some men set a higher value on a relatively unhurried tempo of work and on equality of earnings than they do on the opportunity to raise their individual earnings or to earn more than their less proficient or less energetic fellow-workers; others take the opposite view. These are value judgments which each individual must make for himself. Where one or the other view is strongly dominant in any group, that in itself may determine both the desirability and the practicability of operating a system of payment by results.

There are many different systems of wage payment under which the worker's earnings are related directly to some measurement of the work done either by himself or by the group or working unit to which he belongs. Such systems, known as payment by results, can, however, be classified in four main groups according to whether the worker's earnings vary (1) in the same proportion as output, (2) proportionally less than output (3) proportionally more than output, or (4) in proportions which differ at different levels of output.

The chief characteristic of systems of payment by results under which the worker's reward varies in the same proportion as his output is that any gains or losses resulting directly from changes in his output accrue to him (leaving to the employer any gains or losses in overhead costs per unit of output). In contrast, when the worker is paid by the hour or by the day all gains or losses resulting from changes in his output accrue to the employer.

The successful operation of this type of system of payment by results requires however that the measurement of standard and individual outputs must be extremely accurate. Inaccuracy in these matters gives rise to inequalities and may lead to the ultimate failure of a scheme due to worker dissatisfaction.

The Straight Piece-Work System

This is the most common system of payment by results and was the earliest system in use in most countries, having long been common in the textile industry. Frequently, however, the exact proportionality of this system is modified in one respect: the workers' time rate is guaranteed. This rate is set usually at a level which will yield earnings below the expected average earnings on piece-work in average conditions. It is designated to protect the worker against unduly low earnings due to causes beyond his control. This guarantee of earnings is normally applied so that high earnings in one period are not set off against low earnings in another period.

Under the straight piece-work system, which may be applied either to individuals or to groups of workers, the worker is paid at a specified rate per unit of output measured in terms of, for example, tons of coal, number of pieces of garments or pounds of yarn. Direct labour costs per unit of output thus remain constant as output increases above standard, but total unit costs decrease because fixed and semivariable overhead unit costs decrease. This decrease results from the fact that, unless capital equipment is increased or decreased, fixed charges remain the same no matter what the output is, while such semi-variable costs as selling and administrative expenses remain fixed for moderate increases in output.

With a guaranteed time rate the earnings curve for rates of output below standard is horizontal upto standard output, at which it becomes a straight line having a slope of unity. This means that a 1 per cent increase in output results in a 1 per cent increase in earnings. Since earnings are constant upto standard output, unit labour costs fall continuously until standard output is increased. For rates of output above this standard, unit labour costs remain constant.

The Standard Hour System

This system, which is sometimes also known as the *Standard time, time piece-work* or *100 per cent gain sharing system*, is essentially the same as the straight piece-work system and is becoming increasingly popular. Both systems reward workers in direct proportion of their output. In the case of the standard hour system, instead of a price being allowed for each unit produced as in straight piece-work, a *standard time* is allowed to complete a particular job, and the worker is paid for the standard time at his time rate if he completes the job in standard time or less. Thus, if a man completes in eight hours a job for which the standard time is ten hours, his earnings for this job will amount to ten times his time rate. If, on the other hand, he takes more than the standard time to complete the job, he will, if he is guaranteed his time rate, be paid at this rate for the time he actually spent on the job. But if he is not guaranteed his time rate, he will be paid only for the standard time.

Systems with workers' earnings varying proportionally less than output

The chief characteristic of systems of payment by results under which the worker's earnings vary proportionally less than output is that the worker shares with his employer the gains or losses resulting from changes in output. These systems are often applied in cases where it is not possible to set standards or to measure the workers' output accurately. Under some of these schemes it is possible for a worker to earn more for certain levels of output than he would under piece work when production difficulties are encountered. But, of course, if no such difficulties are encountered and the worker is able to increase his output significantly, he receives under these schemes progressively less for such output than he would if he were working on straight piece-work.

All these systems, except the Barth, guarantee a worker his time rate if his output does not reach a specified level. Consequently, direct labour costs are, except in the case of the Barth system, the same as under straight piece-work for rates of output upto this level. Further, under all of these

systems unit direct labour costs above standard output are lower than under straight piece-work. As overhead costs per unit also decrease under these systems, to the same extent as under straight piece work, profits are higher in most cases than under straight piece-work for significant increases in production.

The Halsey System

Under the Halsey system, a standard time, which is usually set from past production records, is allowed for the completion of a certain piece of work or job. If the work is done in exactly, or more than, this time the worker is paid a wage equal to his time rate for the time actually spent on the job. The worker is thus guaranteed a minimum wage even if his output falls below standard. If, however, the job is completed in less than standard time, the worker is paid at his time rate for the actual time taken and, in addition, receives as a bonus a payment at his time rate for a specified percentage of the time saved. In practice, this percentage varies from 30 to 70 per cent of the time saved, the most usual proportion being 50 per cent the other 50 per cent representing the employer's share of the time saved. For example, if a worker's hourly rate is 0.96 money units and the standard time for a job is ten hours a worker who completes it in seven hours receives a payment of 6.72 money units (0.96×7) and, in addition, (in the case of a sharing in the proportion of 50 and 50 per cent, a bonus payment for one-and-a-half hours (50 per cent of the three hours saved) at his hourly rate (i.e., a bonus of 1.44 money units), or a total of 8.16 money units for seven hours' work (1.16 money units per hour as compared with his basic hourly rate of 0.96 money units).

The earnings curve is horizontal until standard output is reached. Thereafter it becomes a straight line having, in the case of 50-50 sharing, a slope of one half, that is, a 1 per cent increase in output results in a 0.5 per cent increase in earnings; and, in the case of 30-70 sharing, a slope of three tenths, that is, a 1 per cent of increase in output results in a 0.3 per cent increase in earnings. For rates of output below standard unit direct labour costs are the same in both cases as for straight piecework. When output exceeds standard unit direct labour costs continue to fall instead of remaining constant as under straight piece-work.

The Rowan System.

Under the Rowan system a standard time is also allowed for the completion of a certain job, and a bonus is similarly paid for any time saved. The bonus takes the form of a percentage of the worker's time rate. This percentage is equal to the proportion which the time saved forms of standard time. For example, if (as in the last case) a worker's hourly rate is 0.96 money units and he completes in seven hours a job for which the standard time is ten hours, the bonus percentage is 30 percent, since the time saved (three hours) is 30 percent of the standard time (ten hours). The worker is paid for the time taken to do the job (seven hours) at his hourly rate (0.96 money units) plus 30 percent. He will thus be paid 1.25 money units per hour; and his total pay for his job will be 8.75 money units. The worker is guaranteed his time rate if he fails to reach standard.

For low task, the earnings curve often starts at 62.5 per cent of standard output rising with increases in output sharply at first and then more and more slowly. At comparatively high rates of output the earnings curve approaches but never reaches 200 per cent of basic wage. For certain ranges of output above standard the earnings are, for low task, higher than under piece-work.

For standard task the earnings curve, which starts at the 100 per cent output level, rises rather sharply at first but more slowly at higher rates of output. For standard task earnings are thus always less than they would be for straight piece-work.

The Barth Variable Sharing System.

This system is similar to the Halsey and Rowan systems. It is also based on standard time, but does not provide for a guaranteed time rate. The worker's pay is ascertained by multiplying the standard hour by the number of hours actually taken to do the job, taking the square root of the product and multiplying by the worker's hourly rate. Thus, if a worker's performance and hourly rate are the same, as in the example given in the case of the Rowan system, his wage for completing the job will be $(\sqrt{10 \times 7}) \times 0.96$, or 8.06 money units.

Since the Barth Variable Sharing System does not guarantee the worker his time rate for levels of output below standard, the earnings curves for both low task and standard task start at zero and rise steeply but at a decreasing rate, until for high rates of output they become almost straight lines. For levels of output above standard the worker's earnings under the Barth System are always lower than under straight piece work for standard task, but are for low task, higher than under straight piece-work at certain levels of output above standard.

The Bedaux System.

Under the Bedaux system, the standard time for a job is determined by time and motion study. Each minute of allowed time is called a point, or B, thus making in all 480 points in an eight-hour day. A standard number of points is specified for the completion of each job. The worker receives in addition to his hourly or daily rate, a bonus which is under the original Bedaux system, equal to 75 per cent of the number of points earned in excess of 60 per hour multiplied by one sixtieth of the worker's hourly rate. Thus, if the standard time and a worker's performance and hourly rate are the same as in the example given for the Rowan system above, the standard number of points for completing the job is 600. The worker thus earns 600 points in seven hours. His bonus will, therefore, be 75 percent of $180 \times 0.96/60$ which is equal to 2.16 money units. Since his time wage for seven hours' work is 6.72 money units his total wage will be 8.88 money units. If a worker does not reach standard he is paid at his time rate.

The Bedaux system is really more than an incentive system, since it enables the management to record the output of any worker or department in units which show at once if production is upto the standard the management desires. In recent years, the percentage allowed to workers has, in

some cases, been raised from 75 per cent to, 100 per cent. If 100 per cent is allowed the worker's earnings become the same as under straight piece-work but in all other cases his earnings are, under the Bedaux system always less than under straight piece-work.

With a guaranteed time rate the earnings curve has, in the case of the original Bedaux system, a slope of three quarters for rates of output exceeding standard—that is, for each 1 percent increase in output there is a 0.75 per cent increase in earnings. Direct labour costs fall at a nearly constant rate, the direct labour cost curve being somewhat the same as the corresponding curve for straight piece-work.

Systems with worker's earnings varying proportionally more than output

The chief characteristic of systems under which the worker's earnings vary proportionally more than his output is that, since under most of these systems direct labour costs per unit increase for levels of output above the standard (which is usually set quite high), the worker also shares the savings in overhead costs which result from increased output. The amount of this share depends on the size of the increments in earnings which are payable at different levels of output. If these increments were large enough and increased progressively with output, it is obvious that the workers could obtain all the savings in overhead cost. This is not, of course, the case where the increment in earnings remains the same for each successive increase in output, that is, where the earnings curve is a straight line as in the high piece-rate system described below.

High Piece-Rate and Standard Hour.

Under the high piece-rate system the worker's earnings are in proportion to output as under straight piece-work but the increment in earnings for each increase in output is greater. For example, there may be a $1\frac{1}{2}$ per cent increase in earnings above the worker's time rate for each 1 per cent increase in output above standard as compared with a 1 per cent increase in earnings under straight piece-work for the same percentage increase in output. A $1\frac{1}{2}$ per cent increment will yield earnings $33\frac{1}{2}$ per cent above the time rate when normal or standard production is reached save for the fact that it provides in all cases for a guaranteed time rate. The standard hour system described above, with the increment in earnings larger than the increment in output, is in effect the same as the high piece-rate system.

Systems with workers' earnings varying in proportions which differ at different levels of output.

A great variety of systems of this type has been developed. These systems can best be explained by describing how earnings vary from minimum to maximum at different levels of output. Earnings for part of the range may vary proportionally less than output and for another part proportionally more, or more usually in the same proportion as output. It is, therefore, not possible to classify any of these systems with any of the three other types described above although many of these systems closely resemble some of the systems of these other types. The main features of the most important systems of this type are the following :

The Taylor Differential Piece-Rate

This system, which was developed by F. W. Taylor in 1880 has a low piece-rate of output below standard and a higher piece rate for output above standard with a large bonus of 50 per cent of the time rate when standard output is attained. This system therefore penalises the slow worker but rewards handsomely workers with a high output.

The Merrick Differential Piece-Rate

This system is a modification of the Taylor system, with three instead of two rates. The one large step is broken into two so as to encourage new and average workers. Straight piece rates are paid up to 83 per cent of standard output, at which a bonus of 10 per cent of the time rate is payable, with a further 10 per cent bonus on reaching standard output. For output above standard, high piece-rates are paid.

The Gantt Task System

Under the Gantt system the worker is guaranteed his time rate for output below standard. On reaching standard output of task, which is set at a high level, the worker is paid a bonus of 20 per cent of his time wage. For output above task, high piece-rates are paid. The Taylor, Merrick and Gantt systems are, it will be noted, based on a similar principle—that of rewarding workers for reaching task which is set at a high level.

The Emerson Empiric or Efficiency System

Under the Emerson and other similar systems, which are mentioned below, a standard time is established for each job, and during each pay period a record is made of the number of hours each worker takes to complete the job or jobs.

The efficiency of each worker is then determined by dividing this number of hours into the standard time. Thus, if a worker takes ten hours to complete a job for which the standard time is eight hours, his efficiency is 80 per cent. Up to 67 per cent efficiency the worker is paid at his time rate and from this point up to 100 per cent efficiency a bonus is payable. This bonus is equal to certain specified fractions of 1 per cent of the hourly rate for each additional 1 per cent of output until at 100 per cent efficiency a bonus of 20 per cent is payable. Thereafter an additional bonus of 1 per cent is added for each additional 1 per cent efficiency. At first sight it would appear that from 100 per cent efficiency the system becomes one of straight piece-work. Actually this is not the case. Thus, if output increased from 100 to 101 per cent, a bonus of 21 per cent of the hourly rate would be payable under the Emerson system. With straight piece-work the bonus would be 21.2 per cent of the hourly rate.

Under the Emerson system, direct labour costs fall rapidly in the range from 67 to 100 per cent of standard output but these costs fall only slowly for increase in output above standard.

Various systems, such as the Wannerlund, Knoeppel, Bigelow, Bigelow-Knoeppel, Atkinson and Allingham systems, are simply modification of the Emerson system. The Wannerlund system has a somewhat different empirical curve from the Emerson system and applies straight piece-rate

for increases above 100 per cent efficiency. All the others have steps in the earnings curves to encourage workers to reach the high task which is set in all these systems. For example, in the Knoeppel system, for 98.99 and 100 per cent efficiency the bonuses are equal to 18, 19 and 25 per cent of the basic wage respectively. There is thus at 99 per cent efficiency a jump of 6 per cent in bonus for a 1 per cent increase in efficiency.

Accelerating Premium

The principle of all the numerous possible accelerating premium systems is that, for low and average levels of output, there are only small increments in earnings, but that for above average output there are increasingly larger increments in earnings. The earnings increments are thus different for each 1 per cent increase in output. For low output the differences are small and therefore scarcely apparent to the worker, but at high output the differences are significant and, therefore, provide a powerful stimulus to the worker to increase his output more and more. Earnings under most accelerating premium systems are, however, only slightly different from those under high piece-rate of high task systems with a guaranteed minimum wage payable for levels of output below standard. But the accelerating premium systems have the considerable disadvantage of being much more complicated and difficult to understand.

Group Systems

In some cases it is impossible to apply individual systems since, where several workers are required to perform a single operation, as in the case of a steel melting furnace in an engineering works, it is obviously impossible to measure the output of individuals. If it is desired to introduce a system of payment by results for such workers this can only be done on a group basis. All of the various individual systems may be applied to groups of workers, although piece-work is most common.

The earnings of each member of the group are determined first of all by measuring the amount of production which passes inspection as it leaves the group. The total earnings for the group are then determined and if all the members are of equal skill these earnings are usually divided among them equally. Frequently, however, the members of the group are not of equal skill. In these cases the total earnings of the group may be divided among the members in proportion to their individual time rates, or according to specified percentages, or in some cases among only a certain number of the members of the group. Where, for example, the group consists of some highly skilled workers and some quite unskilled workers, or *helpers*, the unskilled workers may receive their time rates and the skilled workers share the remainder of the total earnings.

Department or Plant Systems.

Systems of payment by results may be applied to a department or even to a whole plant. Such systems differ from group systems in that the requirements of interdependence of operations does not necessarily apply, and in that whereas under group systems the amount of production is measured and the earnings of the group are calculated at short intervals, under department or plant systems the measurement of production and the calculation of bonuses may be carried out at relatively lengthy intervals, generally

once a month. In some cases, a certain time is allowed for standard output to be produced and special bonuses are paid if this is achieved, or a standard output per man-hour is laid down for the department or plant and a bonus is declared in the proportion by which the actual output per man-hour exceeds the standard. In other systems bonuses are declared according to changes in the value of output at factory cost, or in the value of sales. The bonuses are frequently paid to the individual workers in proportion to their time rates. Thus, provision can be made for not only direct but also indirect workers to participate.

Systems for Indirect Workers.

Brief mention may be made here of the systems of payment by results which have been applied to indirect workers such as maintenance workers, cleaners, inspectors and packers. Bonuses may be paid to such workers either on the ground that they contribute to any increased production which the direct workers may achieve, or on the ground that their work is increased because of increased production, as in the case of inspectors. Such payment may also be designed to avoid dissatisfaction and dissension among the workers in a plant, or even strikes, which may result if indirect workers are paid at their time rates while direct workers are receiving substantial bonuses. For these reasons, arrangements are sometimes made to reward indirect workers in some way for their increased efforts. For example, floor sweepers are sometimes allowed a standard time to sweep a specified area of floor, and if they complete the job in less than this time they are granted a bonus according to the time saved. Packers can be paid a bonus for the number of units packed above standard. A similar method can be adopted for inspectors. No such direct methods can, however, be applied to maintenance men and certain other workers. For this reason, and on the grounds of equity, a single system of bonus payments is often applied to all or most of the indirect workers in a plant even though it would be possible to measure accurately the output of some of these workers such as inspectors. In some cases the bonus is calculated according to some agreed principle on the output of the plant or of a department. In others the bonus is a specified percentage of the bonuses or total earnings of all or some of the direct workers. Many managements, however, prefer to apply a merit-rating system to indirect workers which rewards these workers for other qualities in addition to their output.

Comparison of the earnings and direct labour cost curves of the most frequently applied systems.

The systems compared are the Halsey (50-50 sharing), the Rowan, the Barth Variable Sharing, the Bedaux and the piece-work systems.

Rates of output above standard earnings are greatest for the piece-work system, followed by the Bedaux, the Halsey (50-50 sharing), Barth and Rowan systems. It should be noted, however, that for levels of output between 100 and 130 per cent of standard, a worker is able to earn slightly more under the Rowan system than under the Barth variable sharing system.

The differences in earnings between the various systems increase gradually at higher rates of output. At 200 per cent of standard output the difference between the highest and lowest earnings is 87.5 per cent of the

time rate (the earnings under piece-work are 250 per cent of the time rate while under the Rowan system they are 162.5 per cent of the time rate). At 133½ per cent of standard output this difference is 23 per cent of the time rate.

For output below standard the position is more complicated. It can be seen that between 75 and 100 per cent output earnings under piece-work are the lowest, and that the Barth variable sharing system, which does not guarantee a time rate for levels of output below 65 per cent of the standard, enables the worker to earn more than under any other system in the range of output between 65 per cent and 100 per cent of standard.

If the whole range of output above 65 per cent is surveyed, it can be seen that earnings under the Bedaux and Halsey (50-50 sharing) systems are intermediate between the earnings under the other systems.

For rates of output above standard the piece-work system has the highest direct labour costs, followed by the Bedaux, Halsey (50-50 sharing), Barth and Rowan systems all of which yield falling direct labour costs at higher levels of output. Again, it should be noted that from 100 to 130 per cent of standard output, the Barth variable sharing system has the lowest direct-labour costs of all five systems.

For output below standard, the piece-work system has the lowest, and the Barth variable sharing system the highest, direct labour cost.

(By Courtesy 'Productivity' June-July 1961.)

INDUSTRIAL SAFETY

Fatality due to electric shock.

A worker in the body building section of a transport workshop died as a result of an electric shock. He was working underneath a chassis of a bus by sitting on a four-wheel trolley and was using an electrical hand lamp which he had placed on the steel channel frame of the bus. While tightening the nuts, he mishandled the spanner which flew and broke the bulb of the hand lamp. As a result the chassis got energised and the worker received a fatal shock.

It is very important to adopt reduced voltages for portable equipment for work in such dangerous locations. Portable hand lamps can conveniently be supplied from small double-wound transformers at 12 or 24 volts. There are standard voltages for many apparatus and bulbs are readily available.

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

Fatal accident while handling goods.

In a railway workshop, four workers were engaged on lifting of wagon underframes by means of a steam crane. One underframe was slung at 2 diagonally opposite ends by means of a two-legged hook chain sling and was lifted about 10 ft. high when the supervisor realised that a buffer at one end of the underframe was loose. He, therefore, had the underframe lowered to about 6 ft. height and asked a worker to push the buffer with the object of dislodging it. Due to the force applied and the sudden dropping of the buffer, the underframe became unbalanced and swung, with the result that the sling slipped and the underframe fell down on the ground causing death of a worker.

One obvious lesson to be learnt from this fatal accident is that the hooks should have been properly secured to the brackets of the underframe and the underframe should have been suspended on the four corners instead of at two diagonally opposite corners as in this case.

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

Oxygen Leakages.

The leakage of oxygen from defective welding equipment, such as valve connections or hose damaged by showers of sparks, has caused many accidents. Such leakages in confined spaces in the holds and tanks of ships can be disastrous, owing to the extreme rapidity of the spread of fire in oxygen enriched atmospheres. Oxygen should never be used to sweeten badly ventilated confined areas. It is essential to ensure that, (1) oxygen pipes are in good condition, (2) when the burner is not in use the oxygen should be turned off, and (3) when work is finished in a confined space, or tank, the equipment should be pulled out into a well-ventilated place.

Welding equipment should also be regularly examined and supervision as to the use of the proper equipment is important.

The accidents described below will illustrate the dangers from oxygen. An apprentice burner was using oxygen equipment and, as he had difficulty in doing the job, he increased the pressure to 200 lbs. per square inch. There was a flash-back and the hose caught fire. He was severely burned on his right leg when he attempted to extinguish the fire by kicking the hose. A foreman had previously instructed the apprentice about using too high pressures. In this case the hose had incorporated a hose protector, with a view to arresting the flame at the inlet connection of the blow-pipe, but the pressure was so high that the action of the protection was apparently nullified.

In another accident, two men suffered serious burning injuries when their clothes ignited and burned firely in an oxygen enriched atmosphere in a confined space. The two men were repairing a leak in the forward bulkhead of a small cargo vessel. The work consisted of the welding up of certain rivet holes in which the rivets had worked loose. Oxyacetylene burning tubes were taken through the deck hatch to the forepeak tank and through a manhole in the tank top to the forepeak tank. Electric welding cables were also taken to the same work place. When the men had completed the work on the port side, they left the oxygen valve on the burner cracked open, to sweeten the atmosphere when they came ashore at 11.40 a.m. They returned at 1.00 p.m. to weld three holes on the starboard side but, as soon as the arc was struck, the overall sleeve of the welder burst into flames and both men were soon enveloped in flame. They both managed to make their way out and one man jumped into the water to extinguish the flames and was, fortunately, quickly pulled out. Both these men suffered severe and extensive burning.

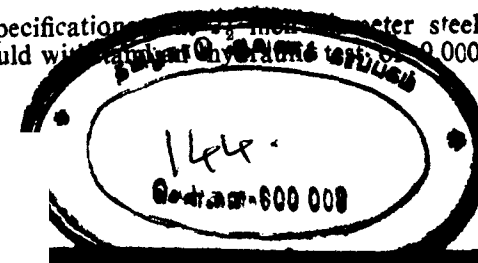
In a further case some welding had been done in the engine room of a ship, and when the work was finished, the inflammable gas (propane in this case) and oxygen were turned off at the local main supplies in the shipyard and the propane hose was disconnected. Subsequently, two men went to do some other work in the engine room. Unknown to them, the oxygen had been turned on again, presumably inadvertently, and the torch that was still in the space had not been turned off fully. There was no restriction on smoking there, because there were no readily inflammable materials, so the men decided to have a cigarette. When the match was struck there was a violent conflagration and both men were burned to death instantly. Everything combustible in the engine room was consumed, including the men's clothing, insulation on electric wiring, and even the rubber shock absorbers in the engines' mountings. There was no reason why the torch and its hose should have been left in the engine room; its presence caused the death of the two men.

