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MADRAS LABOUR GAZETTE

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ARTICLES

SOCIAL ATTITUDES AND PRODUCTIVITY

P. S. LOKANATHAN

At the present time when the country is seeking to take a big stride forward and to attain, as early as possible, a take-off stage, a reorientation of our attitudes to increasing productivity may perhaps be singly the most determining factor in economic growth. What is required is a better understanding of the basis of higher productivity and the development of "Productivity consciousness." All classes must be convinced of the vital national need to increase the size of the cake through higher productivity. The attitudes of each of the major interests involved in productivity – the workers, the employers and the Government and the community in general must be adopted and oriented not only in the light of their appreciation of their own problems and needs but in the light of the attitudes of each to the others.

Productivity is essentially an attitude of the mind and is very much conditioned by the right kinds of social attitudes on the part of the workers, the employers, and the community as a whole. We should fully take into account the existing conditions and attitudes of the community and while retaining and strengthening those that have real value we should try to change the values and attitudes that are unfavourable to and are likely to hamper, the growth of productivity. We should try to build up a social theory and create social values suitable to the requirements of a fast growing economy in the process of transition from a folk and traditional society into a modern secular society.

The revolution of rising expectations which all of the under-developed countries in general and India also, are presently facing, will result in frustration and tragedy unless it is rightly guided and directed to constructive and fruitful efforts to mobilise all our resources, human and material, to the goal of high productivity.

Our struggle for independence was not merely for political ends; there was a large economic and social content in it. We sought independence not only as an end in itself, but as a means to end poverty and to bring about higher levels of living and also to promote justice and equality. We were bent upon creating a sort of Welfare State, wherein all can have full employment, reasonable means of livelihood and social security. We wrote some of these ideals into our Constitution as goals to be achieved not in the distant future but as quickly as possible.

Some of the most important social ideas incorporated in our Constitution may be recalled here. Article 39 says:

"(a) That the citizens, men and women equally, have the right to an adequate means of livelihood;

(b) that the ownership and control of the material resources of the community are so distributed as best to subserve the common good;

(c) that the operation of the economic system does not result in the concentration of wealth and means of production to the common detriment;

(d) that the health and strength of workers, men and women, and the tender age of children are not abused and the citizens are not compelled by economic necessity to enter avocations unsuited to their age or strength;

(e) that childhood and youth are protected against exploitation and against moral and material abandonment."

Again Article 41 states:

"The State shall, within the limits of its economic capacity and development, make effective provision for securing the right to work, to education and to public assistance......"

Under Article 48 it is enjoined upon the State to endeavour to secure all workers a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and cultural opportunities.

These objectives, it is true, are not justifiable, for there is no Court of law that can enforce them. They have to be implemented by the adoption of certain practices and policies. Article 37 reads that "the provisions contained in this part, namely the Directive Principles of State Policy shall not be enforceable by any court, but the principles therein laid down are nevertheless fundamental in the governance of the country".

Unfortunately for us these goals have remained and will remain mere words unless we increase our productive capacity very rapidly and enable the community to attain an economic base strong enough to support a Welfare State. Unlike Western countries which gradually developed into Welfare States after they had already attained a reasonably high growth of their economy, we have sought to establish a Welfare State directly out of poverty. Quite frankly, under present conditions, it will be difficult, almost impossible, to build up a Welfare State. The question before us, therefore, is: are we going to give up our ideals of a Welfare State as being impossible of attainment or are we going to make a great effort to attain a rapid growth of the economy and increase national output, thereby enabling the community to derive

benefits of a Welfare State? This then is the real issue before us, and the answer is clear, that we cannot afford to go back upon all that we have fought for and aimed at.

Another factor which leads us to the same conclusion is the fact that we are in the midst of a society which cherishes and sustains a number of wrong values in which the new wealth is not funnelling down to those who need it most and, no doubt, urgently. This is a perilous situation for when the masses try to find an interpretation of their poverty, there would be a danger to the economic system and the social order that supports it. So, we could be warned and act in time to implement the principles of social action already formulated in the Constitution.