(Accidents, London, July, 1960).

Hydraulic Pressure Testing Risks.

An unusual accident involving hydraulic testing, in which the need for taking precautions against any one being in the immediate vicinity is emphasised, occurred at a works manufacturing steel tubes.

It was part of the required specification that 12 inch diameter steel tubes some thirty feet in length should with stand a pressure of 1,000



lbs. per square inch, for five seconds. To carry out this test, three tubes at a time were placed horizontally in a rack approximately three feet six inches above floor level. Each tube was secured in place by four pairs of air-operated clamps, and plugs were then screwed into one end of them. After connecting the pressure line to the opposite ends of the tubes, low pressure water was first introduced, followed by high pressure held for five seconds.

When the pressure test was being carried out, all persons except the operator, who was protected by an armour-plate screen provided with a spy-hole, retired to what was considered a safe distance.

On a particular test, however, one of the tubes split at the plug and the 'jet' action of the escaping high pressure water, resulting from the inclusion of a small volume of air and the strain energy in the metal, caused the tube to vibrate so violently that it overcame the restraint of the securing clamps and was propelled upwards in an arc. The tube struck a worker standing twelve feet away and the man sustained a fractured skull.

Since the accident, a light to give warning of the commencement of a test has been installed and all persons have received instructions to go to a place of safety before high pressure is applied. An automatic testing machine has been built for the job, in which the feeding and releasing of tubes will be done automatically and under complete protection.

In any hydraulic test there is a danger that some air may be included in the vessel and, since even a small amount can be dangerous in the event of failure, suitable precautions should always be taken.

(Accidents, London, April, 1960).

LABOUR NEWS

INDUSTRIAL RELATIONS

August 1961

The labour situation in the State was satisfactory. There were fifteen strikes during the month of August 1961. Of these, nine related to textile mills and six related to other industries affecting 3,856 workers and 549 workers respectively. The mandays lost as a result of the stoppages were 15,559 and 3,117 respectively. The details of the more important strikes are as follows.

TEXTILES

About 580 workers of Sri Kannapiran Mills Ltd., Sowripalayam, Coimbatore struck work from 3 August 1961 to 6 August 1961 as a protest against the suspension of six workers and the strike was called off on the mediation of the Labour Officer.

About 571 workers of Sri Kannapiran Mills Ltd., Sowripalayam, Coimbatore also struck work from 12 August 1961 protesting against the allotment of machine cleaning work and resumed work on 22 Aug. 1961 on the mediation of the Labour Officer.

About 65 workers of the Ravindra Mills Ltd, Singanallur, Coimbatore struck work from 12 August 1961 to 13 August 1961 and the workers resumed work voluntarily. The reasons for the strike are not known.

About 217 workers of Sri Lakshminarayana Textiles Ltd., Palladam, Coimbatore, struck work from 16 August 1961 to 18 August 1961 and the strike was called off on the mediation of the Labour Officer. The reasons for the strike are not known.

It has been reported that the doffing boys who were getting the empties from the winding and reeling departments refused to bring the empties for the spinning section from 20 August, 1961 and that in consequence the entire spinning, reeling and winding departments remained idle without work. The work was resumed on 27 August 1961 on the advice of the Labour Officer.

About 1,601 workers of the Combodia Mills Ltd., Ondiputhur, Coimbatore, struck work from 25 August 1961 to 28 August 1961 as a protest against declaration of holiday on 24 August 1961 instead of 27 August 1961 due to power cut and the strike was called off on the mediation of the Labour Officer.

About 47 workers of Sri Hari Mills Ltd., Ondiputhur, struck work from 26 August 1961 due to the lay off of reelers and the strike still continues.

About 188 workers of the Coimbatore Murugan Mills, Coimbatore, struck work from 26 August 1961 to 28 August 1961 and the strike was called off as a result of the direct negotiation between the parties themselves. The reasons for the strike are not known.

About 167 workers of the Krishnaveni Textiles Ltd., Singanallur, Coimbatore, struck work from 29 August 1961 to 1 September 1961 as a protest against the suspension of a worker and the workers resumed work voluntarily.

Other Industries

About 228 workers of the Hindustan Levers Ltd., Tiruchirapalli, struck work from 2 August 1961 to 5 August 1961 and the strike was called off on the mediation of the Labour Officer.

About 69 workers of Spencer and Co., Ltd., Cigar Factory, Dindigul struck work from 16 August 1961 to 17 August 1961 demanding increase in wages, dearness allowance etc. The strike was called off on the mediation of the Labour Officer.

About 11 workers of Shanmughananda Lunch Home, Usilampatti, Madurai, struck work from 6 A.M. to 9.45 A.M. on 29 August 1961 demanding the reinstatement of a worker. The workers resumed work voluntarily on the same day.

About 64 workers of the Kanthimathi Estate, Kaliel P.O., Kanyakumari District struck work on 11 August 1961 as a protest against the non-employment of 7 workers and the non-marking of attendance. The workers resumed work voluntarily on the same day.

About 34 workers of the South Indian Carbonic Gas Industries Ltd., Madras, struck work from 8 August 1961 to 28 August 1961 demanding wage increase, dearness allowance etc. The workers resumed work voluntarily on 28 August 1961.

About 143 workers of the Ramjee Dhayawala & Sons (P) Ltd., Neiveli, struck work from 17 August 1961 to 30 August 1961 as a protest against the termination of service of a worker and the strike was called off on the mediation of the Labour Officer.

CENTRAL SPHERE

General

The Regional Labour Commissioner (C), Madras, attended the meeting of the Mica Mines Labour Welfare Fund Advisory Committee on 7 August 1961 at Nellore and of the Dock Labour Board, Madras Port Trust on 11 August 1961.

Conciliation

(a) The Tenkulam Vattara Quarry Workers' Union served a strike notice on the management of Agricultural Farms Ltd., Talayuthu and the

Krishna Mines Talayuthu. The Regional Labour Commissioner (C) Madras interfered and averted the strike and brought about an amicable settlement.

(b) The Regional Labour Commissioner (C) held conciliation proceedings in the dispute between the Madras Cements Ltd., Virudhunagar and the Madras Cement Factory Workers' Union, Virudhunagar. As no settlement could be arrived at, a failure report was sent to the Government for appropriate action.

(c) The conciliation Officer (C) (V), Madras held conciliation proceedings and brought about a settlement in the following disputes :

- (1) in the dispute between Sri Sellambai Gounder, Contractor, Dalmia Magnesite Corporation, Salem and Magnesite Workers, Union, Salem.
- (2) in the dispute between Messrs. Burn & Co., Ltd., Salem and the Magnesite Workers' Union, Salem. The disputes between Messrs Burn & Co., Ltd., Salem and Magnesite National Labour Union, Salem over the change of working hours.

(d) The Conciliation Officer (C), Madras, held conciliation proceedings and brought about an amicable settlement in the following cases :

- (1) in the dispute between Messrs. C.M. Natarajan and Brothers, Stevdores, and the Madras Harbour Workers' Union, Madras.
- (2) in the dispute between Sri M. Subramaniam, Contractor, Messrs. Dalmiapuram Magnesite Corporation Ltd., Salem and the Magnesite Workers Union, Salem.

3. Strikes and Lockout : Nil.
4. Threatened Strikes and Lockout : Nil.
5. Particulars regarding disputes received :

- | | |
|---|------|
| (a) No. of industrial disputes received | 3. |
| (b) No. of industrial disputes settled. | 7. |
| (c) No. of threatened strike. | Nil. |
| (d) No. of strikes which materialised. | Nil. |
| (e) No. of Draft Standing Orders certified. | Nil. |

STATE SPHERE

Conciliation under the Industrial Disputes Act, 1947.

The conciliation Officers enquired into and settled 836 disputes during the month of August 1961. Of these 91 were industrial disputes in which settlements were recorded under Section 12 (3) of the Industrial Disputes Act, 1947.

Adjudication under the Industrial Disputes Act, 1947.

The State Government referred 13 industrial disputes in which settlements could not be brought about by conciliation to the Industrial Tribunal, Madras and to the Labour Courts, Coimbatore, Madras and Madurai for adjudication. The details of the disputes referred for adjudication are published in the Gazette under the statistical portion.

21 awards given by the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madras and Madurai on industrial disputes referred to them for adjudication were published in the Fort St. George Gazette during the month of August 1961.

WELFARE

The improvement in the general employment situation in the State, reported during the previous months, was maintained during August 1961.

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

Agricultural Graduates, Automobile Foremen, Draughtsmen (Civil and Mechanical), Diploma holders (L.M.E./L.E.E., L.C.E./L.A.E.), Engineering Graduates (B.E.Mech./Elec/Civil) Electroplaters Grade I, Electricians, Electrical Supervisors, High School Assistants (B.T./L.T./B. Ed. in Mathematics and Science), Physical Training Instructors/Instructresses, Machinists, Librarians, Instrument Mechanics, Medical Officers, Pharmacists, Sanitary Inspectors, Stenographers, Senior Entomologists, Radio Mechanics, Language Pandits (Hindi, Tamil, Urdu and Malayalam) and Instructors in Weaving and Carpentry. Surpluses continued to exist in the clerical and unskilled categories.

The following manpower schemes, launched under the Second Five Year Plan, were in progress.

(a) The Employment Market Information Scheme :

The enquiry for the quarter ending 30-6-61 was in progress. For this enquiry, 2,965 establishments in the Public Sector and 22,427 establishments in Private Sector were addressed and the percentage of response from the Public and Private Sectors was 76.5 and 60.5 respectively. During the month, the Madurai Employment Market Report for the quarter ended 30-6-60 was issued.

(b) Occupational Research and Analysis Scheme :

Under this scheme, seven electrical occupations under the Family of occupations "Electricians and related Electronic Workers" were studied and detailed definitions sent to Directorate General of Employment and Training, New Delhi.

(c) Youth Employment Service/Employment Counselling Scheme :

The Youth Employment Service/Employment Counselling units attached to the District Employment Offices, Madras, Madurai and Tiruchirapalli

gave group guidance to 1,513 youths and individual guidance to 87 youths during the month. Further, these three units provided guidance information to 585 youths.

(d) General.

The two Employment Information and Assistance Bureaux functioning at Sankarankoil Block in Tirunelveli District and at Paramakudi Block in Ramanathapuram District interviewed 253 applicants and renewed the registrations of 149 applicants. Further, the two Registration units functioning at Salem and Ramanathapuram Districts registered 152 applicants and effected 56 renewals during the months.

HOUSING

The Government have so far sanctioned 23 schemes for the construction of 1,700 houses. Out of these, the construction of 1,264 houses has been completed and the construction of 32 houses has reached the roof level. 100 houses have been constructed upto plinth level. The construction of 304 houses has not yet been started.

Employee's Provident Funds Act, 1952.

During the month of August, 1961, 161 establishments were brought under the Employees' Provident Funds Act, 1952, bringing the total number of covered establishments to 1,818.

A sum of Rs. 25,71,308.10 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 3,28,329.

CONFERENCES, COMMITTEES ETC.

The Commissioner of Labour, Madras, attended the tripartite meeting held at New Delhi on 9 August 1961 to consider the Cotton Textile Workers (Central Wage Board Recommendations) Bill 1961.

The Commissioner of Labour attended the inauguration on 15 August 1961 of the extension of the Employees' State Insurance Scheme to the families of insured workers at Sivakasi and Rajapalayam.

A meeting of the State Housing Board was held on 2 August 1961 to review the progress of the various housing schemes.

The Commissioner of Labour, Madras, attended the 29th meeting of the Standing Committee of the Employees' State Insurance Corporation held at New Delhi on 24 August 1961.

A conference of the Labour Ministers of the Southern States (Madras, Mysore and Kerala) with the representatives of the workers and employers in the Plantation Industry in the Southern States was held on 30 August 1961 at Trivandrum to discuss the question of wages in the Plantation Industry and to evolve a settlement outside the Wage Board Recommendations. The Commissioner of Labour, Madras attended the Conference along with the Minister for Labour and the Additional Secretary to Government, Industries, Labour and Co-operation Department, Madras.

The seventh meeting of the State Housing Board was held on 16 August 1961 to review the progress of the various housing schemes.

Annual General Meeting of the A. P. M.

Addressing the eighth annual general meeting of the Association of Planters of Madras at Coonoor early in August 1961 Sri R. Venkataraman, Minister for Industries and Labour stated that the State Government would continue to promote the welfare of both industry and labour engaged in plantations which employed the largest capital and provided the largest employment in the Madras State. As for labour relations, the Minister reiterated the Government's faith in bipartite negotiations for the settlement of disputes and said that the credit for negotiated settlements during the past five years should go to planters and labour alike. The Minister added that the 1957 agreement on wages had ushered in an era of peace in industry. He was hoping to bring about a negotiated settlement for another five years but the planters and labour had opted for wage boards. The Minister referred to the textile wage board recommendations and said that wage boards instead of solving problems created more problems. He had contacted his counterparts in Mysore and Kerala to effect some sort of settlement of wages outside the wage board. His efforts in this direction had so far proved unfruitful. They had to carry on with the wage boards. The Minister appealed to the workers not to embark on strikes during the pendency of wage board proceedings. He promised to help in conducting pro-

ductivity studies and appealed for co-operation on the part of the labour. The Minister pointed out that rationalisation did not mean increased workloads. He stated that the Government had drawn up revised rules for the provision of medical facilities and had given time upto 8 December 1961 for their implementation. The provision regarding the construction of group hospitals would be held over for another two years. He assured the planters that the Labour Department would administer the Plantations Labour Act and the rules thereunder in a spirit of accommodation. He expressed satisfaction at the rate of progress in regard to the provision of housing facilities for plantation labour and hoped that the pace would be maintained in future.

Symposium on Housing Co-operatives.

A three day symposium on Housing Co-operatives organized by the National Buildings Organization was held at New Delhi in the last week of September 1961. The desirability of encouraging Industrial Housing, Low Income Group Housing, Slum Clearance and Village Housing in the co-operative sector so far as possible was emphasised. It was suggested that 'Aided Self-help' was one of the most recognised methods of solving the housing problem in rural areas and that it would be of considerable use in the early stages of economic development of a country having surplus of un-utilized man power. It was also more conducive to the attainment of the social objectives and community consciousness.

It was suggested at the Symposium that facility to draw upon provident fund as a non-refundable advance to the extent necessary to cover down payment of industrial workers under the Subsidised Industrial Housing Scheme should be extended to Low-Income Group and Middle Income Group housing. It was also suggested that re-payment of loan and interest should begin after a moratorium for a certain number of years and that the period of amortization of loans should be increased to 40 years.

The Indian Labour Conference.

The nineteenth Session of the Indian Labour Conference will be held at Bangalore on 9 and 10 October 1961. Sri Gulzarilal Nanda, the Union Minister for Labour will preside over the conference. Sri R. Tirumalai, Additional Secretary to Government, Industries, Labour and Co-operation Department will attend the conference as the delegate of the Madras Government, Sri P. V. Viswanathan, Commissioner of Labour being his adviser.

The following are among the items included in the agenda :

1. Productivity and Welfare.
2. Report of the Study Group on Social Security.
3. Reduction of hours of work in hazardous occupations.
4. Representation of technicians, supervisory staff etc., by a representative union.

5. Rights of a recognised union under the Code of Discipline vis-a-vis an unrecognised Union.
6. Revival of the Labour Appellate Tribunal.
7. Abolition of contract labour where feasible and ensuring satisfactory conditions for contract labour where abolition of contract labour is not feasible.
8. Compulsory deduction of part of salaries of industrial and non-industrial employees in the public as well as private sectors for investment in Government securities under a non-contributory Provident Fund scheme.
9. Working of the Implementation Machinery.
10. Report of the sixth Session of the Committee on Conventions.
11. Convening of meeting of Industrial Committees.
12. Amendments to the Industrial Disputes Act, 1947; and
13. Clarification of Clause 2 (iii) of the Model Principles for Reference of Disputes to Adjudication.

Industrial Committee on Plantations.

The tripartite Industrial Committee on Plantations met at New Delhi on September 21. It urged the setting up of a Working Group to study the entire question of making finance available for speedy construction of houses for plantation workers. The Working Group will be set up by the Ministry of Labour and Employment in consultation with the Ministries of Works, Housing and Supply and Commerce and Industry. It will devise ways and means for quick completion of the Housing programme.

Sri Gulzari Lal Nanda, Union Minister for Labour and Employment and Planning, presided over the meeting which was attended by representatives of Central Organisations of employers and workers and officials of the Central and State Governments.

On the question of cutting down absenteeism on plantations the Committee decided that the Labour Bureau of the Government of India may carry out a detailed study of the problem in consultation with the interests concerned. The Committee considered some of the difficulties experienced in the enforcement of the Plantations Labour Act and decided that the definition of the term "employer" should be amended so as to cover any person who might be in actual charge of management in India.

The Committee agreed that the question of setting up Wage Boards for minor plantations like Cardamom and Cinchona should be left to be dealt with by the State Governments. The question of allowing advisers to be present during the meetings of the Wage Boards was left to be decided by the Board itself. Sri Nanda said that the Government, however, had no direction to offer in this regard. The Committee reiterated its earlier

decision that the dismissal of the head of a family should not result in the discharge of other members of the family. The Committee agreed that factories in plantations should continue to be covered by the Factories Act. The practice of extending to the employees of such factories all amenities and benefits available to the workers on plantations should also be continued.

Regarding abolition of contract system, Sri Nanda informed the Committee that this will be considered in the forthcoming Indian Labour Conference. Sri Nanda informed the Committee that employers from the South had brought to his notice that some unions were agitating in respect of matters covered by Wage Boards. After some discussion, the Committee reiterated its earlier decision that no agitation or dispute should be raised in regard to matters which were covered by the terms of reference of the Wage Board. The Committee was also informed that steps were being taken by the Government to ensure that provident fund payments were made more expeditiously. The steps under consideration included opening of local offices, granting of exemptions and adoption of such features of the Assam Scheme as might be found practicable.

INDUSTRIAL DEVELOPMENT

Heavy Industrial Project in Madras.

A high pressure boilers plant will be established in Tiruchi area of Madras State with technical collaboration and long-term credit from Czechoslovakia. It will be one of the biggest projects manufacturing high pressure boilers and boiler equipment and high pressure vessels. The total investment is estimated at Rs. 15 to 20 crores. The boilers built will be such as to meet the major requirements of the thermal power plants to be established in the country during the successive plant periods. The project will also manufacture high pressure chemical and other equipment.

PRODUCTIVITY.

Productivity Study Groups.

National Productivity Council has constituted five Study Groups to undertake intensive studies and suggest measures for increasing productivity and reducing costs in the industries of Cement, Jute, Rayon, Bicycles and Electric Motors and Transformers. The first meeting of these Groups was held at Vigyan Bhavan, New Delhi on 6 and 7 September 1961 under the Chairmanship of Sri Manubhai Shah, Minister for Industry and the President of the National Productivity Council, and Dr. P. S. Lokanathan, Chairman of the National Productivity Council. Nearly forty top persons in industry participated in this meeting.

The objective of the Study Groups is to provide these industries the benefit of high-level collective thinking on technical, economic and social matters, for reducing manufacturing costs and increasing productivity. Each Group consists of eight well informed and experienced top executives, technical specialists, representatives of labour and Government officials. The following are the Chairmen of these Groups: Dr. P. S. Lokanathan, Chairman, National Productivity Council (Jute), Sri R. V. Raman, Joint Secretary, C & I Ministry (Cement) Dr. M. R. Parekh, General Manager, National Rayon Corporation Ltd., (Rayon), Sri T. R. Gupta, General

Manager, Jay Engineering Works, (Bicycles), and Sri N. N. Wadi, Industrial Adviser, C & I Ministry (Electric Motors and Transformers).

Addressing the first meeting of the Productivity Study Groups on 6 September 1961, Sri Manubhai Shah, Union Minister for Industry, pleaded for self-analysis by a dedicated group of people drawn from within industry itself.

Sri Manubhai Shaw assured that Indian industry had a bright future provided it adopted modern methods of productivity. He pointed out that these Groups had been set up to create group consciousness within industry regarding cost and productivity. The Minister said that there was no intention of any kind to use this set up for effecting retrenchment or for denying to management its legitimate share of profits. The intention was to study productivity unitwise and industrywise and to locate and identify areas and positions of low productivity with a view to taking remedial measures to the advantage of all concerned.

The Minister said that at present the country was losing because our costs were high and consequently we could not compete in the export markets. While industry was entitled to protection, the country was entitled to demand that industry produced at reasonably low costs. Hence the National Productivity Council had in the first instance set up five Productivity Study Groups to determine the factors affecting productivity and costs of manufacture in the fields of cement, bicycles, rayon, yarn and fibre, electric transformers and motors and jute.

Dr. P. S. Lokanathan, Chairman, National Productivity Council, addressing the Group meeting earlier in the day emphasised the urgent need for measuring productivity and creating cost consciousness. He pointed out how due to high costs, Indian commodities had been priced out of export markets. He suggested that in determining costs, non-manufacturing elements, such as freight charges, taxes, etc., should also be taken into consideration.

A general discussion followed in which several members including representatives of labour participated. Practically all the factors involved were analysed in detail and consensus of opinion was arrived at as to the methods and scope of measuring productivity and calculating costs by the Study Groups set up by the National Productivity Council. The National Productivity Council was now entering the industrial field with a view to measuring the actual levels of productivity and for suggesting ways and means of improving productivity.

TECHNICAL TRAINING

Central Training Institute at Howrah.

Inaugurating the Central Training Institute for instructors at Das Nagar in Howrah built at a cost of rupees one crore fifty lakhs and organised to train 400 instructors every year, Sri G. L. Nanda, Union Minister for Labour observed that by the end of the Second Plan the number of training institutes and centres for craftsmen had increased to 167 as compared to 59 at the beginning. The intake capacity increased correspondingly from 10,500 in 1955-56 to 42,000 in 1960-61. The Third Plan provided for further addition of 151 institutes with about lakh seats for craftsmen. There was a similar step

up in the provision of technical education facilities for engineering graduates and diploma holders. He observed that we have now reached a stage when, considering the scale as well as the character of development, the Third Five Year Plan will lift the country to a high technological level and our engineers, technicians and craftsmen will acquire the capacity to accomplish the biggest and the most complex technical jobs. Sri Nanda said that the use of machines was going to spread everywhere. Their role had to be judged in relation to the economic and social objectives, which the Government had set before the people. He added that since the securing of adequately trained technical personnel was at the centre of the Government's programmes of development, the question of suitable incentives in this field assumed very great importance. The material incentives no doubt had to be there but non-material incentives also had a significance of their own in the new society in which the technician had to develop.

National technical Training Week

Presiding over the National Technical Training Week, Sri R. Venkataraman, Minister for Industries and labour announced that from next year it would be made statutorily obligatory on the part of the industries employing more than 500 workers to take in and give practical training to apprentices passing out of the various industrial schools of the Government.

Sri Venkataraman said that the national training week was being observed to-day even in industrially advanced countries. Considering the backwardness of our country, there was need for periodical observance of this week in order to focus attention of the people on the paramount importance of giving technical training to workers. To-day, it had been found that Japan and other countries, which had made rapid strides on the research side and possessed cheap transport and communication facilities were able to progress industrially even though they were not blessed with sufficient raw materials. That only bore testimony to the fact that those countries used modern machines in every sector and trained technicians to handle such equipment.

Surveying the technical progress made by the State during the Second Plan period to train engineers, supervisors and different types of skilled artisans, he observed that at the commencement of the Second Plan they had six polytechnics and five industrial schools and towards the end of the Second Plan, they were having 23 polytechnics and 15 industrial schools. During the Third Plan, they proposed among other things, to start 10 more industrial schools to train skilled artisans.

Another facility extended to the workers, the Minister said, was the apprenticeship course. Under this scheme, they had trained so far nearly 400 persons. After completing the course, the trainees were attached to some select industries to undergo practical training.

The Minister referred to the evening classes run by the authorities for the benefit of the semiskilled workers and regretted that these classes had not proved sufficiently popular. He appealed to the employees to make these classes more popular and said that the workers could increase their emoluments by joining the classes and equipping themselves fully. He said

that it was the desire of Government to train in the State at least 10,000 workers annually and make them skilled and with that object in view these training schemes had been started. He asked the workers to extend their co-operation to the authorities and make these schemes a success.

The Chief Minister said that qualified technical personnel were the *sine qua non* to run any industry properly. Formerly, such training might not be considered important. But, nowadays almost all the industries and agricultural operations were using modern machinery. Naturally, to keep pace with the changed conditions workers must acquire necessary knowledge and qualifications to handle such modern machines. And so, it was the primary duty of every worker to utilise the opportunities provided by the authorities to become more skilled.

Sri P. Sabanayagam, Director of Industries, welcoming the Ministers and others said that the celebration of the National Technical Training Week was intended to draw the attention of the people to the wide range of technical and other training facilities available at various levels to the young and ambitious workers aspiring for a promising career. Referring to the limited markets available for the country, he said that if they wanted to produce goods which would be within the purchasing power of the people and whose prices could compare favourably with those prevailing in the world markets, they must have qualified technical personnel who could be expected to plan, avoid wastage and utilise to the maximum the natural resources. If they desired to achieve one of the primary objectives of our Constitution, namely, to secure full employment for every one, it was important that this aspect of training covering all walks of life was recognised.

Special Training Course in Statistics

Inaugurating the special training course in Statistics in Madras, Sri C. Subramaniam, Finance Minister stressed the important role statistic played in the formulation of plans. Whether it was the assessment of yield from investment, the programme of agricultural development, trend in population etc., statistical data were necessary. Sri M. Bhakthavatsalam, Home Minister who presided also emphasised the importance of statistics in regard to formulation and carrying out of developmental activity and the need for institutions to impart training in statistics.

WORKERS' EDUCATION SCHEME

Progress of Scheme in Madras

Workers' Education, which was extended to Madras State in September 1960 has made good progress. Run by the Central Board of workers' Education, an autonomous body receiving grants-in-aid from the Central Government, the scheme is aimed at developing the personality of the worker and at making him realise, despite his illiteracy, his position in the economy of the country and what the community expects of him.

The Board has so far opened 12 Regional Centres of Workers' Education, including one at Madras, for training batches of organisers for field work, known as "teacher-administrators". These teacher administrators, capable and promising workers from different factories, go back to their

establishments and run what are known as "unit-level classes" for the rank and file of the workers. Those attending the unit-level classes are given by the Board a stipend of Rs. 25/- per trainee for the duration of the training, which is usually four months.

The Madras Regional Centre, which started functioning towards the close of 1960, has so far trained 50 teacher-administrators and another batch of 27 are at present undergoing training. Unit level classes are now run in this State in about 40 factory establishments and in the course of September 1961 another ten factories are to be covered. The attendance at the primary level classes was quite satisfactory. The workers' education curriculum comprised instructions in economic development plans, general labour problems, productivity, discipline in industry, trade unionism, industrial relations, social justice, labour legislation etc. A worker trained along these lines would be a better citizen with greater consciousness of obligations to society. A sub-regional Centre was being opened in Coimbatore to cover the factories in that region more effectively.

Annual Meeting of the Central Board

About three lakh industrial workers will be given training during the next five years under the Workers' Education Programme for which a sum of Rs. 2 crores has been provided in the Third Plan.

Disclosing this at the annual meeting of the Central Board for Workers' Education, the Union Minister for Labour and Planning, Sri G. L. Nanda said that already 11,800 workers had been trained and over 7,500 were under training. Moreover, the 12 regional centres set up by the Central Board had trained 1250 worker-teachers besides 256 who were undergoing training now.

Sri Nanda said that the success of the Third Plan depended to a large extent on the ease with which the labour force could adjust itself to changing social conditions. It was, therefore, of great importance that the Workers' Education Programme be related with the schemes of economic and social development.

IN THE SUPREME COURT OF INDIA.

(From: State Industrial Tribunal, U. P. Allahabad).

Civil Appeal No. 244 of 1959.

Between

Messrs. Indian Turpentine and Rosin Co. Ltd., Bareilly.

versus

Workmen of Messrs. Indian Turpentine and Rosin Co Ltd.,
Bareilly.

A dispute relating to the question of revision of existing wages in Messrs. Indian Turpentine and Rosin Co. Ltd., Bareilly was referred for adjudication. The Tribunal was of the opinion that the references as made did not authorise it to fix any scales or grades of wages but that it related only to increase over the existing minimum wages and accordingly refixed the wages to be paid. The workmen took the matter in appeal to the Supreme Court contending that the word 'revision' used in the reference included the question whether the existing rates should be substituted by time scale rates. Citing the ruling of the Supreme Court in Express Newspapers Ltd., versus Union of India it observed that even without the specific mention of the scale of wages it would be open to fix the same in an enquiry directed towards the fixation of the rates of wages.

JUDGMENT.

The dispute in this appeal is on a question of revision of wages. The Reference to the Industrial Tribunal mentioned three matters as in dispute; but neither party having appealed against the award on the other two disputes we are concerned now with only the third dispute. This dispute after an amendment by a later notification is in these words:—

“Whether the existing rates of basic wages given to unskilled, semi-skilled, skilled and highly skilled workmen employed in this concern need any revision? If so, with what details and from which date?”

(2) The workmen claimed that scales and grades of different categories of workers should be fixed. The Tribunal was however of opinion that the reference as made did not authorise it to fix any scales or grades of wages but that it related only to increase over the existing minimum wages. After considering the rival contentions as regards the minimum rates which should be fixed, it fixed daily rates for unskilled workers at 12 annas per head; and for semi-skilled workers at one rupee per head, for skilled workers it thought no revision was called for as regards their minimum daily rate. For monthly workers it fixed the minimum wage for unskilled workers at Rs. 25/- for semiskilled workers at Rs. 40/- and for skilled workers minimum at Rs. 60/-. On a consideration of the evidence and on a result of personal inspection

it came to the conclusion that there was no highly skilled workers employed in the concern. Accordingly it fixed no minimum wages for highly skilled workers. The workmen have appealed.

(3) Five main contentions are raised before us in appeal. The first is that the Tribunal was wrong in thinking that the references as made did not authorise it to fix time scales of wages. It is urged that under the reference as made it had full authority to fix time scales wages for the different categories and that it should have done so. The second contention is that though the Tribunal rightly thought that the Wimco and Katha factories are comparable to the respondent concern, the Indian Turpentine and Rosin Co., Ltd., it had erred in thinking that this concern's position is slightly inferior to those factories and that this error coloured the fixation of the minimum rates. Thirdly it was contended that minimum rates as fixed for certain workmen in the semi-skilled and skilled categories are lower than what they had admittedly been getting on the date of the reference. Fourthly it was contended that the Tribunal was wrong in thinking that there were no highly skilled workmen. Lastly it was contended that the new rates should have been made effective not from December 1, 1957, as ordered by the Tribunal but from an earlier date.

(4) The question whether “rates of wages” includes the concept of scales of wages or not fell to be considered by this Court in *Express Newspapers Ltd., v. Union of India*, 1959 S.C.R. 12; (A.I.R. 1958 S.C. 578). Answering the question in the affirmative it observed at p. 88 of the Report (of S.C.R.): (at p. 608 of A.I.R.):

“Rates of Wages” therefore mean the manner, mode or standard of the payments of remuneration for work done whether at the start or in the subsequent stages. Rates of wages would thus include the scales of wages and there is no antithesis between the two expressions been applicable both to the initial as well as subsequent amounts of wages. It is true that in references made to Industrial Tribunals fixing of scales of pay has been specifically mentioned e.g., in the industrial dispute between certain banking companies and their workers. But that is not sufficient to exclude the “scales of wages” from being comprised within the larger connotation of the expression “rates of wages” which is capable of including the scales of wages also within its ambit. Even without the specific mention of the scales of wages it would be open to fix the same in an enquiry directed towards the fixation of the rates of wages.”

(5) In view of this authority Mr. Agarwal, who appeared before us on behalf of the respondent, could not and did not argue that the words “rates of wages” were not wide enough to include time scales of wages. He argued however that though ordinarily fixing “rates of wages” may include the fixing of time scales it will not be proper to read the reference made in the present case as covering a question of time scales of wages. The words which have already been set out are: “Whether the existing rates of basic wages given to unskilled, semi-skilled, skilled and highly skilled workmen employed in the concern need any revision? If so, with what details and from which date?” Mr. Aggarwal concentrates on the words “existing rates” and argues that in this collocation of words used, the dispute as regards the rates of wages must be held to be limited to the question

whether there should be any increase in the present rates or not, he points out, the existing rates of wages are not time scale rates. If the existing rates were time scale rates the revision of rates of wages would necessitate the introduction of new time scales. Where, however as in the present case, the existing rates are not time scales wages, revision means only the increase of these minimum rates which are not on time scale.

(6) In our opinion, there is no substance in this argument. If the dispute was only on the question whether the present rates should be increased it would not have been necessary to use the word "revision" and it will be more proper to say whether the existing rates need to be raised. There were the existing rates of basic wages. Assuming they were not time scale wages there is no reason to think that the dispute could only be whether these present rates of wages should be raised. The dispute could very well be whether the existing rates should be substituted by time scale rates. The word "revisin" used in the reference aptly includes this question. Whether in the peculiar facts and circumstances of the case, a time scale should be introduced or not is for the Tribunal to decide; but there is no warrant for saying that the words used in the reference....."whether the existing rates of basic wages.....need any revision....." do not authorise the Tribunal to consider the question at all.

(7) Besides, it is conceded that under the present system of wages workmen in the same categories draw different wages and that this disparity is due partly to their respective lengths of service. It is true that the increments in wages due to the length of service at present at the sweet will and pleasure of the respondent; but even so there is a scale of wages with increments in operation at present. Its revision would mean putting the said wage scale on a rational basis, and that is with the appellants demand. In our opinion; such a demand is clearly included in the terms of reference.

(8) We have therefore come to the conclusion that the Tribunal has erred in thinking that the reference as made did not authorise to introduce time scales of wages. It is necessary therefore to remand the matter to the Tribunal below for re-consideration of the question on the basis that it is open to it fix time scales of wages if it thinks fit and proper.

(9) In view of this decision on the first contention raised we think it necessary and indeed undesirable to consider the other contentions that have been raised before us. In fixing time scales of wages if it so thinks fit the Tribunal will undoubtedly have to fix a minimum as the starting rate for each time scale. The question of this starting rate will have to be considered and decided as part of the bigger question as to what the time scale should be the minimum, the maximum, as also the rate of increment. In deciding these questions the Tribunal will undoubtedly take into account all relevant considerations including inter alia, the financial capacity of the respondent concern, as well as the rates paid by any comparable concerns in the same region. We express no opinion one way or the other on the other contentions raised before us including the contention that the Tribunal erred in thinking that the respondent concern was slightly inferior in financial that the respondent concern was slightly inferior in financial prosperity than the other two concerns, viz., Wimco and Katha factories with which it thought this concern comparable. All these questions should be considered by the Tribunal afresh.

(10) Both the parties prayed that they might be allowed to adduce fresh evidence before the Tribunal. We see no objection to this. Both the employer and the workmen should be allowed proper opportunity to adduce evidence and the Tribunal should decide the matter in accordance with law and in the light of our decision that it is open to it to fix time scales of wages, after considering the evidence already on the record as also the evidence that may be adduced hereafter.

(11) We therefore allow the appeal, set aside the award made by the Tribunal below on the third matter in dispute viz, as regards the revision of wages, and remand this case for disposal by the Tribunal in accordance with law. In the circumstances of the case, there will be no order as to costs.

(A. I. R. 1961 September Vol. 48 Part 573 pp. 1367-1368).

IN THE SUPREME COURT OF INDIA

(C.A. No. 479 of 1960, dated 28 July 1961).

Between

Ahmedabad Miscellaneous Industrial Workers' Union.

and

Ahmedabad Electricity Company, Ltd.

A dispute relating to the bonus for the year ending September 1956 was referred for adjudication to the Industrial Court, Bombay. The management held on an application of the Full Bench formula as evolved by the Labour Appellate Tribunal and approved by the Supreme Court of India that no surplus was available and so no bonus would be payable. The Industrial Court upheld the contention of the management. The Ahmedabad Miscellaneous Industrial Workers' Union went in appeal to the Supreme Court by special leave. The Supreme Court held that the Full Bench formula having been evolved in the field of industrial relations it was desirable that the formula should be worked out as evolved without injecting into it the provisions contained in Schedule VII to the Electricity (Supply) Act. As for depreciation it was held that the Industrial Court was right in allowing depreciation in accordance with the rates prescribed under the rules framed under the Income-tax Act. As these rates provided for a quicker building up of the depreciation fund it was considered that this was desirable in the case of public utility companies like those providing electricity.

JUDGMENT

This is an appeal by special leave in an industrial matter. The appellant is the Ahmedabad Miscellaneous Industrial Workers' Union, and the dispute which went for adjudication before the Industrial Court, Bombay, was with respect to bonus for the year ending September 1958. The appellant claimed that three months' wages should be awarded as bonus by the respondent, which is the Ahmedabad Electricity Company, Ltd. The contention of the respondent was that if a calculation was made in accordance with the Full

Bench formula evolved by the Labour Appellate Tribunal and approved by this Court in the *Associated Cement Companies Ltd. v. its workmen* (1959-1 L.L.J. 644) there would be no available surplus from which any bonus could be awarded. The Industrial Court accepted the contention of the respondent and rejected the appellant's claim. The main dispute in the industrial court centred on three points, namely:

(i) Whether depreciation should be calculated according to the provisions of the Income-tax Act and the rules framed thereunder or in accordance with the provisions contained in Sch. VII to the Electricity (Supply) Act No. LIV of 1954;

(ii) Whether any deduction should be allowed as a prior charge towards contingencies reserve created under the Electricity (Supply) Act; and

(iii) Whether any deduction should be allowed on account of income-tax.

The Industrial Court held against the appellant on all the three points and found that there was no available surplus from which any bonus could be awarded. Hence this appeal by special leave.

It is not in dispute between the parties that if depreciation is calculated in accordance with the rules framed under the Income-tax Act, there will be no available surplus, from which bonus could be awarded. The main question therefore that arises in this appeal is whether depreciation should be calculated according to the rules framed under the Income-tax Act or in accordance with Sch. VII to the Electricity (Supply) Act. If this question is decided against the appellant, it would be unnecessary to decide the other two points on which the parties were at variance in the Industrial Court.

What depreciation should be allowed in the case of electricity companies came up for consideration before the Appellate Tribunal in 1955 in the case of *Uttar Pradesh Electric Supply Company, Ltd. v. their workmen* (1955-II L.L.J. 431) and it was pressed before it that in the case of electricity companies depreciation should be deducted in the manner specified in the Sch. VII to the Electricity (Supply) Act. The Appellate Tribunal pointed out that in the long run the result of the application of the two methods would be the same; but it preferred to give as prior charge income-tax depreciation as it was in keeping with the Full Bench formula and was not likely to raise fresh problems. It appears that since then, as pointed out by the Industrial Court, various industrial tribunals have been allowing depreciation according to the income-tax rates and not according to Sch. VII to the Electricity (Supply) Act in the case of electricity companies also. The *Uttar Pradesh Electric Supply Company* case (1955-II L.L.J. 431) (*Supra*) came up for consideration before this Court in the *Sri Meenakshi Mills Ltd. v. their workmen* (1958-1 L.L.J. 239) and was approved. This Court then approved the decision of the Appellate Tribunal disallowing initial and additional depreciation in calculating depreciation for purposes of the Full Bench formula but accepted that depreciation according to income-tax rates should be deducted. It is true that the *Meenakshi Mills* case (*supra*) was not dealing with an electricity company and this Court did not have occasion to consider the point directly;

even so, this Court approved the decision in the *Uttar Pradesh Electric Supply Company* case (*supra*) (1955-II L.L.J. 431) with respect to depreciation and could not have been unaware of the fact that the Appellate Tribunal had applied the income-tax rules for purposes of depreciation to electricity companies in preference to the provisions of Schedule VII to the Electricity Supply) Act.

Further in the *Tinnevely-Tuticorin Electric Supply Company Ltd. v. its workmen* (1960 I L.L.J. 275), this Court dealt with the case of an electricity company directly. It had then occasion to consider the *Uttar Pradesh Electric Supply Company* Case (1955-II L.L.J. 431 (*supra*)) again and pointed out that case decided two questions of law. The first was in regard to the applicability of the Full Bench formula to electricity companies, and the second was with respect to the extent of statutory depreciation to be allowed under the Full Bench formula. It was pointed out that the decision on the second point by which the income-tax rules were applied for purposes of depreciation to electricity companies with the exception of initial and additional depreciation was approved by this Court in the *Meenakshi Mills* case (1958-I L.L.J. 239) (*Supra*). It is again true that in the *Tinnevely-Tuticorin Electric Supply Company* case (*supra*) the question whether depreciation should be allowed in accordance with the income-tax rules or under Sch. VII to the Electricity (Supply) Act for the purposes of the Full Bench formula was not directly raised; but in effect the decision in the *Uttar Pradesh Electric Supply Company* case (1955-II L.L.J. 431) (*supra*) where the Appellate Tribunal had applied the income-tax rules of depreciation in preference to the provisions of the Sch. VII to the Electricity (Supply) Act, was approved. In the circumstances it seems to us that it is not open to the appellant to raise the question that the provisions of Sch. VII to the Electricity (Supply) Act should be applied for purposes of calculating depreciation in preference to the income-tax rates in working out the Full Bench formula.

But, assuming that the question is still open because it was never directly raised in this Court and specifically decided, we are of opinion that the income-tax rules should be applied in working out depreciation under the Full Bench formula in preference to the provisions of Sch. VII to the Electricity (Supply) Act. It was pointed out in the *Tinnevely-Tuticorin Electric Supply Company* case (1960-I L.L.J. 275 (*supra*)) that the provisions in the Electricity (Supply) Act contained in S. 57 and Schs. VI and VII to the Act were for a special purpose, namely, to work out the charges to be recovered from consumers for the supply of electricity. It was also observed that the provisions of Electricity (Supply) Act and its schedules were meant for operation in the field covered by the Act and that the principles of industrial adjudication were wholly different and had to be worked out in their own way in the industrial field. It seems to us therefore that in working available surplus according to the Full Bench formula, the same principle with respect to depreciation should be applied in the case of electricity companies as in the case of all other industrial concerns. As the Appellate Tribunal pointed out the result in the long run would be the same, though there might be differences in some years. Besides in the formula when it was evolved in 1950 (see *Milowners' Association v. Rashtria Mazdoor Sangh, Bombay* (1950-IL.L.J. 1247)) the depreciation intended to be allowed was as provided in the rules under the Income-tax Act. The Appellate Tribunal pointed this out in the *Uttar Pradesh Electric Supply Company* case (1955-II L.L.J. 431) (*supra*).

and said that the Full Bench formula allowed depreciation according to the incometax rates. It seems to us therefore that in the field of industrial relations in connexion with which the Full Bench formula should be worked out as it was evolved without injecting into it the provisions contained in Sch. VII to the Electricity (Supply) Act. This will work for uniformity in all industrial concerns; and as pointed out in the Associated Cement Companies case (1959-I L.L.J. 644):

“the formula had on the whole worked fairly satisfactorily in a large number of industrial concern all over the country, and the claim for bonus should be decided by tribunals on the basis of this formula without attempting to revise it.”

If the provisions of the Sch. VII to the Electricity (Supply) Act which, as we have pointed out, were evolved for a special purpose, were to be injected into this formula, the result would be that electricity companies would stand in a group by themselves when compared with other industrial concerns, and the uniformity that the formula had achieved in the matter of bonus would be destroyed. The consequence then will be that in the identical situations electricity companies may have to pay bonus while other industrial concerns to which incometax rates of depreciation would be applied may not have to do so. It seems to us that this is not desirable, particularly when we remember that electricity companies are public utility companies.

Another reason why we think that the incometax rates of depreciation should be applied for the purposes of the Full Bench formula in the case of electricity companies also is that incometax rates provide for a quicker building up of the depreciation fund. This is to our mind is all to the good in the case of public utility companies like those providing electricity so that they may be in a position to have funds at their disposal in case of unforeseen difficulties resulting in the necessity of replacing plant and machinery earlier than what is provided under Schedule VII to the Electricity (Supply) Act.

There is yet another reason which inclines us to approve the view taken by the Appellate Tribunal in the Uttar Pradesh Electric Supply Company case (1955-II L.L.J. 431) (supra). That case settled the law in 1955 and has since been followed throughout the country. We feel that we should not disturb that decision, unless there are good reasons for doing so—and none has been shown. If anything, it appears to us that this is not the time to disturb that decision which has now been followed throughout the country for the last six years, for the whole question of bonus is under reference to a high-powered commission which will go into the matter afresh and will necessarily consider the question of the revision of the Full Bench formula. As this Court pointed out in the Associated Cement Companies case (1959-I L.L.J. 644) (supra) the problem raised by the question of the revision of the Full Bench formula is of such a character that it could only be considered by a high-powered commission. That is now being done and it seems to us in the circumstances that we should not disturb the decision arrived at by the Appellate Tribunal in the Uttar Pradesh Electric Supply (Company case (1955-II L.L.J. 431) (supra) on this question.

It follows therefore that the industrial court was right in allowing depreciation in accordance with the rates prescribed under the rules framed

under the Incometax Act. As we have already pointed out, if that is done, there will be no available surplus in this case, from which bonus could be awarded. In the circumstances we do not think it necessary to decide the other two points relating to the contingencies reserve and incometax, which were raised before the industrial court. The appeal fails and is hereby dismissed. In the circumstances we pass no order as to costs.

(1961-II L.L.J. September 1961—pp377 to 380).

IN THE HIGH COURT OF INDIA

Working Journalists of the “Hindu”, Madras.

Appellant.

Versus

Management of the “Hindu”, Madras, and another.

Respondents.

Writ Appeal No. 144 of 1959, D/-28-10-1960, against

judgement of Bala Krishna Aiyar, J. reported in

AIR 1960 Mad. 196.

The dispute relating to the discharge of a working journalist of the “Hindu” raised by the Madras Union of Journalists was referred for adjudication to the Labour Court. As a majority of the workers who had collectively sponsored the industrial dispute in regard to the termination of the services of a working journalist had subsequently retracted and withdrawn their support pending adjudication of dispute, the management took the view that the Labour Court ceased to have jurisdiction to proceed to deal with the dispute. The Labour Court making a preliminary award upholding its jurisdiction, the management filed a petition under article 226 of the Constitution in the High Court. Justice Balakrishna Iyer disagreed with the Labour Court and held that the dispute had lost its character as an industrial dispute and that therefore the Labour Court would have no jurisdiction to proceed further in the matter. On a writ appeal against this judgment, it was held that the jurisdiction of the Labour Court to proceed with and adjudicate upon an industrial dispute stems from and is sustained until it makes an award and the same becomes enforceable by the reference itself which has been made on the basis of an industrial dispute existing or apprehended on the date of reference and that the jurisdiction of the Labour Court to proceed in the matter is not in any way affected by the fact that subsequent to the date of the reference, the workers or a substantial section of them who had originally sponsored the cause had later resiled and withdrawn from it. The question whether the industrial dispute referred for adjudication continued to retain its character as such did not affect the jurisdiction of the Labour Court to proceed with the reference and make its award. That was the real scheme and true scope of Sections 2 (k), 10 (1) (c) and 15 of the Industrial Disputes Act, 1947.