The people see amidst them evidences of large wealth and prosperity among certain sections of the community. They have come to realise that poverty is not a necessary condition to be put up with, but can be ended and that by no code of ethics should some people be entitled to a standard of living out of proportion to the average national income. Even a conservative body like the Taxation Enquiry Commission refers to this as one of the serious disincentives to work. Such considerations have been further reinforced by the impact of the contact of people of India with richer countries and with their high levels of living. This has had a demonstration effect not only on prevailing consumption patterns but also on ideas, objectives and expectations. We have, therefore, no choice but to work for the building up of a Welfare State.

Productivity is an important means for the attainment of this objective. It provides the economic base for a Welfare State by promoting rapid devolopment. This relationship between productivity and economic growth, however, is one of mutual inter-dependence. Rise in productivity results in economic growth which leads to not only a change in economic organization but also to a transformation of society. It involves a transmutation of beliefs, habits and institutions and the replacement of the old static social equilibrium by a new and dynamic equilibrium. Habits of work change the freedom of the peasant farm, gives way to the discipline of the factory; status, custom and social stability have to give way to contract competition and vertical mobility. These changes (apart from the more technical ones of mechanisation, industrialisation and capital accumulation) make a major impact on productivity. The relationship between economic growth and productivity is, thus, one of mutual reinforcement with social attitudes working as conveyors.

We are in the process of transforming a feudal and traditional society into a rational and modern economy. But our people - employers no less than workers, - the rural and urban communities, have had a long background with different cultural and social values. The modern industrial worker has his attitudes defined by this former place in the village; his membership in the joint family, his sense of social secuity and belonging to the family, his place in the family, soil and village in particular. Rural life provided him with leisure and freedom. It is against this rich social inheritance that his attitudes to work, to consumption and expenditure, and sharing of his income and to saving, and investment have been developed. Some are favourable to productivity, others are not. Even in respect of those attitudes which are broadly favourable to productivity it may be found necessary to transform them and to transmute them into more appropriate modern attitudes. Let me illustrate a few of the above, more concretely. A person who has limited wants and whose standard of living is rather low will have a pretty narrow mental horizon. He has a set of fixed wants and when they are satisfied, he does not need more. Any increase in his earnings almost immediately resulted in less work and larger absenteeism. Monetary incentives fail to bring about positive work response. It should, therefore, cause no surprise if we hear the complaint that the coal miners with rural and tribal background, are interested to earn a limited amount of money to enable them to meet their basic wants; if this can be secured by just three days work in the week they are content with it and absent themselves for the remaining days of the week Many of our factory workers with their inheritance and background prefer to take longer spells of vacations whenever opportunities occur. But all this is nothing special or unique, for India. Even the present highly developed countries have had similar experiences.

However, the fixed nature of wants is rapidly being replaced by a strong desire for a rising standard. The traditional pattern of wants is also being modified and modern commodities like bicycles, sunglasses, fountain pens are becoming an integral part of the life of the common man. The demand for education and for schools and colleges as well as the demand for hospitals and doctors so widely expressed in villages no less than in towns are the external evidence of the growth of individual and community wants. These changes have a marked effect on the workers' attitude to employment, discipline and wages and is influencing the rate of turnover of labour and, also, absenteeism in industry. As a consequence of this change in the attitude to work, incentives have come to occupy an increasingly important place in schemes of productivity. Such schemes ought to aim at increasing the willingness to work by providing monetary and non-monetary inducements to workers, and there is every reason to hope that they will become acceptable to the workers.

The attitudes of an entire community are the result of social and cultural modes which have come down from a long past. Most of the present modern employers of industry also have had their roots in the past; they were inheritors of a feudal system of social relationship in which command and obedience - not consultations - were the guiding factors to rules of conduct. Obviously they were accustomed to treat workers as no more than surfs whose main duty was just to obey and who in turn would be well fed and cared for. When the modern industrial system came to be established, it was but natural that entrepreneurs should carry these ideas unconsciously with them. This is not necessarily harmful. Even today in modern Japan, with all its increases in productivity, the relationship between the employer and the worker continues to bear the old feudal traits. When a Japanese employer takes on a worker he has no intention at any time of letting him go on to streets. Nor does the worker join a concern with the thought of quitting. Hire and fire on or job-hopping are phrases alien to the social structure of the Japanese industry. The wage structure is also socially conditioned. The worker gets a certain wage so long as he is unmarried and the employer gives him some more when he gets married and makes addition to the wage as the family grows. On joining, the worker commits himself to the concern for the remainder of his working career. The