JUDGMENT

This appeal raises an important point of industrial law, namely, whether a Labour Court, to which a valid reference of an industrial dispute for adjudication had been made, ceases to have jurisdiction to proceed to deal with it by reason of the fact that a majority of the workers, who had col-

lectively sponsored the cause of a workman and raised an industrial dispute in regard to the propriety of the termination of his services, had subsequently, and pending adjudication of that dispute, retracted and withdrawn their support.

The Labour court, by its preliminary award dated 25th April 1958, answered the question in the negative. On a petition filed by the management under Art. 226 of the Constitution, Balakrishna Aiyar J. by his order dated 7th April 1959, took a contrary view holding that the dispute referred to the Labour Court lost its character as an industrial dispute and was no longer such, and, therefore, the Labour Court would have no jurisdiction to proceed further in the matter. Accordingly the learned Judge issued a rule to that effect. This appeal is directed against that order.

(2) By his order dated 12th July 1957, the Managing Editor of the "Hindu" terminated the services of R. Narasimhan with effect from 14th July 1957. He was then employed as a sub-editor, in the concern. The termination of services was preceded by a notice from the Chief Editor on 9th July 1957 to Narasimhan to show cause against it, and the explanation of the latter dated 11 July 1957. The ground for terminating the services of Narasimhan was a finding by the managing editor that he ('Narasimhan') had committed a gross mistake in editing a certain report from Salem dated 23rd June 1957.

The mistake was this. The report stated that a member of certain political party in Salem was stabbed on 21st June 1957; and that the injured man was admitted in a hospital and later discharged. Narasimhan edited this report and published it in the "Hindu" dated 24th June 1957 as an incident in which the man concerned died of stab injuries on 21st June 1957. The managing editor rejected Narasimhan's plea that he was being victimised for his trade union activities.

On 13th July 1957 some of the working journalists of the "Hindu" who belonged to the Madras Union of Journalists, resolved to go on a strike with effect from the following day and remain on strike till the order terminating the services of Narasimhan was suspended and the matter was reconsidered. The same day the Executive Committee of the Madras Union of Journalists also passed a resolution extending their support to the stand taken by the working journalists of the "Hindu" and called upon all other newspaper employees in the State, and elsewhere, to rally behind the employees of the "Hindu".

The strike however, did not actually materialise on 14th July 1957, as evidently, in the meantime, conciliation proceedings had started which eventually brought no result. In view of the conciliation proceedings, the Madras Union of Journalists wrote to the Management of the "Hindu" on 14th July 1957 that they were calling off the strike. Conciliation having failed, the State Government made an order on 17th July 1957 referring to the Labour Court the following question for adjudication:

"Whether the termination of services of Sri R. Narasimhan, sub-editor, is justified and to what relief he is entitled?" The order of reference contained two mistakes (1) that it made no reference to the provisions of the

Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 and (2) that it assumed Narasimhan to be a workman within the meaning of S.2 (s) of the Industrial Disputes Act. On 20th September 1957, the Government passed another order amending their earlier order rectifying the two mistakes.

When on 11th November 1957 the matter came up before the Labour Court, it was agreed on all heads that the reference of the dispute for adjudication should be deemed to have been made on 20th September 1957. The parties also filed before the Labour Court a joint consent memorandum stating that all the proceedings taken prior to that date should be taken to be proceedings under the amended reference. With the leave of the Labour Court the management filed an additional counter statement on 18th November 1957, which, inter alia stated:

"The dispute referred to is one affecting an individual viz., Sri R. Narasimhan and not one affecting the employees of the "Hindu" as a whole or a considerable section of those employees. The employees of the Hindu as a whole or of the editorial department to which Sri R. Narasimhan belonged have not made common cause with Mr. Narasimhan and treated his dispute with the management as their own.

The mere fact that the Madras Union of Journalists has taken up the cause of Sri R. Narasimhan will not make the dispute one between the working journalists of the Hindu and the management. The Madras Union of Journalists is not connected with any particular newspaper establishment. Its membership is open to all journalists in the Madras State. The allegation in the claims statement that the majority of working journalists employed in the Hindu are members of the Madras Union of Journalists is not correct. The Madras Union of Journalists is therefore not competent to represent or speak on behalf of the working journalists of the Hindu".

3. To this the Union filed a reply on 25th November, 1957, which inter alia, stated:

"The Union submits that the dispute referred for adjudication is one taken up by the Madras Union of Journalists which has among its members working journalists from various different newspaper establishments, including the Hindu.....The Union submits that there is a dispute between the working journalists of the Hindu and the management within the meaning of S. 2 (k) of the Industrial Disputes Act read with S. 3(1) of the Working Journalists Act....." The Union's reply also reiterated the fact that the dispute had been referred to by the Government for adjudication as a dispute between the working journalists of the "Hindu" and the management and that the management was put to strict proof of their assertion that the working journalists of the "Hindu" had not collectively espoused the cause of Narasimhan. On these additional pleadings, the Labour Court framed the following additional issue on 3rd December 1957:

"Is there no industrial dispute between the working journalists, of the "Hindu" on the one hand and the Management of the "Hindu" on the other in relation to the termination of the services of Sri R. Narasimhan as contended by the management."

At the hearing before the Labour Court on the additional issue, which was tried as a preliminary issue, the management raised several contentions. One of them was that there was no industrial dispute in existence either on the date of the first reference, 17th July 1957, or on the date of the amended reference, 20th September 1957. This contention raised the question whether on and prior to 20th September 1957 the dispute had the support of a substantial section of the working journalists of the "Hindu".

The labour court found that the dispute on the said dates and subsequently till the middle of November 1957 had the support of 60 out of 90 working journalists of the "Hindu", that all the 60 of them were members of the Madras Union of Journalists and that, therefore, the dispute referred was an industrial dispute and was validly referred for adjudication. Even on the footing that only 24 out of 60 members of the Union who were among the working journalists of the "Hindu", attended the meeting on 13th July 1957, in which was passed the resolution espousing the cause of Narasimhan, the labour court was prepared to hold that a substantial or considerable section of the working journalists of the "Hindu" supported his case, thereby making it an industrial dispute. Another contention raised by the management before the labour court, with which we are concerned in this appeal, was that even though it might have been an industrial dispute at the time when it was referred it subsequently ceased to be such a dispute because many of the working journalists, who had supported Narasimhan, had since withdrawn their support and that only a very small section of the working journalists of the "Hindu", if at all, continued to support him. This contention was based upon certain events which occurred subsequent to 11-11-1957.

On 13-11-1957 the Editor of the "Hindu" convened a conference of the working journalists of the establishment with the ostensible purpose of explaining to them what according to the Editor were the true facts and situation in relation to the termination of the services of Narasimhan and of ascertaining their view whether the Union was justified in making the allegation that the termination of the services of Narasimhan was an act of victimisation for his trade union activities.

On 14th November 1957, the Editor received a declaration signed by 45 working journalists of the "Hindu", in which they stated that the charge against the Editor, viz. that the termination of Narasimhan's services was victimisation for his trade union activities and not punishment for a grave mistake in his editorial work, amounted to imputing mala fides to him, that the impression that the charge so levelled against the editor had a backing of a substantial section of the journalists in the "Hindu" was wholly unwarranted & that the declarants had every confidence in the sense of fairness of the Editor and did not therefore support the charge made against him of victimising Narasimhan,

On the side of Narasimhan, it would appear that he too was able to secure a statement signed by 41 of the working journalists of the "Hindu" and expressing a re-affirmation of their support to his cause. The 41 journalists comprised of those who either voted for the resolution at the meeting of the working journalists on 13-7-1957 or were otherwise supporting the cause till then, but these journalists and 14 others later signed certain

fresh declarations to the effect that they had either attended the working journalists' meeting on 13-7-1957 or signed the earlier declaration supporting the cause of Narasimhan, not knowing the full facts, that they wished to make it clear that they never meant to support any allegation by the Union of mala fides against the Editor and that the signatures to the earlier declaration supporting the cause of Narasimhan should be treated as withdrawn.

In addition to the declarations above referred to, were produced before the Labour Court four affidavits sworn to by more than a majority of the working journalists of the "Hindu" which said, "We do not either individually or collectively support Sri R. Narasimhan in that dispute or the stand taken by him and the Madras Union of Journalists in that regard". Evidently because the Union wanted to cross-examine the working journalists, who had sworn to the affidavits and made declarations as already mentioned, 41 working journalists of the "Hindu" gave evidence before the Labour Court. The examination of the other witness out of the remaining working journalists who had retracted, so to speak, was, however, dispensed with at the instance of the Union. The Labour Court on a consideration of the evidence summed up the position thus:

"Therefore, it must be found that 75 out of 90 working journalists of this concern have given evidence saying that they are not now supporting the dispute. About 45 to 50 of them are persons who were parties either to the resolution or to Ex. W. 3 and their evidence must be treated as a withdrawal of their support even though some of them have exposed to the effect that they never supported the cause, that they were never aware of the resolution and that they were under misapprehension about the true facts when they signed the Ex. W. 2 or that their signatures were obtained to Ex. W. 2, under express promise that it should not be used in the court."

4. Based on these facts, the argument on behalf of the Management before the Labour Court was that inasmuch as continued support of a substantial section of the working journalists was a sine qua non, for the subsistence of an industrial dispute and as such support had been withdrawn pending adjudication of the dispute, the dispute ceased to be an industrial dispute and it no longer existed as such with the result that the Labour Court had no further jurisdiction to proceed with the matter. This argument, however, did not find favour with the Labour Court. The Labour Court held that the crucial date for deciding whether there was an industrial dispute was the date of its reference and that the fact that subsequent to the reference more than a majority of the working journalists, who had formerly supported the dispute, withdrew their support thereto, had no effect upon the jurisdiction of the Labour Court to proceed with and adjudicate upon the industrial dispute which had been validly referred to it.

5. On the petition filed by the Management for quashing the above preliminary award of the labour court, Balakrishna Aiyar, J. was not prepared to uphold the said view of the Labour Court. The learned Judge considered that the moment a collective dispute became reduced to an individual dispute by reason of a substantial number of workmen withdrawing their support after the reference of the dispute for adjudication, the Labour

Court at once lost its jurisdiction to proceed with the matter. This conclusion was reached by the learned Judge on two grounds which he stated thus:

"When considering these arguments two circumstances must be borne in mind. One is that the jurisdiction of a Labour Court of Labour tribunal is not a general jurisdiction like that of an ordinary civil court; it is a limited jurisdiction, limited by the statute which has created it. The statute confers on it power to deal with disputes of a particular class, viz., industrial disputes and once a dispute goes out of that category it would normally lose its jurisdiction to proceed further in the matter. In the present case, during the pendency of the proceedings before the Labour Court, the dispute which was referred to it lost its character as an industrial dispute and ceased to be such. The second consideration that must be borne in mind is that courts cannot issue orders in a vacuum, that they must deal with the actual facts before them and that to refuse to take notice of facts subsequent to the date on which a court takes cognisance of a matter would be to act very unrealistically". On that view, the learned Judge held that the Labour Court had no jurisdiction to proceed further in the matter and quashed the preliminary award.

(6) Sri Mohan Kumaramangalam, the learned counsel for the appellants, contested the correctness of the above view of the learned Judge and contended that such a view could not be supported having regard to the true scope and object of the relative statutory provisions providing for industrial adjudication. His contention was that once a valid reference had been made to a Labour Court of an industrial dispute for adjudication, its only jurisdiction was to proceed with the matter and make an award and that the question whether the industrial dispute so referred continued to be as such in the sense that it had the continued support of a substantial section of the workers of the concern was wholly irrelevant to and did not in any way affect the jurisdiction of the Labour Court to proceed with the matter and make an award.

On the other hand, Sri R. Ramamurthi Aiyar, the learned counsel for the respondent-management, reiterated before us the same contentions which he had urged before Balakrishna Aiyar, J. and the Labour Court. He argued that the collective support was of the very essence of an industrial dispute, that the jurisdiction of the Labour Court was to adjudicate on an industrial dispute and that, therefore, if before making an award, the industrial dispute referred for adjudication degenerated, as the learned counsel would put it, into an individual dispute, the Labour Court would have no further jurisdiction to deal with it.

According to the learned counsel, the crucial date for determining whether an industrial dispute existed was not merely the one on which a reference was made for adjudication but also it could be shown at any moment, before an award had actually been made, that the industrial dispute referred to ceased to exist such in the sense that no longer a substantial section of the workers concerned stood behind it.

7. Before dealing with the above contentions it is first necessary to notice the relevant statutory provisions. The Working Journalists (Condi-

tions of Service) and Miscellaneous Provisions Act, 1955, was enacted to regulate certain conditions of service of working journalists and other persons employed in newspaper establishments, Clause (i) of S. 2 defines a working journalist as a person whose principal avocation is that of a journalist and who is employed as such in, or in relation to, any newspaper establishment, and includes, among others, sub-editors, reporters and proof-readers. Sub-sec. (1) of S. 3 provides that the provisions of the Industrial Disputes Act, as in force for the time being, shall, subject to the modifications of the specified in sub-section (2), apply to, or in relation to, workmen within the meaning of that Act.

The modification contemplated by sub-section (2) of Section 3 is not material for the purpose of the present appeal we have, therefore, to turn to the provision for the Industrial Dispute Act, 1947. That Act makes provision for the investigation and settlement of industrial disputes by setting up, among others, Labour Courts and providing for reference thereto for adjudication of certain specified categories of industrial disputes. Clause (k) of Section 2 defines what an industrial dispute means.

It states, inter alia, that any dispute or difference between employers and workmen which is connected with the employment or non-employment or the terms of employment or with the conditions of labour of any person is an industrial dispute. Section 7 provides for the composition and constitution by the appropriate Government of Labour Court or adjudication of industrial disputes relating to any matter specified in the second Schedule to the Act. Section 10(1) (c) which empowers the appropriate Government to refer any industrial dispute, arising or apprehended, to a Labour Court for adjudication reads as follows:—

"10 (1) Where the appropriate Government is of opinion that any industrial dispute exists or is apprehended, it may at any time by order in writing,

(a)

(b)

(c) refer the dispute or any matter appearing to be connected with, or relevant to, the dispute, if it relates to any matter specified in the second schedule, to a Labour Court for adjudication; or....."

The other provisions of the section including the provisos do not require notice for our present purpose. Sec. 15 which is important for this appeal and which defines the duties of a labour court reads:

"15. Where an industrial dispute has been referred to a Labour Court, Tribunal or National Tribunal for adjudication, it shall hold its proceedings expeditiously and shall, as soon as it is practicable on the conclusion thereof, submit its award to the appropriate Government".

Sec. 17 requires that every award of a Labour Court should be published by the appropriate Government within a specified time and in the

manner which the appropriate Government may think fit. As provided by S. 17-A an award becomes enforceable on the expiry of 30 days from the date of its publication.

8. Though the definition of an industrial dispute does not in so many words state that a dispute or a difference between an employer and an individual employee of his in connection with his employment or the conditions of labour of any person is not within the scope, it is well settled that is only a collective dispute that can constitute an industrial dispute. A collective dispute does not of course mean that all the workmen or a majority of them of the establishment concerned should sponsor and support the dispute.

All that is necessary is that the dispute in order to become an industrial dispute should have the support of a substantial section of the workmen concerned in the establishment. What a substantial section of workmen may mean will depend upon the particular facts of each case. If such a collective dispute exists in relation to the matters specified by the definition of an industrial dispute, then the conditions required on the appropriate Government to take a reference of the dispute for adjudication are satisfied.

Whether such an industrial dispute exists is a matter left to the opinion of the appropriate Government making the reference. It is clear from Sec. 10 that the actual existence of an industrial dispute is not an essential condition to the making of a valid reference for adjudication but that the appropriate Government is competent to make such a reference even if it apprehends an industrial dispute. But what falls to be particularly observed is the requisite that before a reference is made, there should be an industrial dispute either existing or apprehended.

Once that requisite is satisfied, all the conditions of a valid reference under S. 10(1) are also satisfied. There is no indication in S. 10 of any further requisite or condition to be satisfied in order to sustain the continued validity of the reference until it ends in an award. When an industrial dispute has been referred to a labour court, S. 15 directs that it should hold its proceedings expeditiously and should be on the conclusion thereof submit its award to the appropriate Government.

In our opinion, the industrial dispute within the contemplation of S. 15 obviously appears to be the industrial dispute that existed or was apprehended prior to the date of its reference to a labour court for adjudication. So much is explicit from the opening words of the section: "Where an industrial dispute has been referred to a labour court....." It is on that dispute the section enjoins the labour court to hold its proceedings and make its award.

In other words, the jurisdiction of a labour court to adjudicate upon an industrial dispute springs from the reference made to it and is confined to the industrial dispute as referred to it, which means the industrial dispute which existed or was apprehended prior to the date of its reference. What the reference called upon the Labour Court to adjudicate was the industrial dispute that existed or was apprehended prior to the time when the same was referred to for adjudication.

It follows from these premises that the question, whether the industrial dispute referred to for adjudication, continued even after its reference to retain its character as such, has no bearing upon and does not affect the jurisdiction of the labour court to proceed and make an award on the industrial dispute referred to it for adjudication. That, in our opinion, is the real scheme and true scope of Ss. 2 (k), 10(1) (c) and 15 of the Industrial Disputes Act, 1947.

9. It seems to us that our above view of the statutory provisions is fortified by certain other provisions of the Act, S. 20 lays down a proceeding before a labour court to which a reference of an industrial dispute has been made for adjudication commences and concludes, Sub-sec. (3) of that section, so far as is material reads:

"Proceedings before a labour court shall be deemed to have commenced on the date of the reference of the dispute for adjudication and such proceedings shall be deemed to have concluded on the date on which the award becomes enforceable under S. 17-A".

The proceeding which starts upon a reference, continues and shall be deemed to have concluded only when the award becomes enforceable under S. 17-A. The sub-section does not contemplate that the proceeding so started can conclude or can be concluded at an earlier time. It seems to follow from sub-sec. (3) that the only way by which the proceedings started on a reference can conclude is by making an award. Actually the point of time at which the proceeding concludes is even later namely the date on which the award becomes enforceable under S. 17-A. Sub-sec. (3) of S. 10 which states that where an industrial dispute has been referred to a labour court, the appropriate Government may by order prohibit the continuance of any strike or lock-out in connection with such dispute, which may be in existence on the date of the reference, shows again that the industrial dispute which is the basis for reference and adjudication, is the industrial dispute in existence on the date of the reference. It is again on that basis that S. 23 prohibits strikes or lock-outs during the pendency of the proceedings before a labour court. S. 23(b), so far as it is relevant, states:

"23. No workman who is employed in any industrial establishment shall go on strike in breach of contract and no employer of any such workman shall declare a lock-out—(a)...(b) during the pendency of proceedings before a Labour Court, and two months after the conclusion of such proceedings..."

We have already referred to the provisions of S. 20 which lay down when a proceeding commences or concludes before a court to which a reference of an industrial dispute has been made for adjudication.

10. If we accept the argument of Sri R. Ramamurthi Aiyar, that the labour court ceases to have jurisdiction to proceed further the moment, pending the reference, the industrial dispute loses its character as such, and it will, in our opinion, be contrary to and even in conflict with the statutory provisions we have referred to. We cannot, therefore, accept his contention. Balakrishna Aiyar J. stated that the jurisdiction of the labour court was a limited jurisdiction limited by the statute which created it.

We agree with the learned Judge that it is so in one sense. But the learned Judge's attention, as far as we can see from his judgment, does not appear to have been invited to the particular statutory provisions we have referred to above which confer, control and limit the jurisdiction of a labour court. We cannot agree, therefore, with the learned Judge that once an industrial dispute ceases to be as such because subsequent to the date of its reference a substantial section of its sponsor or supporters had withdrawn their support, and that the labour court loses its jurisdiction to proceed further in the matter.

We hold that the jurisdiction of the labour court to proceed with the matter wholly depends on whether the industrial dispute referred to it for adjudication existed or was apprehended on the date of the reference and not on any subsequent date. We have reached this conclusion on the basis of the provisions of the Act themselves. But it seems to us that any other interpretation of those provisions may lead to startling results and will hardly be in consonance with the object and policy of the Act namely, to conserve and promote industrial peace and welfare. Further it will be subversive to industrial justice, labour relations and fair play, if the jurisdiction of the labour court to proceed with the matter referred to it for adjudication, is to depend on the shifting convictions, exigencies and strength of the rival parties to the industrial dispute.

11. In the view we have taken we are not called upon in this case to decide whether a labour court is generally entitled to take into account events that occurred subsequent to the date of the reference. It seems to us that it is not possible to formulate a general or uniform rule for universal application. Whether subsequent events may be taken into account by the Labour Court may depend upon the particular circumstances in each case.

For instance, if there is a settlement between the management and the workmen, who sponsored and supported an industrial dispute for adjudication it is not expected that the labour court, although the Industrial Disputes Act itself contains no provision for recording the settlement, may refuse to take note of the settlement and make an award on that basis. Again considerations which may apply to a case where a particular workman whose reinstatement is the subject matter of an industrial dispute referred for adjudication, had died, may not govern the case of industrial dispute involving questions of wages and the like.

All that we need say here is that having regard to the statutory provisions as interpreted by us, the jurisdiction of the Labour Court to proceed with and adjudicate upon an industrial dispute stems from and is sustained, until it makes an award and the same becomes enforceable, by the reference itself which has been made on the basis of an industrial dispute existing or apprehended on the date of the reference and that the jurisdiction of the labour court to proceed in the matter is not in any way affected by the fact that subsequent to the date of the reference, the workers or a substantial section of them, who had originally sponsored the cause, had later resiled and withdrawn from it.

12. There appear to be no decided cases directly in point. But our attention was invited to the decision of the Supreme Court in *Pipraich*

Sugar Mills Ltd., v. Pipraich Sugar Mills Mazdoor Union, (S) AIR 1957 SC 95, in which a dispute arising before a closure was referred for adjudication after the concern was closed. Their Lordships of the Supreme Court repelled an argument that as the industry was not in existence and as the relationship between the employer and the employees had ceased prior to the reference, the reference itself was not a valid one, and held "we think that on a true construction of S. 3 the power of the State to make a reference under that section must be determined with reference not to the date on which it is made but to the date on which the right which the subject matter of the dispute arises, and that the machinery provided under the Act would be available for working out the rights which had accrued prior to the dissolution of the business". The facts and the point for decision in that case were different but it has to be observed that although the industry itself had been closed even prior to the date of the reference, the Supreme Court did not regard that fact as, in any way, affecting the jurisdiction of the labour court to proceed with the matter referred to for adjudication.

Reference was next made at the Bar to another decision of the Supreme Court in *State of Bihar v. D. N. Ganguly*, in which it was held that the scheme of the relevant provisions of the Act would *prima facie* seem to be inconsistent with the power of the appropriate Government to cancel a reference made under S. 10(1) once it had been made. In the process of arriving at that conclusion, their Lordships considered the scope and effect of a reference under S. 10(1) and observed:

"But once an order in writing is made by the appropriate Government referring an industrial dispute to the tribunal for adjudication under S. 10(1) proceedings before the tribunal are deemed to have commenced and they are deemed to have concluded on the day on which the award made by the tribunal becomes enforceable under S. 17 (A). This is the effect of S. 20(3) of the Act. This provision shows that after the dispute is referred to the Tribunal, during the continuance of the reference proceedings, it is the Tribunal which is seized of the dispute and which can exercise jurisdiction in respect of it... The scheme of the provisions in Chapter III and IV of the Act would thus appear to be to leave the reference proceedings exclusively within the jurisdiction of the tribunals constitute under the Act and to make the awards of such tribunals binding between the parties, subject to the special powers conferred on the appropriate Government under Ss. 17-A and 19".

This decision too was not concerned with the specific question we have to decide in this case.

13. In the result, with respect to *Balakrishna Aiyar J.* we are unable to agree with him that the labour court has no jurisdiction to proceed to deal with the industrial dispute referred to it for adjudication. The appeal is allowed and the order of *Balakrishna Aiyar J.* is set aside.

(A.I.R. 1961 September Vol. 48 part 573 pp. 370-376).

Memorandum of Settlement under section 12 (3) of the
Industrial Disputes Act, 1947.

between

The Management of Curzon Saw Mills, Alandur, Madras-15.

and

The Workers of Curzon Saw Mills.

TERMS OF SETTLEMENT.

- Term 1.** It is agreed in respect of demand No. 1 on both sides that workers who have put in 10 years of service and more, in the event of their death, physical or mental disablement, or retirement on superannuation will be paid 10 days wages for every year of completed service upto April 1959 as gratuity.
- Term 2.** In respect of demand No. 2, the management agrees to allow the following increases in the Wages of workers:—
- (a) Persons getting Rs. 50 and below per month will be given 25%.
- (b) Persons getting Rs. 51 to 60 per month will be given 15%.
- (c) Persons getting Rs. 61 and above per month will be given 10%.
- Term 3.** In respect of demand No. 3, the management agrees to allow 1 more paid holiday to all the permanent workers for Mahalaya Amavasai.
- Term 4.** In respect of demand No. 4 & 5 since the above 3 demands have been duly met with and considering the capacity of this industry the Union agrees not to press at present their demands No. 4 & 5.
- Term 5.** The above agreement shall come into force from 1—7—1961 and be binding on both parties for a period of 3 years from this date.
- Term 6.** It is agreed that all the other existing remunerations, emoluments and conditions of service shall remain unchanged during the currency of this agreement.
- Term 7.** It is agreed by the Union that as a good-will the union shall co-operate with the management whenever necessary in making the aged and disabled workers to retire themselves in order to increase the efficiency of this factory.

Memorandum of Settlement under section 12 (3) of the
Industrial Disputes Act, 1947.

between

The Management of Bagavathi Vilas Cigar & Scented Tobacco Factory,
Dindigul.

and

The Workers of Bagavathi Vilas Cigar & Scented Tobacco Factory,
Dindigul.

TERMS OF SETTLEMENT.

- Term 1.** It is agreed by the management to pay the following increase in wages to the cigar workers.
- | | |
|--|----------|
| For manufacturing 1000 special cigars. | Rs. 3-00 |
| do small cigars. | Rs. 2-50 |
- The above increase will be given with effect from
4 8 61.
- Term 2.** It is agreed by the management that a sum of Rs. 2,292 (Rupees Two thousand two hundred and ninety two only) will be paid to the following categories of workers towards the claim for arrears of wages consequent on the implementation of the Minimum Wages Notification.
- | CATEGORY. | AMOUNT. |
|-------------------------------|-----------------|
| Special Cigar Mfg. workers. | Rs. 6-00 each. |
| 15-Bundle Cigar Mfg. workers. | Rs. 18-00 each. |
| 20 Bundle Cigar Mfg. workers. | Rs. 20-00 each. |
| 25 Bundle Cigar Mfg. workers. | Rs. 25-00 each. |
- The above sum will be paid to the workers on or
10-8-61 with the co-operation of the union official.
- Term 3.** The union secretaries have agreed not to press the following demands:—
1. Fixation of dearness allowance.
 2. Introduction of Provident Fund Scheme.
- Term 4.** The Secretaries of the unions have agreed not to raise demands in respect of increase in wages for cigar workers for a period of two years.

Agreed to the above terms.

**Memorandum of Settlement under section 12 (3) of the
Industrial Disputes Act, 1947.**

between

The Management of Mysore Insecticides Co., 31-A, North Beach Road,
Madras.

and

The Workers of Mysore Insecticides Co., Madras.

TERMS OF SETTLEMENT.

- Term 1.** It is agreed that the consolidated wage system shall continue and their demand Nos. 1 and 2 are hereby given up.
- Term 2.** There shall be one grade for all workers in the factory of the Mysore Insecticides Company, Madras as set out hereunder. All the permanent workers in the factory shall be paid a consolidated minimum salary of Rs. 78 per mensem in the following Grades.
Rs. 78—Rs. 3—Rs. 108—Rs. 4.50—Rs. 130—50 nP.
- Term 3.** All permanent workers drawing less than the minimum grade shall be stepped up and fixed at Rs. 78 per mensem. This is the minimum in the Grade.
- Term 4.** Two permanent workers Sri P. Ekambaram and Sri C. Raghavan shall be fixed at Rs. 84 per mensem in the grade herein before set forth.
- Term 5.** All permanent workers who work in the Night Shift between 22 hours shall be paid a night shift allowance of 15% of their daily wages on the days in which they actually work in the night shifts. This allowance shall not form part of their basic salary or wages for the purpose of Gratuity and Bonus.
- Term 6.** All permanent workers shall be entitled for a total paid leave of 24 days which shall include seven festival holidays to which they are entitled under National and Festival Holidays Act of 1959 as well as Casual and Privilege leave, subject however, to the condition that workers shall be entitled to choose the Festival holidays except for Independence Day and Republic Day which are compulsory. At the beginning of each year, workers shall intimate to the management five festival holidays they choose in the year and the same shall be accepted by the Management. Apart from the total number of 24 holidays specified before, no other holiday shall be allowed to or claimed by the workers.
- Term 7.** All permanent workers of the company shall be paid Gratuity at the rate of 15 days salary/wages per every

year of completed service subject to a maximum of (15) (Fifteen) months salary. No worker shall be qualified to receive gratuity unless he puts in minimum of five years continuous service i.e., qualifying period being five years continuous service from the date of being confirmed as a permanent worker. No worker dismissed for misconduct shall be entitled for any Gratuity.

- Term 8.** Excepting the above all the other claims and demands made by the Workers' Union by their letter dated 21—4—1960 are hereby given up and they shall not be pressed again during the period of this agreement.
- Term 9.** This agreement shall remain in force for the period of three years from the date of signing and during the period of agreement, no claim or demand shall be raised in respect of matters mentioned in the demands letter of the Workers' Union dated 21—4—1960.
- Term 10.** It is agreed that a joint application should be made under Section 10 (2) of the Industrial Disputes Act 1947 on 4—8—1961 to the Government to refer the following issues for adjudication.
- (a) Whether the non-employment of M/s. V. Venkatesan, K. N. Munuswamy and K. Doraiswamy is justified or not and to what relief if any they are entitled.
- (b) To compute the relief if and awarded in terms of money if it can be so computed.

**Memorandum of Settlement under section 12 (3) of the
Industrial Disputes Act, 1947.**

between

The Management of Associated Electrical Industries (India) Private Ltd., Madras.

and

The Workers of Associated Electrical Industries (India) Private Ltd., Madras.

TERMS OF SETTLEMENT.

The Management hereby agree to the following amendments/alterations to the Conditions of Service of Associated Electrical Industries (India) Private Ltd., Madras to be made effective as from 1st January 1961.
SCALES OF PAY :—

Clerks—General.

Division I.—	Special Grade Rs. 300/- upwards. Selection Grade Rs. 164-12-236-14-334. Upper Grade Rs. 164-12-236-14-306. Standard Grade Rs. 70-6-106 E.B.-7 120 8-128 9-164-10-241-11-236.
Division II.—	Stenographers: Selection Grade Rs. 240-12-276-15-336. Standard Grade Rs. 105-(on probation) Rs. 112(on confirmation)-8-152-10-192- 12-204 E.B.-12-276-15-306.
Division III.—	Comptometer and Accounting Machine Operators: Selection Grade Rs. 166-12-25-14-334. Standard Grade Rs. 70-7 105-8-129-9-165 -10-205 E.B.-11-260.
Division IV.—	Telephone Operators: Rs. 70-6-106 E.B.-7 120-8-128-9-164-10- 214.
Division V.—	File Clerks: Rs. 45-5-70-6-106 E.B.-7 120-8-128-9-164 -10-214.
Division VI.—	Billing Clerks: Rs. 80-6-116 E.B.-7-130-8-138-9-174-10 -224-11-246.
Division VII.—	Draughtsman & Tracer Draughtsman: Rs. 70-6-106-7-120-8-128 E.B.-9-164-10 194 E.B.-10-214-12 250-14 306.
<i>N.B.</i> —E.B.'s will not be applied to Draughtsman at present in Grade 'A'. The E.B. at Rs. 128 will only apply to Tracer/Draughtsman. The E.B. at Rs. 194 will apply to all and will only be passed on efficiency as Draughtsman.	
Division VIII.—	Tracers: Rs. 55-3-67-5-87-6-105 E.B.-7-133.
Division IX.—	Blue Printers & Duplicating Machine Operators: Rs. 50-3-62-5-82-6-100 E.B.-7-114.

SUBORDINATE STAFF.

Boarers.	...	Rs. 32-1-44 E.B.-2-60.
Khalassies.		
Durwans.		
Cash Durwans		
Dak Peons.	...	Rs. 37-1-49 E.B.-2-65.
Liftmen.		
Sweepers.		
Living-In Durwans.	...	Rs. 42-1-41 E.B.-2-70.
Packers.	...	Rs. 42-2-56 E.B.-2-50-71.
Mastri-Senior.	...	Rs. 108-5-158 E.B.-6-182.
Mastri-Junior.	...	Rs. 68-4-108 E.B.-5-128.
Carpenter.	...	Rs. 47-2-77 E.B.-2-50-92.
Drivers-Lorry.	...	Rs. 62-2-80-2-50-95 E.B.-3-110.
Driver-Car.	...	Rs. 52-2-70-2-50-85 E.B.-3-100.

N.B.—Appointments to Special Grade will only be at the discretion of the Company as heretofore. Appointments to Selection Grade will also only be at the discretion of the Company, and appointments to both Special and Selection Grade will be made on the basis of merit and not on the basis of Seniority of service.

Promotions to Upper Grade from Standard Grade in Division I will normally be made on the basis of Seniority in Service, subject to suitability.

FITTING-IN.**Clerical staff:**

Clerical Staff will be fitted into their respective Divisions and Grades at the same (where applicable) or the next higher stage in the Scale as at 31st December 1960 (except Billing Clerks who will first receive a flat increment of Rs. 10 to their salary at 31st December 1960). They will then receive one increment in the new Scales as from 1st January 1961.

N.B.—The increments already received in the old Scales of pay at 1-1-1961, will be adjusted against the foregoing.

In Division I present Special Grade and Upper Grade and Grade A staff will be fitted into Special Grade and Upper Grade respectively.

Other Staff will be fitted into Standard Grade.

Subordinate Staff (except Dak Peons, Liftman & Durwans who live on the premises):

Will receive a flat increment of Rs. 2 to their salary as at 31st December 1960, and will then be fitted into the new scales at the same (where applicable) or the next higher stage in the new scales. They will then receive one increment in the new scales effective from 1st January 1961.

N.B.—The increment already received in the old Scales of pay at 1-1-1961, will be adjusted against the foregoing.

Dak Peons, Liftman & Durwans (who live on the premises):

Will receive Rs. 5 increment to their salary as at 31st December 1960, and will then be fitted into their new scales at the same (where applicable)

or the next higher stage in the new scales. They will then receive one increment in the new scales.

N.B.—The increments already received in the old scales of pay at 1—1—1961, will be adjusted against the foregoing.

Privilege Leave:

The Company will grant 4 weeks Privilege Leave to those members of the staff who have completed 20 years of service, or have reached the age of 45 years, having completed 13 years of service.

Quarantine Leave:

The Company will grant Quarantine Leave upto 3 weeks at a time where such leave is supported by a Medical Certificate certifying that the applicant has been in close contact with a contagious or infectious disease, in the household and the application is approved and countersigned by the Company's Doctor, who will satisfy himself by a visit to the affected premises or by any other reasonable means.

Medical Benefits:

The Company will contribute Rs. 8 per day upto a maximum of 30 days (Rs. 240) towards the Hospital expenses incurred by members of the staff in respect of themselves while hospitalised.

The Company will not meet the cost of inoculations, vaccinations and the provision of expensive proprietary medicines, but where such medicines are necessarily incurred on the recommendation of the Company's Doctor, the matter will be considered.

The Company will consider assistance towards Medical expenses, subject to the above limits, incurred by members of the staff at home in connection with cases of illness necessitating hospitalisation, but which is not possible owing to lack of beds or other circumstances.

The quantum of such assistance will depend upon the circumstances of each individual case and claims will not be entertained where satisfactory verification of the claim is considered impossible.

Allowance for Graduates:

The Company will grant a cash prize of Rs. 50 to each member of the staff taking and obtaining a degree after entering the Company's service.

Gratuity:

The Company agree that in the case of voluntary resignation after 15 years' service, full Gratuity of 15 months' Basic salary will be paid.

In view of the settlement reached between the Management and the Employees of the Associated Electrical Industries (India) Private Ltd., Madras-2 as represented by the Commercial Employees' Association, the Association agree to withdraw all other demands as contained in their letter of the 5th April 1960, addressed to the Management in Madras.

This Agreement shall be effective for 5 years commencing from 1st January 1961.

CURRENT LABOUR LITERATURE

List of Important books received and articles published.

BOOKS.

1. Industrial Relations Handbook by British Ministry of Labour.
2. The Development of Industrial Relations in India by Dr. Kumar (C.B.).
3. Report on Efficient conduct of State Enterprises by Gorwala (A.D.).
4. Speaking of Productivity Ed. 2 by National Productivity Council—New Delhi.
5. Record of Proceedings—Forty forth Session (Geneva) (1961) International Labour Conference.
6. Health at Work: A description of medical services in fourteen British Factories—By Ministry of Labour—Britain.
7. Subsidised Housing Scheme for Industrial Workers—By Ministry of Works, Housing and Supply, New Delhi.

ARTICLES OF INTEREST.

1. New Approach Towards Industrial Relations—By Mishra (L.N.) "The Indian Worker", October 2, 1961.
2. The Role and Responsibility of Trade Unions in a Planned Economy—By Malhotra (P.C.). "The Indian Worker" October 2, 1961.
3. "Training of Employment" By Menon (P.M.). "The Indian Worker", October 2, 1961.
4. Possibilities of Incentive Schemes by Mitchell (R.L.) "Productivity" June—July, 1961.
5. Financing of Social Security in the Common Market Countries. By Jacques Jean Ribas. "International Labour Review" July—August 1961.
6. The measurement of Sickness Absence by P. A. B. Raffle (Senior Medical Officer, London Transport Executive)—Industrial Welfare, May—June 1961.

**A NOTE ON THE SALIENT FEATURES OF THE
ANNUAL REPORT ON THE WORKING OF THE PAYMENT OF
WAGES ACT, 1936 FOR THE YEAR 1960.**

The Payment of Wages Act, 1936 (Central Act IV of 1936) applies to persons employed in all factories covered by the Factories Act, 1948, all industrial establishments notified by the Government under section 85 (1) of the Factories Act, 1948 persons employed upon any Railway by a Railway administration and persons employed in plantations, motor omnibus services, catering establishments covered by Catering Establishments Act, 1958 and Beedi Industrial Premises covered by the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958.

2. Out of 24,230 factories, industrial establishments, plantations catering establishments and omnibus service in the State covered by the Act, 8,528 or about 35% of them submitted the prescribed annual returns in time. The total number of persons employed during the year in the establishments for which satisfactory returns were received is 3,56,275 and the gross wages paid in factories and industrial establishments come to Rs. 38.56 crores showing an increase of about 3% over the previous year's figures. Of the gross wages paid during 1960, a sum of Rs. 3.00 crores was paid as bonus and Rs. 33 lakhs represented money value of concessions, the above payments forming about 9% of gross wages. The average annual wage registered a slight decrease from Rs. 1,117 in 1959 to Rs. 1,082.41 in 1960 as against a steady increase from the year 1956 to 1959.

3. During the year under review, a sum of Rs. 30,591 was collected by the employers from employees as fine, Rs. 3,709 for damage or loss and Rs. 25,190 for breach of contract. The corresponding figures for the previous year were Rs. 27,591, Rs. 7,731 and Rs. 8,903 respectively.

4. 309 cases of claims out of 468 pending cases arising out of deductions from wages or delayed payment of wages were disposed of during the year involving a total payment of wages, compensation and costs of Rs. 16,658 to workers. The corresponding figure for the previous year was Rs. 6,396.

NOTIFICATIONS

DEPARTMENT OF INDUSTRIES, LABOUR & CO-OPERATION.

(Application of Employees' Provident Funds Act to certain classes of Establishments.)

Fort St. George, August 21, 1961

II-I. No. 3859 of 1961.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi the 29th July, 1961, is republished :—

G.S.R. 1013—Where as the Employees' Provident Funds Act, 1952 (19 of 1952), has already been applied to the following classes of establishments wherein fifty or more persons are employed :—

Now, in exercise of the powers conferred by clause (b) of sub-section (3) of section I of the said Act, as amended by Act No. 46 of 1960, the Central Government hereby directs that with effect from the 31st July 1961 the said Act shall apply to the following classes of establishments, in each of which twenty or more persons employed namely :—

1. Plantations of tea (other than those in the State of Assam), and plantations of coffee, rubber, cardamom and pepper.
2. Iron ore, lime stone, manganese, gold and mica mines.
3. Coffee curing establishments.
4. Road motor transport establishments.
5. Every cane farm owned by a sugar factory.

Exemption of Cordite Factory Aravancadu from certain Provisions of Factories Act.

(G.O. Ms. No. 5121, Industries, Labour and Co-operation (Labour), 22nd August 1961.)

II-I No. 3865 of 1961.

In exercise of the powers conferred by section 5 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby exempts the Cordite Factory, Aravancadu, from the provisions of sections 51, 52, 54, 55 and 56 of the said Act for the period commencing on the 1st July 1961, and ending with the 30th September 1961, subjected to the following conditions, namely :—

- (1) Double wages for overtime work done beyond nine hours per day or 48 hours per week shall be paid in respect of all the workers in accordance with the provisions of section 59 of the Act :
- (2) Compulsory holiday shall be granted to all the workers as per the provisions of section 53 of the Act :
- (3) Sufficient time, though not fixed shall be allowed to all workers for their meals, etc., to the satisfaction of the Inspector ; concerned ; and
- (4) a complete running record of the hours worked shall be maintained in Form No. 1-A-F.O. 1367-A.

2. The order hereby made shall be deemed to have come into force on the 1st July, 1961.

**Member nominated to Local Committee (Employees' State Insurance Corporation)
for Sivakasi area.**

(Fort St. George, August 28, 1961).

II-I No. 3983 of 1961.

The following notification of the Regional Director, Employees' State Insurance Corporation dated 2nd August 1961, is republished.

No. MR./CO.-3 (5)/60—It is hereby notified that Shri S. Doraisamy, Cutter, The National Litho Press, Sivakasi has been nominated as a member of the Local Committee (Employees' State Insurance Corporation) for Sivakasi area under clause 1 (e) of Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950 with effect from 19th July 1961.

The following amendment shall accordingly made to this office Notification No. MR./CO.-3 (5)/55 dated 21st October 1960 namely for the word "vacant" against S.No. 9, the following shall be substituted :—

"Shri S. Doraisamy,
(Cutter, National Litho Press)
Representative, Sivakasi Press Workers'
Union Congress, Sivakasi".

Amendment to notification relating to nomination of a member to Employees State Insurance Corporation under Employees State Insurance Act.

II-I. No. 3982 of 1961.

The following notification of the Government of India, Ministry of Labour and Employment dated New Delhi, the 1st August 1961, is republished.

S. O. The Government of the State of Madras having nominated in exercise of the powers conferred by clause (d) of section 4 of the Employees' State Insurance Act, 1948 (34 of 1948) Shri P. V. Viswanathan, Chief Inspector of Factories, Madras as a member representing the said State on the Employees' State Insurance Corporation in place of Shri T. N. Lakshminarayanan, the Central Government in pursuance of the said section 4, hereby makes the following further amendment in the notification of the Government of India in the Ministry of Labour and Employment No. H. 1-1 (196)/57, dated the 15th March 1958 namely :—

In the said notification under the heading 'Members' under sub-heading (Nominated by the State Government under clause (d) of section (4) for item 12 the following shall be substituted namely :—

" 12. Shri P. V. Viswanathan,
Chief Inspector of Factories,
Madras".

Appointment of certifying surgeons for certain plantations under Plantations Labour Act.

AMENDMENT TO NOTIFICATION.

(G.O. Ms. No. 5360, Industries, Labour and Co-operation (Labour), 5th September, 1961.)

II-I No. 4086 of 1961.

In exercise of the powers conferred by sub-section (1) of section 7 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification II-I No. 665 of 1960 dated the 22nd September 1960, published at pages 560-564 of Part II—Section I of the Fort St. George Gazette dated the 19th October 1960.

AMENDMENT.

In the said Notification under the heading "Coimbatore district" for item 38 and the entries relating thereto the following shall be substituted namely :—

" 38. (i) Government Cinchona Plantations, Cinchona Post (I to VII Divisions).	Assistant Surgeon, Government Cinchona Hospital, Cinchona Post.
(ii) Government Cinchona Plantations, Cinchona Post (Kadamparai Division),	The Assistant Surgeon, Local Fund Hospital, Valparai.

Appointment of Inspectors for the State of Madras for purpose of Employees' Provident Funds Act.

(G. O. Ms. No. 5394, Industries, Labour and Co-operation (Labour), 7th September 1961.)

II-I. No. 4087 of 1961.

In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (Central Act XIX of 1952) the Governor of Madras hereby appoints Shri K. Krishna Menon and Shri R. C. Krishnan to be Inspectors for the whole of the State of Madras for the purposes of the said Act and of any scheme framed thereunder in relation to establishments other than those specified in sub-clause (i) of clause (a) of section 2 of the said Act.

Amendments to notification relating to Inspectors of Newspaper establishments appointed and their jurisdictions defined.

(G. O. Ms. No. 5263, Industries, Labour and Co-operation (Labour), 30th August 1961.)

II-I. No. 4088 of 1961.

In exercise of the powers conferred by rule 37 of the Working Journalists (Conditions of Service and Miscellaneous Provisions) Rules, 1957 (the Governor of Madras hereby makes the following amendments to Industries, Labour and Co-operation Department Notification II-I No. 2110 of 1961, dated the 3rd May 1961 published at page 712 of Part II—Section I of the Fort St. George Gazette, dated the 17th May 1961.

AMENDMENTS.

In the schedule to the said Notification—

(1) for item 3 and the entries relating thereto, the following item and entries shall be substituted namely :—

" 3. Inspector of Labour, Madras-1.	Madras Corporation Divisions 1-28 (old and Tiruvellore and Kancheepuram taluks of Chingle- put District".
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(2) items 4, 5, 6, 7 and 8 shall be renumbered as items 5, 6, 7, 8 and 9 respectively and before item 5 as so renumbered the following item and entries shall be inserted namely :—

" 4. Inspector of Labour, Madras-2.	Madras Corporation Divisions 29-50 (old). Chingleput District excluding Tiruvellore and Kancheepuram taluks and South Arcot District".
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(3) for item 6 as so renumbered and the entries relating thereto, the following item and entries shall be substituted namely :—

" 6. Inspector of Labour, Tiruchirapalli.	Districts of Tiruchirapalli and Thanjavur.
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Amendment to notification relating to nomination of a member of Local Committee (Employees' State Insurance Corporation) Tiruppur area.

(Fort St. George September 1961.)

II-I. No. 4089 of 1961.