concern will not discharge him, even temporarily, except in extreme circumstances. He will not quit the firm for industrial employment elsewhere. He becomes part of the organisation in a way one would become part of a family. This rule of a life-time commitment between employees and a firm imposes obligations and responsibilities on both the factory and the workers of a different order, than that on which personnel practices and worker-company relations are based in other countries. The Japanese worker is not dismissed in the event of a lack of work. In such an eventuality the management has been able, in the past, to send workers to their home (on leave) for a time. During this no work period, the persons laid off continue to be employees of the Company and are paid a salary of 60 per cent of their usual income. This pay, despite no work performance, continues until the workers are re-called or the Company dissolves an organisation.

Such a system would make our modern concepts like rationalization, incentive schemes etc. appear absured but the system works in Japan (a) because the recruitment system is based on a sound social relationship, and (b) because industry and society in Japan have established a sort of an equilibrium and it is this social equilibrium which makes Japanese workers as productive as many other workers in other parts of the world. This does not, however, mean that a similar system would succeed in India. The disintegration of the traditional bases of Indian society has gone perhaps farther than it had in Japan when she embarked on industrialisation.

Even in the more advanced industrial countries, the social attitudes prevalent in the community do have a bearing on productivity. Recently, a research study undertaken by the British Research Organisation came to the conclusion that the British people do not attach so high a priority to material progress as to want to achieve economic prosperity as for example the people of the United States, Western Germany or the Soviet Union. This Survey has shown that the British worker is not prepared, like the American worker, to take risks to move to a new job or fight for advancement. If the prospect of more wealth is held out to him, with the risk of unsettling his established pattern of life involving separation from his family, then he is inclined to settle for security and things as they are.

The same Research Group also have pointed out that even among the top British industrialists and businessmen the aggressive, dynamic spirit necessary to step up productivity and expand a trade is not so much in evidence as the desire for an easy life and small, but safe profits, and, they warn that if these trends continue, Britain's standard of living will soon be below that of several Continental countries, let alone the United States. The traditional British resistance to change has acquired new roots in entirely different circumstances - with a redoubled conviction that where there is not a strong reason for change there is a strong reason not to change.

While these attitudes are by no means permanent, there is no doubt these are the kinds of things which one must take note of in dealing with productivity.

Nepotism, for example, about which we have heard so much in our country is really the result of a social background which equally with the employer all of us have inherited. A pre-industrial society has its own code of morals and values. Its loyalty and obligations are limited to people who are personally known and related to each other. Such conditions and values suited for an old traditional society are of course quite out of place in a modern industrial economy where efficiency, merit and justice to all should be the criteria and where impersonal relationship and the devlopment of impersonal ethics are highly important. The traditional ethics of a joint family becomes patently inadequate to secure efficiency or even social cohesion. The nepotism that prevails in business and administration is a hangover of past relationship. It is in reality an extension of the joint family to a sphere where new standards of impersonal fairness wait to be built.

The attitudes of the community to the place of business in society and to profits and economic gain and to the entrepreneurs 'functions are very important to an understanding of productivity. Until recently in India business was held in low esteem and the business community in general did not occupy their due place in society. When the old rural relationship in which the zamindars, and the landlords were the biggest men, underwent a transformation a void was created which was partly replaced by an order in which big industrialists played the dominant role; however, partly on account of their own faults the business community could not attain the prestige that their counterparts in U S A and Europe enjoyed, with the result that the best talents did not flow in to business careers. This tendeney was aggravated on account of the prestige that was associated with Government service whichled the talented young pople to join the ranks of administrators. Fortunately, thanks to a number of factors, the attitudes and the social status of the community are changing pretty rapidly.

Indian industry is now regarded as a very important factor to the growth of the economy and businessmen have therefore come to occupy a respectable place in the community and youngmen have increasingly turned to business. The example of foreign firms, which have set high standards of efficiency and social behaviour, have also contributed to this change. The community has also come to recognise the fact that business exists for common good. They are socially useful, and necessary, and it is upon the successful and efficient conduct of business that the country's economic growth depends.