The following notification of the Employees' State Insurance Corporation dated 17th August 1961 is republished.

No. MR./CO.-3 (5)/60 :—It is hereby notified that the Labour Officer, Coimbatore II, has been nominated as a member of the Local Committee, Employees' State Insurance Corporation for Tiruppur area under clause 1 (b) of Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950 with effect from 8th August 1961 vice the Labour Officer, Coimbatore I.

The following amendment shall accordingly be made to this office Notification dated 3rd May 1960 namely for the existing entry against S. No. 2 the following shall be substituted :

“ Labour Officer, Coimbatore II ”.

Amendment to Madras Catering Establishments Rules.

(G.O. Ms. No. 5384, Industries, Labour & Co-operation (Labour), 6th September 1961.)

S. R. O. No. A-945 of 1961.

In exercise of the powers conferred by sub-section (1) and (2) of section 29 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby makes the following amendment to the Madras Catering Establishment Rules, 1959 published with the Industries, Labour and Co-operation Department Notification No. S.R.O. A-2118 of 1959, dated the 31st March 1959, at pages 299 to 309 of the rules supplement to part I of the Fort St. George Gazette dated the 8th April 1959, as subsequently amended, the same having been previously published as required by sub-section (3) of the said section :—

AMENDMENT.

In the said rules, after rule 28, the following rule shall be added namely :—

“29. Power to exempt from rules:—The State Government may by general or special order exempt either permanently or for any specified period, any catering establishment or class of catering establishments or any person or class of persons to which or to whom these rules apply, from all or any of the provisions of these rules, subject to such conditions as they deem fit or direct that any such provision shall apply to any such catering establishment or class of catering establishments or any such person or class of persons with such modification as may be specified in the order.

Copy of G. O. Ms. No. 2693, dated the 4th August 1961, Home Department, Madras.

Sub: The Madras Court fees and Suits Valuation Act 1955—Petitions presented by Trade Unions to Chief Inspector of Factories, Inspectors of Factories etc.—Remission of Court fees—Notification—Issued.

Read: G. O. Ms. No. 1108, Home dated 9—4—'60.

From the Commissioner of Labour (Factories) and Director of Employment, Madras No. Bl. 35883/60, dated 4—10—'60 and dated 30—12—'60.

From the Commissioner of Labour and Director of Employment, Madras 70032/60, dated 8—10—'60 and 11—3—'61.

From the Commissioner of Labour and Director of Employment, Madras No. P-4, 6327/60, dated 10—1—'61.

Order:—

The following notification will be published in the Fort Saint George Gazette :

NOTIFICATION.

In exercise of the powers conferred by Section 73 of the Madras Court-fees and Suits Valuation Act, 1955 (Madras Act XIV of 1955), the Governor of Madras hereby remits the fees chargeable under Article 10 (k) of Schedule II to the said Act, on all petitions presented by Trade Unions to the following officers in the State :—

1. Chief Inspector of Factories.
2. Inspectors of Factories.
3. Assistant Inspector- of Factories.
4. Chief Inspector of Plantations.
5. Inspectors of Plantations.
6. Inspector of Labour ; and
7. Assistant Inspectors of Labour.

Amendment to Workmen's Compensation Rule.

(G. O. Ms. No. 5385, Industries, Labour and Co-operation (Labour), 6th September 1961.)

S.R.O. No. A- of 1961.

In exercise of the powers conferred by sub-section (1) of section 32 of the Workmen's Compensation Act, 1923 (Central Act VIII of 1923), the Governor of Madras hereby makes the following amendment to the Workmen's Compensation Rules, 1924, the same having been previously published as required by the sub-section (2) of section 34 of the said Act.

AMENDMENT.

In rule 41 of the said rules, for the words and figures “and Order XXIII, rules 1 and 2” the words and figures “Order XXIII, rules 1 and 2 and Order XXVI, rules 4 15 to 18” shall be substituted.

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, the code lays down norms of behaviours 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 and managements not affiliated to any central organisations which have ratified the code during the month of July, 1961 as observed from the reports of the Labour Officers of this State is given below.

A list of the trade unions which have ratified the code of discipline during the month of

August, 1961.

1. Sri Ram Textiles Powerloom workers' Union Vannankulam, Mela Seval Post, Tirunelveli.
2. Staffs' Association, Sri Ganapathi Mills, Thalayuthu.
3. Kadal Thozhilalar Sangam, Tharuvaikulam, Tuticorin.
4. Aruppukkottai Taluk Handloom Weavers Association, Aruppukkottai.
5. Weavers Union, Aruppukkottai.
6. Transport and Dock Workers' Union, 18, Krishnan Koil Street, Madras-1.
7. Kareem Beedi Factory and Press Employee's Union, Madras.
8. Bramhappa Thavanappanavar Labour Union, Madras-21.
9. Thachu Thozhilalar Sangam, Singampunari.
10. National Handloom Weavers' Union, Madurai.
11. Dindigul Nagara Javuli Varthaga Thozhilalar Sangam, Dindigul.
12. Dindigul Saw Mill Labourers' Union, Dindigul.
13. Panruti Fire Clay Mines National Worker's Union, Andikkuppam.
14. Tailors' Union, Chidambaram.
15. Nagercoil Kaivandi Summadu Thookkum Thozhilalar Sangam, Nagercoil.
16. Staff Union, Pandyan Insurance Co., Ltd., Madurai.
17. Rukmini Mills Workers' Union, Silaiman.
18. Madurai District Plantation Labourers' Union, Pattiveeranpatti, Madurai.

19. P. S. S. Transport Workers' Union, Madurai.
20. The Madurai New Cinema and Regal Talkies Union, No. 1 and 2, Maha 3rd St., Madurai.
21. M. D. T. Thozhilalar Sangam, Palam Station Road, Thallakkulam P. O., Madurai.
22. The Madura Mills Labour Union, 30/3, Ponnagaram III Lane, Madurai.
23. The Pandyan Insurance Employees' Union, West Market Street, Madurai.
24. Rahim Transport Thozhilalar Sangam, Periakulam, Madurai.
25. Sri Jaya Vilas Motor Labourers' Union, South Gate, Madurai.
26. Madurai Nagar Thachu Thozhilalar Union, Manjanakkara St., Madurai.
27. Madurai Division Life Insurance Agents' Association, Madurai.
28. General Labour Union, Singampuneri.
29. Thennaimara Thozhilalar Sangam, Singampuneri.
30. Madurai and Pandiyan Mill Employees' Union 74-B/277, New Jail Road, Madurai.

List of the Employers who have ratified the code of discipline during the month of August, 1961.

1. New Ambadi Estates Private Ltd., Kulasekaram, Kanyakumari.
2. Madurai Betal-Nut Beedi Cigarette Merchants' Association, 19, East Battanmar Street, Madurai.

Standing Orders Certified upto 31-10-1960 in Madurai District.

It is proposed to publish a list of Industrial Establishments in respect of which the standing orders have been certified so far. In August, 1961 issue a list of Standing Orders certified upto 31 December, 1960 in Coimbatore District was published. The list of Standing Orders certified since will be published in batches in successive issues of the Madras Labour Gazette.

S. No. (1)	Name of the Establishment. (2)	Date of Certification. (3)
560.	Balakrishna Mills, Manal Road East, Madurai-9.	12- 2-1949
561.	T. V. Sundaram Iyengar and Sons Limited, Madurai.	12- 2-1949
562.	G. N. Chakrapany Chetty and Sons, Tamil Sangam Road, Madurai-1.	12- 2-1949
563.	Messrs. Spencer and Company, Cigar Factory, Dindigul.	15- 3-1949
564.	A. R. P. Sarathy Dyeing and Handloom Weaving Mills, Ramnad Road, Madurai.	19- 4-1949
565.	Sree Kothandaram Spinning Mills, Mahallipatti, Madurai.	20- 4-1949
566.	Soundararaja Mills Ltd., Natham Road, Dindigul.	21- 4-1949
567.	Truthful Manufacturing Co., Limited, 251, West Masi Street, Madurai.	21- 4-1949
568.	The Madura Dress Manufacturing Co., Ltd., Madurai.	21- 4-1949
569.	Mohanram and Company, Sowrashtta High School, East Lane, Madurai-9.	10- 5-1949
570.	The Madura Knitting Co., 7, Ramnad Road, Madurai.	10- 5-1949
571.	Mahalakshmi Textile Mills Ltd., Pasumalai, Madurai.	30-10-1949
572.	Sree Meenakshi Mills Ltd., Madurai.	30-10-1949
573.	Angu Vilas Scented Tobacco Factory, Dindigul, Madurai.	30-10-1949
574.	Sree Kothandaram Weaving Mills, Ramnad Road, Madurai.	31-10-1949
575.	Raja Mills, Madurai-1.	15- 3-1950
576.	Southern Roadways Limited, West Velli Street, Madurai.	15- 3-1950
577.	Madura Mills Co., Ltd., Madurai.	17- 3-1950
578.	Pandiyan Mills, Madurai.	17- 3-1950
579.	Orient Products Ginning, Decorticating and Oil Mills, Thirumangalam.	1- 4-1950
580.	A. 1493, Pattiveeranpatti Co-operative Coffee Curing Industrial Society Limited, Pattiveeranpatti.	31- 8-1950
581.	Madura Mills Co., Ltd., Cottur Ginning and Pressing Factory, Dindigul.	31- 8-1950
582.	The Sundareswarar Ginning Factory, Dindigul.	14-10-1950
583.	Cloud Lands Estate, Chinnamanur.	27-11-1950
584.	Kolukkumalai Estate, Bodinayakanur.	27-11-1950
585.	Highways Estate, Chinnamanur.	27-11-1950
586.	St. Marys Estate, Iyempalayam.	27-11-1950
587.	Manalar Estate, Chinnamanur.	27-11-1950
588.	Manalar Estate, Iyempalayam.	27-11-1950
589.	Baghavathy Vilas Cigar and Scented Tobacco Factory, Dindigul.	28-11-1950
590.	Pugalagiri Match Works, Dindigul.	28-11-1950
591.	Vilcombu Estate, Pattiveeranpatti, Madurai District.	5- 2-1951
592.	Athukkanal Estate, Pattiveeranpatti, Madurai District.	5- 2-1951
593.	Poopalankodaikanal Estate, Pattiveeranpatti, Madurai District.	5- 2-1951
594.	The Little Flower Estate, Pattiveeranpatti Post.	8- 2-1951

(1)	(2)	(3)
595. The Joseph Coffee Curing Works, Pattiveeranpatti.		19— 2—1951
596. K. T. K. Ginning Factory, Theni, Madurai.		6— 6—1951
597. Kodaikanal Motor Union, Limited, Ammainaickennur.		19— 6—1951
598. The Madura Sugar and Allied Products Limited, Pondiarajapuram, Madurai District.		23— 7—1951
599. The Saroja Weaving Mills, Ramnad Road, Madurai.		7—11—1951
600. Pillavali Estate, Pattiveeranpatti.		29—11—1951
601. Kanalkadu Estate, Pattiveeranpatti.		29—11—1951
602. Vethilai Kodaikanal Estate, Pattiveeranpatti, Madurai District.		29—11—1951
603. Ammikulavi Estate, Pattiveeranpatti.		29—11—1951
604. K. M. Mohammed Abdul Khader, "A" Tannery Dindigul.		8— 6—1952
605. The Vijakumar Mills Limited, Kalayamputtur, (Via) Palni.		7— 7—1952
606. Nagalakshmi Bhavan Coffee and Meals Hotel, Madurai.		6—10—1952
607. M. N. P. Neerkarthalinga Nadar, M. A. and M. N. P. Thalamalai Nadar, Linga Mark Cheroot Factory, Mahal Street, 2nd Lane, Madurai.		3—11—1952
608. Madras Tea Estates Limited, High-ways Group Estate, Chinnamanur, Madurai District.		5— 1—1953
609. St. Joseph's Coffee Estate, Sirumalai.		8— 6—1953
610. Eastern Match Company, Thirumangalnm.		23— 7—1955
611. Ananda Match Company, Thirumangalam.		23— 7—1955
612. Rajeswari Mills Limited, Madurai.		15—12—1955
613. Aruppukottai Sri Jayavilas Limited, Pillayarpalayam Road, Madurai.		30—10—1956
614. Sri Visalakshmi Mills Limited, Madurai.		5—11—1956
615. Sri Gopalakrishna Iron Safe Works, Dindigul.		5—11—1956
616. S. A. Muthuramier and Company (Ironsafe Work) Dindigul.		5—11—1956
617. P. S. S. Transport, 11, Perumal Koil West Mada Street, Madurai.		5—11—1956
618. Ratna and Company, Iron Safe Works, Dindigul.		21— 6—1957
619. A. M. Sundaram and Company, Iron Safe Works, Dindigul.		21— 6—1957
620. Ramalakshmana Iron Works, 98, South Avanimoola Street, Madurai.		21— 6—1957
621. Murugan and Company, Iron Safe Workshop, Dindigul.		21— 6—1957
622. Jothi Motor Works, Workshop Road, Madurai.		21— 6—1957
623. Madura South India Corporation (Private) Limited, Madurai.		10—10—1957
624. Thanthi Rotary Press, Madurai.		10—10—1957
625. Central Auto Service Station, Madurai.		10—10—1957
626. Rukmani Mills Limited, Silaiman P. O. Madurai District.		18— 3—1958
627. Rajaratna Mills Private Limited, Neikaraipatti P. O., Palani.		2— 3—1958
628. Fanner Cockil Limited, (Industrial Tapes) Kochadai, Madurai.		25— 3—1958
629. Meenakshi Metal Industries, 183, Ramnad Road, Madurai-9.		3— 6—1958
630. Madura Modern Motor Private Limited, Pillayarpalayam Road, Avaniapuram, Panchayat, Madurai.		3— 6—1958
631. Madura Ramnad Transports (Workshop) North Veli Street, Madurai.		3— 9—1958
632. Automobile Service Station and Wahith Motor Service, Madurai.		5— 9—1958
633. Madura Devakottah Transports Limited, Madurai.		27—10—1958

(1)	(2)	(3)
634. The Express Newspaper Limited, Madurai Branch.		27—10—1958
635. The Murugan Transports Private Limited, (Workshop), Dindigul.		27—10—1958
636. Sri Devi Turning and Engineering Works, 282, Goods Shed Street, Madurai.		27—10—1958
637. Ramraj Motor and Welding Works, 280, Goods Shed Street, Madurai-1.		23—12—1958
638. Madura Metal Products Limited, Madurai.		23—12—1958
639. Somasundaram and Sons Motor Works, 18 Workshop Road, Madurai-1.		31—12—1958
640. Dhanalakshmi Iron Works, 97-C, South Avanimoola Street, Madurai-1.		31—12—1958
641. Bharath Industries Foundry, Vasantha Nagar, Madurai.		31—12—1958
642. Sree Sivakami Mills Limited, Thenur Village, Samayanallur, Madurai District.		16— 2—1959
643. Madura Public Conveyance Limited, (Workshop) Dindigul.		16— 2—1959
644. Annamaliar Mills (Private) Limited, Dindigul.		18— 2—1959
645. Thiagarajar Mills, Kappalur, Madurai.		14—12—1959
646. Sree Meenakshi Mills Limited, Paravai, Madurai.		17—12—1959
647. Tamil Nadu (Working Journalists), Madurai.		17—12—1959
648. Sakthivel Cigar Factory, Dindigul.		29—12—1959
649. George Oakes (Private) Limited, Madurai.		17—12—1959
650. S. R. Venkatachalapathy & Company, Dindigul.		15— 1—1960
651. Karim Rice Mill, Batlagundu.		28— 6—1960
652. Brahdam, Alagarkoil Road, Tallakulam, Madurai-II.		28— 6—1960
653. Visalakshi Achagam, Madurai.		28— 6—1960
654. Ananda Sago Rice & Flour Mills, Palni.		28— 6—1960
655. Arokia Match Factory & Rice Mill, Palni.		4— 7—1960
656. N. K. Konduraja Ginning Factory, Theni.		5— 7—1960
657. R. K. G. Gangadhara Naidu Rice and Oil Mills, Dindigul.		6— 7—1960
658. Chandra Vilas Scented Tobacco & Cigar Factory, Dindigul.		24—10—1960
659. Ahmedia Rice Oil and Ginning Factory, Palni Road, Dindigul.		24—10—1960
660. Andavar Vilas Scented Betelnut & Tobacco Factory, Dindigul.		28—10—1960

STATISTICAL SUPPLEMENT

1. Statement showing the details of agreements brought about by the Conciliation officers under Section 12(3) of the Industrial Disputes Act, 1947 during the month of August, 1961.

S. No.	Name of the Establishment.	Date of agreement.	Points in dispute.	Nature of settlement.
(1)	(2)	(3)	(4)	(5)
1.	Pioneer Motors, Nagercoil.	4-8-61	Dismissal of a worker.	Agreed to reinstate the worker without back-wages.
2.	Nagammal Mills Limited, Nagercoil.	7-8-61	Reinstatement of a spinner.	Agreed to employ the worker as a new entrant.
3.	St. Andrews Motor Service (Private) Limited, Palayamkottai.	1-8-61	Supply of dress.	Agreed to supply annually two sets of dresses to each of the drivers conductors and workshop workers who have put in 6 month's service on the date on which the supply falls due.
4.	do	3-8-61	Reinstatement of workers, cancellation of suspension etc.	Agreed to reinstate a worker and settle the accounts of the other worker. The Union dropped the other demand.
5.	A. V. Rm. Transport Service (private) Limited, Sankarankoil.	7-8-61	Reinstatement of 2 workers.	Agreed to pay the worker a lumpsum amount of Rs. 229-50 nP. and to drop the case of the other workers.
6.	The Brass Vessel Manufacturers at Tirunelveli.	11-8-61	Revision of Contract rate.	Agreed to increase the rate of contract.
7.	Jayalakshmi and Company, Lessees, Sree Shanmugam Mills, Rajapalayam.	16-8-61	Non-employment of a worker.	Agreed to pay the worker a sum of Rs. 110/- in full settlement.
8.	Raja Transport, Aruppukottai.	30-8-61	Non-employment of 5 workers.	Agreed to pay lump sum amount to each worker in full settlement.
9.	New Barat Confectionery Works Sivakasi.	22-8-61	Bonus, Leave facilities etc.	Agreed to grant a lump sum increase in wages of the workers and to pay one month's wages as bonus for the period ending 13-4-61. Also agreed to grant 5 days casual leave and 5 days sick leave every year.

STATISTICAL SUPPLEMENT

853

(1)	(2)	(3)	(4)	(5)
10.	Sri M. Ramaswamy Iyear, Vessal merchant, Panayapatti.	2-8-61	Non-employment of workers	Agreed to provide work and pay the workers the leave salary for 1958 and 1959.
11.	My Coffee Home, Madras-5.	1-8-61	Closure.	Agreed to pay Rs. 1100/- to all the 19 workers in full settlement.
12.	Hotel India, Madras-2.	5-8-61	Wage increase gratuity scheme uniform etc.	Agreed to increase the wages of the workers and to supply 3 sets of uniform every year. Also agreed to institute gratuity scheme
13.	Associated Electrical Industries (I) Private Limited Madras.	10-8-61	Alteration of service conditions wages, leave etc.	Agreed to the revised conditions of service. Also agreed to grant to quarantine leave upto 3 weeks at a time where such leave is supported by a medical certificate.
14.	Sebari Nivas Madras.	14-8-61	Closure.	Agreed to pay the compensation amount.
15.	M. B. D. Transport Service Madras.	do	Discharge of 8 workers. Dearness Allowance etc.	Agreed to reinstate 5 out of 8 workers and pay lump sum amount to the other 3 workers. Also agreed to pay a flat rate dearness allowance of Rs. 7-50 nP.
16.	Udipi Luch Home, Madras.	22-8-61	Closure.	Agreed to pay the compensation.
17.	Hero's Madras.	26-8-61	Demand for Wage increase Dearness Allowance bonus etc.	Agreed to grant annual increment according to the wages drawn by the workers and to pay an increased D. A. of Rs. 20/- p.m. and to pay 1½ month's basic wages as bonus for each at the years 1961-62, 1962-63, 1963-64, 1964-65 and 1965-66. Also agreed to institute a gratuity scheme.
18.	K. A. Rahiman & Co., Madras.	29-8-61	Non-employment of a worker.	Agreed to pay a lump sum amount to the workers as compensation.

(1)	(2)	(3)	(4)	(5)
19.	Udipi Sarada Bhavan, Madras.	do	Closure.	Agreed to pay the compensation amount.
20.	Venus studios, Teynampet.	30-8-61	Non-employment of a worker.	Agreed to pay a lump sum amount to the worker in full settlement.
21.	Sri T. R. Maraswamy Contractor, Woodlands Estate, Kullakumby P.O.	20-8-61	Refusal of work to a worker.	Agreed to pay a lump sum amount to the worker in full settlement.
22.	Upper Thaimalai Estate, Kullakumby P.O.	7-8-61	Certain grievances of workers.	Agreed to maintain the Status quo.
23.	Kerban Valley Estate Factory, Kotagiri P.O.	8-8-61	Non-employment of a worker	Agreed to pay a lump sum amount to the worker in full settlement.
24.	Kotada Estate, Kotagiri.	9-8-61	Retrenchment of a worker.	Agreed to retrench the junior most worker and pay him the compensation.
25.	Palaniappa Estate Kullakumby P.O.	16-1-61	Refusal of work to a worker.	Agreed to reinstate the worker without back-wages for his unemployment.
26.	Kotary Estate, Kotary	23-8-61	Payment of gratuity to a worker.	Agreed to pay gratuity amount to a worker and to accept the withdrawal of the resignation letter of another worker.
27.	Erinkadu Estate, Katary.	26-8-61	Staff bonus for 1960-61.	Agreed to pay 3½ month's basic pay as bonus for the year 1960-61 after deducting the month's basic pay already paid to each worker.
28.	Caroline Estate, Coonoor R. S.	30-8-61	Dismissal of a worker.	Agreed to reinstate the worker without back wages, but with continuity of service.
28.	K. M. Mohammad Ismail and Bros., (Duraikulam, Tannery) Dindigul.	3-8-61	Abolition of rotation system.	Agreed to pay a lump sum amount to the surplus workers and produce continuous work to the remaining workers.

(1)	(2)	(3)	(4)	(5)
30.	Sakthivel Cigar Factory (Mayil mark) Dindigul.	3-8-61	Increase in the rate of wages.	Agreed to increase the rate of wages and to pay a lump sum amount of Rs. 9/- to each of the special cigar manufactures as a gesture and good will.
31.	Bagavath Vilas, Cigar and Scented Tobacco Factory Dindigul.	do	do	Agreed to increase the rate of wages.
32.	Nagu Vilas Snuff Factory, Dindigul.	8-8-61	do	do
33.	M.K.A. Duraiswami Nadar and Sons, Sri Muthiah Vilas Rics Mills, Madurai.	19-8-61	Reinstatement of 2 workers.	Agreed to pay a lump sum amount to each worker in full settlement.
34.	K. M. Mohammad Ismail and Bros., A. Tannery, Dindigul.	21-8-61	Reinstatement of a worker.	Agreed to reinstate the worker into service.
35.	K. M. Mohamad Ismail & Bros, Duraikulam, Tannery Dindigul.	do	do	do
36.	Natesan Press, Dindigul.	do	Demand for D. A. wage increase also.	Agreed to pay D. A. of Rs. 8/- to all the workers and to grant an increase of Rs. 6/- in the basic salaries of all the workers except the Accountant and compositor who will get an increase of Rs. 3/-.
37.	Meenakshi and Company, 'B' Tannery, Dindigul.	do	Increase in wages.	Agreed to increase the wages of maistries with effect from 14-7-61.
38.	Spencer and Company, Limited, Cigar Factory, Dindigul.	23-8-61	Increase in dearness allowance.	Agreed to grant an increase of Rs. 5/- raising the present dearness allowance of Rs. 30/- to Rs. 35/- p.m.
39.	Meenakshi and Company 'B' Tannery, Dindigul.	do	Reinstatement of a worker.	Agreed to reinstate the worker, treating the period of un-employed as leave on loss of pay.
40.	Meenakshi and Company 'A' Tannery, Dindigul.	do	do	do

(1)	(2)	(3)	(4)	(5)
41.	S.R. V. and Company, Thozhilalar Scented Tobacco Company, Dindigul.	23-8-61	do	Agreed to reinstate the worker and pay him Rs. 160/- as back wages.
42.	Sri Ramarajan Mills Limited, Coimbatore.	5-8-61	Appointment of tapestitcher-cum-oiler	Agreed to appoint a separate tapestitcher-cum-oiler according to seniority.
43.	Kannapiran Mills, Limited, Coimbatore.	do	Suspension of six workers	Agreed to allow the 6 workers of the bundling department under suspension to resume work.
44.	Farmer Motor Service Private Limited, Mettupalayam.	9-8-61	Annual increment, batta, uniform etc.	Agreed to pay an annual increment of Rs. 2/- to each of the drivers and conductors and pay a batta of Rs. 3/- to the conductors and Rs. 3.50 to drivers.
45.	Sri Ramarayana Mills Limited, Coimbatore.	10-8-61	Appointment of bobbin carrier, cantenter etc.	Agreed that doff-carrier cum-conditioning men shall do temporarily the work of bobbin carrier and to appoint one cantenter for each shift in carding department with effect from 7-8-61. Also agreed to reduce the suspension imposed on 22 workers to one day.
46.	Kannapiran Mills Limited, Sowripalayam Coimbatore.	22-8-61	Refusal to do certain duties such as side cleaning etc.	Agreed that the side cleaning work of the carding engines shall be done by the badli contentors until the issue as to which of the existing workers should do the same is decided. Also agreed to call off the strike and resume work.
47.	Motor Superior Amalorpava Madhamadam, Coimbatore.	1-8-61	Discharge of a worker.	Agreed to pay the worker Rs. 250/- in full settlement.
48.	Al. Alagappa Chettiar and Sons, Private Limited, Coimbatore.	11-8-61	Dismissal of a worker.	Agreed to pay the worker Rs. 25/- in full settlement.

(1)	(2)	(3)	(d)	(5)
49.	Thulasidas Murarjee Company, Coimbatore.	16-8-61	Resignation of workers.	Agreed to settle the accounts of the workers.
50.	do	do	do	do
51.	Krishna Vilas Ginning Factory, Tiruppur.	17-8-61	Conversion of daily wages from monthly wages.	Agreed to pay the difference of wages on account of conversion.
52.	Sulochana Ginning Factory, Tiruppur.	do	Discharge of a worker.	Agreed to pay the worker Rs. 156/- in full settlement.
53.	Asher Sampat & Company Tiruppur.	do	do	Agreed to pay the worker Rs. 225/- in full settlement.
54.	Shanmuga Theatre, Madukkarai.	11-8-61	do	Agreed to pay the worker Rs. 71.25 in full settlement.
55.	Chitra Soda Factory, Velliangadu.	26-8-61	Retrenchment of a worker.	Agreed to pay the worker Rs. 50/- in full settlement.
56.	Star Power Press, Coimbatore.	29-8-61	Discharge of a worker.	Agreed to pay the worker Rs. 80/- in full settlement.
57.	Al. Alagappa Chettiar & Sons, Private Ltd., Oppanakare St., Coimbatore.	11-8-61	Wage increase bonus etc.	Agreed to increase the existing wages of the workers by 25 nP. per day and to pay bonus of Rs. 40/- to each worker for the year 1960. Also agreed to convert the wages of weekly paid workers to monthly payments from 1-9-61.
58.	C. Jairam and Company, Coimbatore.	30-8-61	Termination of service of 2 workers.	Agreed to pay service compensation to the workers and settle the matter.
59.	Raja Button and Plastic Company, Coimbatore.	23-8-61	Non-employment of workers etc.	Agreed to engage the workers in employment continuously for not less than 3 months and for a period as long as possible and if any

(1)	(2)	(3)	(4)	(5)
				difficulty in ginning employment to all the workers arises, the junior most worker will be retrained from service.
60. Ashok Talkies, Coimbatore.	22-8-61	Scales of Pay, annual increment etc.	Agreed to fix the pay of the workers and the annual increments.	
61. Ruby Rubber Works, Tiruvottiyur.	4-8-61	Suspension of workers.	Agreed to limit the suspension period by 50% while the remaining 50% shall be treated as suspension without emolument.	
62. Krishna Vilasam Press, Cuddalore N. T.	11-8-61	Increase in wages.	Agreed to increase the wages of 2 workers by Rs. 5/-	
63. India Radiators Limited, Polai.	21-8-61	Non-employment of a worker.	Agreed to take back the worker when the production starts back in the factory.	
64. Associated Transports (Madras) Limited, Madras.	24-8-61	Dismissal of a worker.	Agreed to pay the worker Rs. 1,000/- in full and final settlement.	
65. Curson Saw Mills, Madras.	31-8-61	Wage increase gratuity etc.	Agreed to increase the present pay of the workers and to institute a gratuity scheme.	
66. Mahendra Dry Cleaners, Madras-13.	1-8-61	Wage increase, bonus etc.,	Agreed to increase the daily wages of the workers by six paise per day and to pay bonus of 35 days wages for the daily paid workers and 1½ months wages for the monthly paid workers for the year 1960-61.	
67. Mysore Insecticides Company, Madras.	2-8-61	Fixation of scales of pay leave facilities etc.	Agreed to fix the scale of pay of the permanent workers as 78-3-108-4.50 nP. 130-50 and to grant 24 days leave to all the permanent workers which shall include 7 festival holidays to which the workers are entitled to.	

(1)	(2)	(3)	(4)	(5)
68. Fomra Brothers Madras-1.	5-8-61	Scales of Pay, Dearness Allowance etc.	Agreed to grant an immediate increase of Rs. 7/- in the wages of the permanent workers and to grant an annual increment of Rs. 4/- and Rs. 3/- to the clerical staff and workers respectively.	
69. Crompton Engineering Company (Madras) Limited.	8-8-61	Grievances of the employees transfer from old stores.	Agreed to pay all those employees who have been transferred to old stores to new stores, a lump sum of Rs. 135/- each.	
70. National Trades Corporation, Madras-1.	9-8-61	Increase in the rate of wages, bonus etc.	Agreed to regularise the workers who are employed in the Standard Vacuum Oil Company by the Company by bringing their names to the rolls of the company and pay them wages directly. Also agreed to treat the advance already paid during 1960. Deepavali as exgratia payment towards the claim for bonus for 1959-60.	
71. A. R. and Brothers Madras.	do	Conversion of payment of wages from weekly to monthly.	Agreed to pay monthly wages to 10 workers and continue to pay weekly wages to the remaining 5 workers.	
72. Road Transport Corporation (Private) Limited, Madras.	do	Discharge of a worker.	Agreed to pay the worker Rs. 240/- in full settlement.	
73. Zubeida Fancy Stores Madras.	10-8-61	Dismissal of a worker.	Agreed to pay the worker Rs. 100/- in lieu of his reinstatement.	
74. Nalathambi Mudali and Company, Madras.	11-8-61	Refusal of employment.	Agreed to take back the worker with continuity of service and pay 10 days wages.	
75. Siva Sankar Press, Madras.	16-8-61	Additional bonus for 59-60.	Agreed to pay Rs. 5/- as additional Bonus for 1959-60.	

(1)	(2)	(3)	(4)	(5)
76. Sarathy Theatres, Madras.	17-8-61	Retrenchment of workers.	Agreed to make a joint application under Section 10(2) of the Industrial Disputes Act 1947 requesting the Government to refer the issue for adjudication.	
77. Sri Saradambal and Company, Madras.	23-8-61	Discharge of two workers	Agreed to pay the two workers a lump sum amount in full settlement.	
78. Shree Sivasankara Rice Mills, Madras-21.	25-8-61	Discharge of two workers etc.	Agreed to reinstate the workers with continuity of service and to increase the pay of the workers by Rs. 5/- with effect from 1-8-61. Also agreed to provide uniforms and to grant leave under the Factories Act and Festival Holidays under National Festival Holidays Act.	
79. Sri Ambal and Company, Madras.	28-8-61	Wage increase bonus etc.	Agreed to continue the usual annual increment of Rs. 5/- given to the clerks and Drivers, and to increase the Dearness Allowance to Rs. 40/- for clerks and Rs. 30/- for the Drivers. Also agree to pay 3 months basic salary as bonus for each of the years 1960-61 to 1962-63.	
80. Subbiah Saloon Madras.	28-8-61	Discharge of a worker.	Agreed to take back the workers with continuity of service without back wages.	
81. Sri Ambal and Company, Madras.	28-8-61	Bonus for 1960-61.	Agreed to pay the packing section workers 3 months basic wages as bonus for the year 1960-61 1961-62 and 1962-63.	
82. Mani's Bakery Madras.	29-8-61	Termination of service of a worker.	Agreed to take back the worker into service with continuity of service but without back wages.	

(1)	(2)	(3)	(4)	(5)
83. Sri A. Sivalingam Dying Factory, Salem.	4-8-61	Non-implementation of award.	Agreed to treat the award in question as fully settled.	
84. Janab Valli Baig, Branch Manager, S. K. S. Flower Basket Beedi Branch, Salem.	4-8-61	Non - employment of workers.	Agreed to provide work to 9 workers with effect from 4-8-61 and to allow the remaining 4 workers to join duty when they returned to work.	
85. Victoria Vermicelli Works, Salem.	8-8-61	Revision of wages, Dearness Allowance etc.	Agreed to refix the wages of 19 workers and to drop the demand for Dearness Allowance, Bonus etc.	
86. Sridharan Service, Attur.	9-8-61	Non - employment of a worker.	Agreed to pay the worker Rs. 1300/- in full settlement.	
87. Ramajayam Transports, Namakkal.	10-8-61	Transfer of 3 workers.	Agreed not to give effect to the orders passed with the regard to the transfer of 3 workers.	
88. T. A. P. Bus Service, Rajapuram, Salem.	16-8-61	Non - employment of a worker.	Agreed to reinstate the worker and to pay him Rs. 300/- towards his claim for back wages.	
89. Sri K. Soundappa Chettiar Dyeing Factory, Salem.	18-8-61	do Revision of wages etc.	Agreed to reinstate the worker without back wages but with continuity of service. Also agreed to pay wages at Re. 1/- for dyeing 10 lbs of yarn of hand colour.	
90. Selvam Transport, Namakkal.	28-8-61	Non - employment of a worker.	Agreed to pay the workers Rs. 200/- in full settlement.	
91. Saradha Dyeing Factory, Salem.	29-8-61	Implementation of award.	Agreed to pay Rs. 175/- to the worker as Bonus for the year 1956-57.	

2. Statement showing the Bipartite settlements under section 18 (1) of the Industrial Disputes Act, 1947, for the month of August 1961.

Serial No. (1)	Name of the concern (2)	Date of agreement (3)	No. of workers involved (4)	Important terms of Settlement. (5)
1.	Sri Karpagambal Mills, Rajapalayam.	15-7-61	250	Payment of production Bonus, wages increase to a sweeper, payment of arrears of wages towards increase due to wage Board Settlement.
2.	Kaka Indian Foundry, Thiruthangal, Sivakasi.	28-7-61	48	Increase in wages to the workers.
3.	Githanjali Mills, Sankarankoil.	4-8-61	284	Further increase in terms of wage board recommendations.
4.	T. M. M. Mathalai Nadar & Co., Virudunagar.	7-8-61	49	Bonus for 1960.
5.	The Southern Cotton Press Co., Virudunagar.	10-8-61	Not received.	Increase in wages.
6.	The Indian Textile Paper Tube Company, Virudhunagar.	13-8-61	do	Transfer of service of certain workers and increase in wages to them.
7.	Balaji and Company, (Lessees) The Janakiram Mills, Ltd., Rajapalayam.	14-7-61	7	Increase in wages to the workers.
8.	Pierce Leslie & Co., Pollachi.	1-8-61	Not furnished.	Rate of wages and Festival Holidays to the workers.
9.	Om Parasakthi Mills, Ltd., Coimbatore.	11-8-61	do	Implementation of wage board recommendations in respect of clerks.
10.	Asher Textile Ltd., Tirupur.	23-8-61	do	Change of hours of work of the staff.
11.	Kasthuri Mills, Ltd., Coimbatore.	30-8-61	do	Employment of a worker as a Ticket Boy.

3. Statement showing the list of Industrial disputes referred for adjudication to the Industrial Tribunal, Madras and the Labour Courts published in Fort St. George Gazette during the month of August, 1961.

Name of the concern in which the dispute has arisen 1	Issues 2	G.O. No. and date of reference. 3
Industrial Tribunal, Madras		
<i>Salem District</i>		
1. Sri Rajendra (A) & (B) Mills, Ltd., Salem.	Whether the demand for the payment of additional bonus for 1959-60 is justified and if so, to fix the quantum.	G.O. Ms. No. 4896, Industries, Labour and Co-operation, dated 2-8-61.
LABOUR COURTS		
Labour Court, Madras		
<i>Madras District</i>		
2. Lemi Wax Corporation, Madras.	1. Whether the demand for dearness allowance is justified and if so to fix the rate of dearness allowance payable. 2. Whether the demand for payment of additional bonus for 1950-60 is justified and if so to fix the quantum.	G.O. Ms. No. 4686, I.L. & C. dated 21-7-61.
3. Wilfred Pereira (P) Ltd., Madras.	Whether the demand for revision of the existing rates of basic wages and dearness allowance is justified and so what should be the revised rates.	G.O. Ms. No. 4662 (Lab) I.L. & C., dated 22-7-61.
4. Associated Transports Madras (Private) Ltd., Madras.	1. Whether the non-employment of P. K. Krishnan, P. Mahalingam and T. Munuswamy is justified and to what relief each is entitled? 2. To compute the relief, if any, awarded in terms of money if it can be so computed.	G.O. Ms. No. 4721, I. L. & C., (Lab) dated 24-7-61.
5. Mc. Rennett and Co., Madras.	1. Whether the non-employment of the following 34 workmen from 6th July 1961 by the management of Mc. Rennett and Co., Madras is justified and to what relief each is entitled?	G.O. Ms. No. 4763, Industries, Labour and Co-operation (Lab), dated 25-7-61.

(1)	(2)	(3)
	1. D. P. Kuppuswami Pillai. 2. Kanna Pillai. 3. Venkatachalam. 4. Munuswami Naidu, Maistry. 5. Munuswamy Naidu, Breadman. 6. Muthu Mudaliar. 7. Kuppuswamy Naidu. 8. T. M. Perumal. 9. M. Ramaswamy. 10. P. V. Raman. 11. T. Govindan. 12. Sanjeevi Pillai. 13. Elumalai Naicker. 14. Pattu Naidu. 15. Janakiraman. 16. Nagarathinam. 17. P. Kutty Pillai. 18. Mallai Kolundi. 19. M. Kanniappan. 20. P. Kannan. 21. S. Gopal. 22. Kunji Raman. 23. Rengaswamy. 24. P. E. Renganathan. 25. Narayanaswamy. 26. Subbarayan. 27. Vedagiri. 28. Narayanan. 29. Elumalai. 30. Ramadoss. 31. Samuel. 32. Raghavan. 33. M. Vasudevan. 34. Subbaraya Mudaliar.	
	2. To compute the relief, if any, awarded in terms of money if it can be so computed?	
6. Swadesamitran (Private) Limited, Madras.	1. Fixation of scales of wages for the staff (other than working journalists) employed in the Swadesamitran (P) Ltd., and fixation of the present incumbents in the scales to be fixed. 2. Whether the demand for the revision of the rates of dearness allowance for the staff other than working journalists is justified and if so to what extent. 3. Whether the demand for the institution of a gratuity scheme for staff (other than working journalists) is justified and if so to formulate a gratuity scheme.	G. O. Ms. No. 4827, (Lab) I.L.&C., dated 28-7-61.

(1)	(2)	(3)
Labour Court, Coimbatore		
<i>Coimbatore District</i>		
7. Sri Karunambigai Mills Ltd., Somanur.	1. Whether the non-employment of the 20 workers by the management of Sri Karunambigai Mills Ltd., Somanur, Coimbatore referred to in the G.O. is justified or not. 2. If not to what relief each of the workers will be entitled?	G.O. Ms. No. 4962, (Lab), I. L. & C., dated 7-8-61.
8. Theatre Royal and the Royal Arts, Coimbatore.	1. Whether the 9 workers referred to in the G.O. are entitled to employment in the Royal Arts and to what relief each would be entitled. 2. To compute the relief, if any, awarded in terms of money if it can be so computed?	G.O. Ms. No. 4963, (Lab), I.L. & C. dated 7-8-61.
<i>Nilgiris District</i>		
9. Palaniappa Estate, Kullakamby.	1. Whether the non-employment of the worker Subramani 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. 5027, (Lab), I.L.&C. dated 14-8-61.
Labour Court, Madurai		
<i>Tiruchirapalli District</i>		
10. A. P. S. Transports, Tiruchirapalli.	1. Whether the non-employment of driver Sri S. Vittal Rao 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. 4690, (Lab) I.L. & C., dated 22-7-61.
11. B. N. P. V. Rice Mills, Poovatur, Lalgudi.	Whether the workmen are entitled to any additional bonus for 1959-60 and if so to fix the quantum.	G. O. Ms. No. 4702, (Lab), I.L. & C. dated 22-7-61.

(1)	(2)	(3)	(4)
12. St. Joseph's Industrial School Press, Tiruchirappalli.	1. Whether the non-payment of increment to the following workmen from July 1960 is justified and if not to what relief each is entitled. 1. Alasu Jeseph. 2. M. Gnanaprakasam. 3. P. Thargaraj. 4. D. A. Sathairaj. 5. D. E. Seethapathi. 6. A. Adaikalaswamy. 2. Whether the non-employment of Sri T. Ramakrishnan from July 1959 to July 1960 is justified and if not to what relief he is entitled.	G. O. Ms. No. 4701, (Lab), I. L. & C. dated 22-7-61.	
<i>Tirunelveli District</i>			
13. Nellai Cotton Mills, Tirunelveli.	1. Whether the non employment of Sri R. Sankaran 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. 4855, I.L.& C. (Lab), dated 29-7-61.	

4. Statement showing the list of awards of the Industrial Tribunal and the Labour Courts, and published in the Supplement to Part II, Section I of the Fort St. George Gazette, during the month of August, 1961:

S. 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>Madras District.</i>			
1.	Buckingham & Carnatic Co., Ltd., Madras.	5—6 16—8—61	G. O. Ms. No. 4986, Industries, Labour and Co-operation, (Lab), Dated 9-8-61.
<i>Salem District.</i>			
2.	R. P. David & Company, Salem.	10 2—8—61	*G.O. Ms. No. 1023, I.L. & C. (Lab) dated 2-8-61.
3.	Do.	10—11 2—8—61	*G. O. R. No. 1024, I.L. & C. (Lab) dated 2-8-61.
4.	Do	11 2—8—61	*G.O. R. No. 1026, I.L. & C. (Lab) dated 2-8-61.
5.	N. S. Motor Service, Salem.	5—6 16—8—61	*G.O. Ms. No. 1025, Industries Labour and C. (Lab) dated 2-8-61.
Labour Courts			
<i>Coimbatore District</i>			
6.	Sathappa Textiles (P) Ltd., Coimbatore.	4—6 2—8—61	G.O. Ms. No. 4760, I. L. & C. dated 25-7-61.
<i>Kanyakumari District</i>			
7.	Gopal & Co., Rice Mill, Madurai.	1 9—8—61	G. O. R. No. 1003, I. L. & C. (Lab) dated 29-7-61.
<i>Madras District</i>			
8.	Jalal & Sons, Madras.	1—2 2—8—61	G.O. Ms. No. 1708, I.L. & C. (Lab) dated 22-7-61.
9.	India Steamship Co., Ltd., Madras.	6—10 2—8—61	G.O.Ms. No. 4802, I.L. & C. (Lab) dated 26-7-61.
10.	Madras Ice Factory and Cold Storage, Madras.	10—12 2—8—61	G.O.Ms. No. 4803, I.L. & C. (Lab) dated 26-7-61.
11.	Ananda Vikatan, Madras.	2 9—8—61	G. O. Ms. No. 4886, I.L. & C. (Lab), dated 1-8-61.
12.	General Fabricators (P) Ltd., Madras.	2 30—8—61	*G.O. R. No. 1102, I. L. & C. (Lab) dated 23-8-61.
13.	The Madras Pinjrapole, Madras.	2—3 30—8—61	*G.O. R. No. 1103, I.L. & C. (Lab), dated 23-8-61.

(1)	(2)	(3)	(4)
<i>Madurai District</i>			
14. Honesty Dress Manufacturing Co., Madurai.	1 23—8—61	G.O.R. No. 1073, I.L. & C. (Lab) dated 16-8-61.	
15. K. M. Mohammed Ismail & Bros. "A" Tannery, Dindigul.	1—2 16—8—61	G. O. R. No. 1033, I. L. & C. (Lab) dated 5-8-61	
<i>Nilgiris District</i>			
16. Attikunna Estate, Mango Range P.O.	2—4 16—8—61	G.O. Ms. No. 4996, I.L. & C. dated 9-8-61.	
<i>Salem District</i>			
17. A. K. Z. Bus Service, Sankaridrug, Salem.	2—4 2—8—61	G. O. Ms. No. 4712, I.L. & C. dated 22-7-61.	
18. Andal Ribbon Factory, Kamarapalayam.	1—2 9—8—61	G. O. R. No. 1013, I.L. & C. dated 31-7-61.	
19. Rama Rice Mills and Ginning Factory, Salem.	2 16—8—61	G.O.R. No. 1042, Industries, Labour & Co-operation (Lab.), dated 7-8-61.	
20. Sundaram Spinning Mills, Komarapalayam.	1—2 30—8—61	G.O.R. No. 1092, Industries, Labour & Co-operation (Labour), dated 21-8-61.	
<i>Tiruchirappalli District</i>			
21. Sri Nataraja Rice Mills, Lalgudi, Trichy.	2—5 9—8—61	G.O. Ms. No. 4847, Industries, Labour & Co-operation (Labour), dated 29-7-61.	
ARBITRATION AGREEMENT.			
1. A. P. A. Masthan & Sons, Kadayanalloor (442, Mangalasundari Stores).	12 2—8—61	G.O. Ms. No. 4831, Industries, Labour & Co-operation (Labour), dated 28-7-61.	

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

6. Statement showing the closures and stoppages of work in factories and Mills for reasons other than strikes and lock-outs in the State of Madras for the month of August 1961.

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.	Udipi Lunch Home, Madras-4.	Hotel	13	20-8-61	do	Due to loss	Paid Compensation
2.	Sabari Nivas, Teynampet, Madras.	Hotel	12	11-8-61	do	do	do
3.	Udipi Saradha Bhavan, Madras-5.	Hotel	23	29-8-61	do	do	do
4.	T. V. S. Sangh Nadar Maligai, Tirumangalam.	Miscellaneous	Not known	10-8-61	do	do	do

Statement showing the number of complaints received and investigated by the Labour Officers during the month of August 1961.

Sl. No.	Labour Officers	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	23	16	41	...	4	112	...	196	196
2.	do Coimbatore II	40	22	30	...	...	20	...	112	112
3.	do Coonoor	12	4	48	...	6	18	...	88	88
4.	do Madras-I	5	6	14	2	...	9	...	36	36
5.	do Madras-II	14	5	10	4	...	...	...	33	33
6.	do Madras-III	9	4	23	1	3	14	...	54	54
7.	do Madurai	9	5	33	1	2	12	...	62	62
8.	do Nagercoil	15	3	17	3	...	19	...	57	51
9.	do Pollachi	9	1	10	...	...	6	...	26	26
10.	do Salem	12	...	13	...	1	2	...	27	27
11.	do Tiruchirappalli	26	7	11	2	7	12	...	65	65
12.	do Tirunelveli	15	1	7	21	1	14	...	59	58
13.	do Vellore	10	2	17	2	...	9	...	34	28
	Total	193	76	274	36	24	247	...	850	836

8. Statement showing the number of standing orders certified during the month of August 1961.

Number of standing orders certified as on 1-8-1961.	...	1665
Number of standing orders certified during the month of August 1961	...	154
Total	...	1,819

Number of amendments to the standing orders certified during the month of August 1961. ... 6

The draft standing order applicable to working journalists of "Indian Express" Madurai (P) Ltd. were also certified during the month of August 1961.

9. Workmen's Compensation Act, 1923

Statements of accidents reported and amounts of compensation paid during the month of August 1961.

Number of accidents	* Amounts of compensation paid under each head.	
	Rs.	nP.
(a) Death	33	55,174 81
(b) Temporary disablement	31	1,097 20
(c) Permanent disablement	26	
Total	56,272	01

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

10. Workmen's Compensation Act.

Statement showing the number of cases filed and disposed of during the period from 1-8-61 to 31-8-61.

Nature of claim	Number previously pending.	Number received.	Total.	Number disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)
1. Application under Section 10 :					
(a) Fatal	59	9	68	6	62
(b) Non-fatal.					
(i) Permanent disablement	79	9	88	10	78
(ii) Temporary disablement	6	...	6	...	6
2. Deposit under Section 8 (1)					
(a) Fatal	43	24	67	15	52
(b) Persons under legal disability...	9	2	11	1	10
3. Deposit under Section 8 (2)	2	3	5	2	3

	(1)	(2)	(3)	(4)	(5)	(6)
4. Memorandum of Agreement.						
(a) Permanent disablement ...	21	17	38	19	19	
(b) Temporary disablement ...	3	3	6	0	...	
5. Recovery under Section 31 ...	2	...	2	...	2	
6. Indemnification under Section 12 ...	6	...	7	1	6	
Total ...	231	67	298	60	238	

11. Payment of Wages Act, 1936.

Statement for the month of August 1961.

(1) No. of cases pending at the beginning of the month ...	280
(2) No. of cases filed during the month ...	39
(3) No. of cases disposed of during the month ...	132
(4) No. of cases pending at the end of the month ...	187

Statement II

Pendency of cases

Over 1 year ...	10
Over 6 months ...	29
Over 3 months ...	44
Less than three months ...	104

Total ... 187

12. (a) Madras shops and Establishments Act, 1947. Appeals under section 51.

Pending as on 1-8-1961 ...	6
Received during the month of August 1961 ...	Nil
Disposed of during the month of August 1961 ...	Nil
Pending as on 1-9-61 ...	6

(b) Madras shops and Establishments Act, 1947. Appeals under section 41.

Pending as on 1-8-1961 ...	188
Received during the month of August 1961 ...	44
Disposed of during the month of August 1961 ...	32
Pending as on 1-9-1961 ...	200

(c) Madras Catering Establishments Act, 1958. Appeals under section 19.

Pending as on 1-8-1961 ...	128
Received during the month of August 1961 ...	18
Disposed of during the month of August 1961 ...	20
Pending as on 1-9-1961 ...	117

13. (a) List of Trade Unions Registered under the Indian Trade Unions Act, 1926. during the month of August, 1961.

S. No.	R. No.	Date of registration.	Industry.	Name and address of the Trade Union.
(1)	(2)	(3)	(4)	(5)
1.	3160	1-8-61	Recreation	Vijaya Vauhini Studio, Employees Union, 1, Arcot Road, Vadapalani, Madras-26.
2.	3161	3-8-61	Chemicals and Chemical Products.	The Mettur Chemicals Workers Union, Mettur Dam.
3.	3162	do	Clothing, Footwear and made up goods.	Tailoring Labourers' Union Kolathur P.O., Salem District.
4.	3163	4-8-61	E.G.W. & Sanitary Services.	The Kovilpatti Nagarasuthi Thozhilalar Sangam, No. 405, Chokkan Chetty Urani St., Kovilpatti.
5.	3164	do	Miscellaneous	Catering and General Workers Union, Main Road, Yercaud.
6.	3165	do	do	Trichy Pappada Workers Union, West Kasipalayam Street, Tiruchirapalli-8.
7.	3166	5-8-61	Sugar	Pettavaithalai Sugar Factory, Staff Union, Pettavaithalai, Tiruchirapalli District
8.	3167	do	Construction	Tiruchy Town Veedukattum Thozhilalar Sangam, 31, Naduvalayalkara Street, Tiruchy-8.
9.	3168	10-8-61	Miscellaneous	The Industrial and General Workers Union, 8, Narasingapuram Street, Mount Road, Madras-2.
10.	3169	11-8-61	Transport	Tamilnad National Motor Workers Union, 7, C. B. Road, Madras-21.
11.	3170	18-8-61	Construction	State Housing Board Employees Union (Madras Unit) No. 3, Model House Lane, C. I. T. Nagar, Madras-17.
12.	3171	do	Ports and Docks	The Transport & Dock Workers Union, 18, Krishnan Koil St., Madras-21.
13.	3172	do	Textiles	Sriram Textiles Powerloom Workers Union, Vaniyan-kulam, Melachaval Post, Tirunelveli District.

(1)	(2)	(3)	(4)	(5)
14.	3173	do	Loading & Unloading.	... Pattukottai Loadmen Labour Union, P. 3/1-5-1 F2 A Allakoil St., Pattukottai P.O. Thanjavur District.
15.	3174	do	Construction	... Lalgudi Taluk Building Workers' Union, Lalgudi, Tiruchirappalli District.
16.	3175	do	Clothing, Footwear and made up goods.	... Tailors' Union, 62, South Car Street, Chidambaram.
17.	3176	do	Mining and Quarrying.	... Panruti Fire Clay Mines National Workers Union, Andikuppam, Panikkamkuppam P.O., Cudalore Taluk, South Arcot District.
18.	3177	19-8-61	Clothing, Footwear and made up goods.	... Madurai City National Footwear Labourers' Munnetra Sangam, 10, Alwarpuram, Madurai-2.
19.	3178	do	Textiles	... National Handloom Weavers Union, 46, Surajapuram, Cross Road, Sellur, Madurai-2.
20.	3179	do	Miscellaneous	... Periakottai Iykia Thozhilalar Sangam, Periakottai P.O. and Village Sivagang Taluk, Ramnad District.
21.	3180	do	do	... Kodaikanal General Works Trade Union, 5-30, Turnerpuram, Kodaikanal.
22.	3181	do	do	... The Dindigul Saw Mill Labourers' Union, 21-A, North Car St., Dindigul.
23.	3182	do	Commerce	... Dindigul Nagara Javuli Varthaga Gumasthakkal Sangam, Main Road, Dindigul.
24.	3183	27-3-61	Transports	... The Lorry and Bus Thozhilalar Sangam, Bus Stand Wandiwash, North Arcot District.
25.	3184	do	Tobacco	... The North Arcot District National Beedi Workers Union, "Azeez Mansions" Chunnabukara Street, Vellore.

(1)	(2)	(3)	(4)	(5)
26.	3185	27-8-61	E. G. W. & Sanitary Services.	... The Coimbatore Municipal Electricity Workers Union, 10/6, All Souls Lane, Coimbatore-1.
27.	3186	do	Miscellaneous	... Thozhilalar Kotturavu Sangam, Tirupanandal, Kumbakonam Taluk.
28.	3187	do	Textiles	... Staff's Association (Sri Ganapathy Mills Co. Ltd.) 461/14, Madurai Road, Thalayuthu P.O., Tirunelveli District.

13 (b) List of Trade Unions dissolved during the month of August, 1961

S. No.	R. No.	Date of cancellation	Industry.	Name and address of the Union.
(1)	(2)	(3)	(4)	(5)
1.	2246	17-3-61	Tobacco	... Erode Taluk Cigar Workers Union, Erode.
2.	2574	do	Engineering	... Sri Rama Machinery Corporation Labour Union, Madras-19.
3.	2599	do	Miscellaneous	... Kanyakumari Zillah Irubu Maram Thozhilalar Sangam, Thuckalay.

ABSTRACT

1.	Total No. of Trade Unions, as on 1-8-61	...	1,158
2.	-do- registered during the month	...	28
3.	-do- cancelled	...	3
4.	-do- dissolved, amalgamated etc. during the month	...	Nil
5.	Total No. of -do- as on 31-8-61	...	1,183

14. Labour administration and Statistics for the month of August 1961.

S. 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.	908	2,829	207	49,823	1,615	1,105
	*Number of irregularities noticed	109	275	59	642	121	43
3	No. of cases warned	45	150	...	935	191	30
4	No. of prosecutions sanctioned.	5	...	...	15	111	...
5	No. of convictions obtained.	10	...	...	11	91	...
6	Amount of fine levied in Rupees.	443	...	...	131	1,105	...

* 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 August 1961.

Districts.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			REMARKS.	(14)
	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)		
1. North Arcot	127	137	114	...	...	...	...	...	...	127	137	114	378	
2. South Arcot	120	14	67	1	...	...	...	...	...	121	14	67	202	
3. Chingleput	189	29	49	...	...	...	...	...	...	189	29	49	267	
4. Coimbatore	904	39	168	1	...	...	...	...	...	905	30	167	1102	
5. Kanyakumari	39	7	23	2	...	...	...	...	...	41	7	23	71	
6. Madras	665	65	165	9	...	...	...	...	...	674	65	165	904	
7. Madurai	365	50	98	3	...	...	...	...	...	368	50	96	514	
8. The Nilgiris	111	1	13	...	...	...	...	...	...	111	1	13	125	
9. Ramanathapuram	220	65	126	...	...	...	...	...	...	220	65	126	411	
10. Salem	406	22	98	1	...	...	...	...	...	407	22	97	526	
11. Thanjavur	295	24	89	...	...	...	...	...	...	295	24	89	408	
12. Tiruchirappalli	221	23	268	...	...	...	...	...	...	221	23	268	512	
13. Tirunelveli	241	56	137	3	...	...	...	...	...	244	56	137	437	
Total	3903	523	1415	20	...	...	...	...	4	3923	523	1411	5857	

15 (b). Numerical list of Plantations covered by the Plantations Labour Act, 1951 for the month of August, 1961.

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)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	Coffee	121	28,508.26	...	...	...	...	121	28,508.26
2.	Tea	124	61,722.65	...	...	...	...	124	61,722.65
3.	Rubber	15	7,523.68	...	...	...	...	15	7,523.68
4.	Cinchona	3	9,406.00	...	...	...	...	3	9,406.00
5.	Cardamom	6	2,984.20	...	...	...	...	6	2,984.20
	Total	269	1,10,144.79	...	...	...	...	269	1,10,144.79

Note :—A. Number of Plantations.
B. Total acreage under cultivation.

16. (a) Statement of Accidents for the month of August, 1961.

No. of Industries (1)	Name of Industry (2)	Number of accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	...
20.	Food except beverages	...	43
21.	Beverages	...	...
22.	Tobacco	...	1
23.	Textiles	3	329
24.	Footwear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	2
26.	Furniture and fixtures	...	...
27.	Paper and paper products	...	...
28.	Printing, publishing and allied industries	...	16
29.	Leather and leather products (except foot-wear).	...	3
30.	Rubber and rubber products	...	14
31.	Chemicals and Chemical products	...	226
32.	Products of petroleum and coal	...	18
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	41
34.	Basic Metal industries	...	10
35.	Metal products (except machinery and transport equipments).	1	78
36.	Machinery (except electrical machinery)	...	108
37.	Electrical Machinery, apparatus, appliances and supplies.	...	34
38.	Transport equipment	...	530
39.	Miscellaneous industries	...	22
51.	Electricity, Gas and Steam	...	3
52.	Water and Sanitary Services	...	...
83.	Recreation services (Cinema Studios)	...	4
84.	Personal Services (laundries, dyeing and cleaning).	...	...
Total		4	1,482

16. (b) Statement of Accidents in Cotton and Jute Mills for the Month of August, 1961

Name of Industry.	Adults.		Adolescents.		Children.	
	Men.	Women.	Male.	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Cotton Machinery:—						
1. Opening and Blowing room Machinery.	5	...	...	...	...	...
2. Card room Machinery	29	...	...	...	...	...
3. Drawing Frames	4	...	...	...	...	...
4. Speed Frames	3	...	...	...	...	...
5. Spinning Machinery	70	...	...	...	...	...
6. Weaving Machinery	53	...	...	...	...	...
7. Finishing Machinery	1	4	...	...	...	...
8. Flying Shuttles	2	...	...	...	...	...
9. Other Miscellaneous Textile Machinery	30	2	...	...	...	...
10. Miscellaneous Non-Machinery Accidents.	125	2	...	...	...	...
Total	322	8	...	...	...	...
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 August, 1961.

Name of the factory or establishments (1)	Section from which exempted (2)	Duration of exemption (3)	Authority (4)
MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947			
1. Stalls in the 21st. All India Khadi, Handloom Swadeshi and Industrial Exhibition to be conducted at the exhibition grounds (Bose Maidan) Salem.	From all the provisions of the Act.	36 days from 6-8-61 and ending with 10-9-61.	Published as notification II-1 No. 3254 of 1961 at Page 1110 of Part II Section 1 of the Fort St. George Gazette dated. 2-8-61.
2. All Stalls in Agricultural Cottage, Industrial and Educational Exhibition, Coimbatore.	do	From 11-6-61 to 6-8-61 (both days inclusive)	Published as notification II-1 No. 3627 of 61 at page 1239 of Part II Sec. 1 of the Fort St. George Gazette dated. 23-8-1961.
3. All Stalls in the 12th National Exhibition conducted at Tirunelveli	do	From 10-7-61 to 16-7-61 both days inclusive)	G.O.R No. 1005, Industries, Labour and Co-operation, dated 31-7-61 published as notification II-1 No. 3481 of 1961 page 1180 of part II Section I of the Fort Street, George Gazette dated 9-8-61.
4. Appalam Manufacturing Depots at Kallidaikurichi Tirunelveli District.	From the provisions of sub-Section I of Sec. II of the said Act.	Permanently	G.O. Ms. No. 49, Industries Labour and Co-operation, (Lab) dated 5-8-61 published as notification II-1 No. 3532 of 1961 at page 120 of part II Section I of the Fort George Gazette dated. 16-8-61.
5. All Shops and Establishments employing less than 3 persons	From the provisions of Chapters II, III, V and VI and Section 31 of Chapter VII of the said Act. Subject to certain conditions.	For a period of one year from the date of publication.	G.O. Ms. No. 5002 I. L. & C. (Lab) dated 10-8-61 published as notification II-1 No. 3709 of 1961 at page 1273 of Part II Section I of the Fort St. George Gazette dated. 30-8-61.

18. Consolidated Statement of Price of Cotton and Yarn for the month of August, 1961.

For the Week ending.	Price of Cotton per Candy of 74 lbs.	
	Cambodia.	Karunganny.
5-8-'61	Rs. 240/275	Rs. 210/245
12-8-'61	-do-	-do-
19-8-'61	-do-	-do-
26-8-'61	-do-	-do-

For the Week ending	Price of Yarn per Bundle of 10 lbs.	
	20s.	
5-8-'61	20.75	
12-8-'61	20.75	
19-8-'61	20.75	
26-8-'61	20.75	

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 notified urban centres for the month of August, 1961, as ascertained and declared by the Director of Statistics under section 2 (d) of that Act.

Centre.	Food.	Fuel and Lighting.	Cloth- ing.	House Rent.	Miscel- laneous.	Cost of Living Index.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(Base : Year ended June, 1936 : 100).						
1. Madras City ...	535.3	618.2	468.6	293.5**	363.1	481.1
2. Cuddalore ...	515.0	493.0	386.0	353.0	509.0	485.0
3. Tiruchirapalli ...	519.0	492.0	429.0	287.0	345.0	461.0
4. Madurai ...	549.0	419.0	504.0	299.0	309.0	470.0
5. Coimbatore ...	533.0	526.0	481.0	485.0	291.0	506.0
	Food.	Housing.	Clothing.	Miscel- laneous.	Cost of Living Index.	
(Base : August, 1939 : 100).						
6. Nagercoil ...	561.0	417.0	513.0	279.0	493.0	

* The cost of living index numbers are now called consumer price index figures.
 ** 293.47 to two decimal places.

Comparative statement of the cost of living index numbers for the months of July, 1961, and August, 1961.

Zone.	Centre.	Cost of living index numbers for the months of.		Variation.
		July, 1961.	August, 1961.	
(1)	(2)	(3)	(4)	(5)
(Base : Year ended June, 1936 : 100).				
1. Madras City and Chin- gleput Dt.	Madras City ...	478.8	481.1	+2.3
2. North Arcot and South Arcot Dts.	Cuddalore ...	487.0	485.0	-2.0
3. Tiruchirapalli & Tan- jore Dts.	Tiruchirapalli ...	463.0	461.0	-2.0
4. Madurai, Ramanatha- puram and Tirunel- veli Dts.	Madurai ...	472.0	470.0	-2.0
5. Coimbatore and Salem Dts.	Coimbatore ...	503.0	506.0	+3.0
(Base : August, 1939 : 100)				
6. Kanyakumari Dt.	Nagercoil ...	487.0	493.0	+6.0

MADRAS CITY.

INDEX-481.

A rise of two points.

The index for the food group rose by four points to 535 due mainly to a rise in the prices of rice and vegetables.

The index for the fuel and lighting group fell by seven points to 618 due to a fall in the prices of firewood.

The group index numbers in respect of clothing and miscellaneous remained unchanged at 469, 292 and 363 points respectively.

Group.	Weight proportional to the total expen- diture.	Group Index number.	
		July, 1961.	August, 1961.
(1)	(2)	(3)	(4)
Food	58.23	530.6	535.3
Fuel and lighting	8.42	625.5 (A)	618.7
Clothing	6.10	468.6	468.6
House-rent	14.57	292.0	293.5*
Miscellaneous	12.68	363.0	363.1
Total	100.00		
Cost of living index number		478.8	481.1

(A) 625.47 to two decimal places.
 * 293.47 to two decimal places.

CUDDALORE

INDEX-487.

A rise of three points.

The index for the food group rose by five points to 518 due mainly to a rise in the prices of rice and vegetables.

The group indices in respect of fuel and lighting, clothing house-rent and miscellaneous remained stationary at 491, 386, 353 and 509 points respectively.

TIRUCHIRAPALLI

INDEX-463.

A slight fall.

The index for the miscellaneous group fell by two points to 356 due to a fall in the price of betel leaves.

The group index numbers in respect of food, fuel and lighting, clothing and house-rent remained stationary at 521, 493, 429 and 285 points respectively.

MADURAI

INDEX-472.

A rise of three points.

The index for the food group rose by three points to 552 due mainly to a rise in the prices of rice.

The index for the fuel and lighting group rose by five points to 421 due to a rise in the prices of kerosene oil and matches.

The group index numbers in respect of clothing, house-rent and miscellaneous remained stationary at 504, 299 and 309 points respectively.

COIMBATORE

INDEX-503.

A rise of five points.

The index for the food group rose by four points to 533 due mainly to a rise in the price of vegetables.

The index for the fuel and lighting group rose by thirty-two points to 519 due to a rise in the price of firewood.

The group index numbers in respect of clothing, house-rent and miscellaneous remained stationary at 481, 466 and 291 points respectively.

(Base: August, 1939: 100)

NAGERCOIL

INDEX-487.

A rise of six points.

The index for the food group rose by seven points to 552 due mainly to a rise in the prices of condiments and vegetables.

The index for the miscellaneous group rose by seven points to 277 due to a rise in the prices of betel leaves and arecanuts and tobacco.

The index for the housing and clothing group remained stationary at 417 and 513 points respectively.

20 (a) Monthly Press Report of the Madras Region for the month of August 1961.

Sl. No.	Particulars	During the Month	Since 1st April, 1961.
1. A. Registration.			
1.	No. of workers registered	2,755	14,392
2.	Net No. of insured persons entitled to medical care at the end of month.	...	2,08,097
B. Employment Injury Benefits.			
1.	No. of Accident Reports received.	1,406	7,385
2.	No. of Temporary Disablement Benefit payments.	1,192	5,459
3.	Amount of Temporary Disablement Benefit paid.	Rs. 27,244-99	Rs. 1,30,483-79
4.	No. of cases referred to Medical Board.	28	108
5.	No. of cases decided for:		
	(a) Partial Permanent Disablement.	Nil	41
	(b) Total Permanent Disablement.	...	...
6.	Amount of Permanent Disablement Benefit paid.	Rs. 4,006-01	Rs. 20,938-07
7.	No. of insured persons got fitted with Artificial limbs.	...	2
8.	No. of dependants admitted to dependants' Benefit.	...	2
9.	Amount of Dependants' Benefit.	Rs. 1,803-14	Rs. 9,697-72
C. Sickness Benefit.			
1.	No. of sickness benefit payment.	22,366	1,28,080
2.	No. of sickness benefit days.	1,42,514	9,29,597
3.	Amount of sickness benefit paid.	Rs. 3,38,359-55	Rs. 19,37,751-07
4.	No. of insured persons found eligible to extended sickness benefit.	61	301
5.	Amount of extended sickness benefit.	Rs. 10,119-64	Rs. 49,955-27
D. Maternity Benefit.			
1.	No. of fresh maternity benefit cases admitted.	117	694
2.	No. of Maternity Benefit days.	12,965	65,483
3.	Amount of Maternity Benefit paid.	Rs. 52,617-14	Rs. 2,56,927-14
Legal Action			
		During the Month of July 1961	
		No. of cases	Amount
1.	No. of cases where recovery of E.S.C. has been effected under Sec. 73-D of the Act and the amount so recovered.	13	Rs. 6,794-40
2.	No. of cases where recovery of Employees' contribution has been effected under Sec. 75 (2) of the Act and the amount so recovered.	2	Rs. 928-79
3.	No. of convictions under Sec. 86 of the Act indicating, in brief the grounds for prosecution and the punishment awarded:—		Nil

No. of Insured persons Employers	Grounds	Punishment
(1)	(2)	(3)
1. (Insured person)	Received sickness benefit improperly by giving false declaration.	Fined Rs. 15/-
1. (employers)	non-payment of contributions and non submission of returns.	Fined Rs. 20/-

20. (b) Employees State Insurance Scheme, Medical Benefit, for the month of August 1961

Sl. No.	Particulars.	for the month of August 1961
1. Total number of Attendance :		
New	...	58,731
Old	...	1,74,460
2. No. of Medical certificates issued	...	75,699
3. No. of Domiciliary visits made	...	217
4. No. of Injections administered	...	58,526
5. No. of x-ray examinations	...	1,701
6. No. of Laboratory Examinations	...	2,805
7. No. of Specialist Investigations	...	3,614
8. No. of Persons admitted to Hospitals	...	1,149
9. Bed Days occupied during the month	...	10,272
<i>Additional data for panel system.</i>		
No. of attendance-New	...	12,390
Old	...	26,237
Diagnostic Centres	...	...
2. No. of Prescriptions issued	...	*10,853
3. Payments made to :—		
1. Chemists	...	...
2. Insurance Medical Practitioners.	...	Rs. 54,881-00

Note : Does not include the figures of Government Hospital, Ambasamudram.



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