To deal with other kinds of social attitudes - the attitndes of the people to work, to save, to productive investment, to marriage, to family planning, all these have a great bearing upon productivity. Studies of the attitudes of some of the factory workers in Calcutta, Bombay and Ahmedabad have revealed that the workers still carry their village traditions into their new city life. The ties of the joint family, even if they are disintegrating, a few still continue in a larger number of cases. Quite a considerable number of workers hand over their earnings to the heads of their families or where the families live in the villages, they send their earnings home. They are still conditioned by the desire to have holidays for festivals and for religious functions. The people living in villages are accustomed to freer conditions of work and they find it difficult to adjust to the discipline

imposed by the routine of the factory. Absenteeism, both for short periods of time and for longer duration, still continues as a factor to be reckoned with.

Government's attitude to productivity has also been very much conditioned by their past. A Government so long used to only maintaining law and order and having set up machinery and procedures suited for that purpose has now embarked on industrial functions which require quite different attitudes. It has not been easy for Government to make these adjustements necessary for the purpose.

I have dealt, at some length, with these attitudes of the community, the workers, employers and the Government because it seems to me that without a proper understanding of all these attitudes and values, it will not be possible for us to make real advances in productivity because it is only by understanding the present, that we can build for the future. Obviously the most important thing is to bring about a better understanding through education and communication of ideas and by taking all those measures whieh can bring about a change in those attitudes and relationships which are a hindrance to productivity. The first thing for the workers to recognise is that they have a stake and vested interest in productivity. In fact, if the workers are to enjoy the privileges and the rights given to then by the Constitution, it is inimical to their own basic interests to adopt the attitudes which rather hinder productivity or give a low place to productivity. What is, therefore, needed is particularly a new system of social education which would make working classes realise that they should bring about a reorientation of their attitudes from an approach of conflict to a co-operative approach.

Similarly, the attitudes of the employers must also change. They have to begin treating the workers as participants in business, as co-workers and as friends and sharers in their common tasks. Much of the machinery for joint consultation and also for joint management has failed because the attitudes of the employers have not been in accordance with the basic requirement of industrial relationship. But of course, workers must accept management as management since ultimately it is the management's right to take decisions regarding their business. The management must manage, but it should so manage that its methods and procedures are understood and become aceptable to the workers on the shop floors.

It is necessary to recognise that the caste system, the joint family system, the modes of living of the people must be taken into account before developing any methods by which these attitudes are gradually sought to be changed. India's traditional culture places great value on community and family ties. The family provides the individual with an important source of security and protection. This should be taken into account in organising work in a factory. If it is possible for the workers to work in small working groups, where they know each other and where they will respect their leaders, successful innovations and changes could be affected. The experiment carried on by the British experts in Calico Mills in Ahmedabad have shown that given proper conditions, the workers' attitudes and values can be changed to increase production. Their capacity for cooperation in the performance of their tasks is really immense.

It is necessary, however, to recognise that in a large measure the country has already undergone considerable social changes. The old values have just ceased to exist in many spheres. The boys belonging to the so-called high castes no longer consider it beneath their dignity to work by spoiling their hands and by doing dirty work. Similarly, employers, especially younger ones are now imbued with a sense of national spirit rather than a sense of private gain and they understand that they owe a responsibility to the Society and that the industry itself is a social activity, in which their own private interests are not the sole determining factors. In other words industry is getting socialised; every large concern be it a public sector enterprise or a private one, has to behave in a new way, with responsibility, and obligation to the workers and the community.

At the present time when the country is seeking to take a big stride forward and to attain, as early as possible, a take-off stage, a reorientation of our attitudes to increasing productivity may perhaps be singly the most determining factor in economic growth. What is required is a better understanding of the basis of higher productivity and the development of productivity consciousness. All classes must be convinced of the vital national need to increase the size of the cake through higher productivity. The attitudes of each of the major intersts involved in productivity the workers, the employers and the Government and the community in general must be adapted and oriented not only in the light of their appreciation of their own problems and needs but in the light of the attitudes of each to the others.

Let us ask what are the major elements for seeking the co-operation of the workers in developing the right kind of attitudes towards productivity. First and the most important is the fear of being thrown out of employment on account of the application of modern methods of work, rationalisation of work and method study and various other productivity techniques. Workers will not work themselves out of a job and become unemployed. But the Constitution of the National Productivity Council has written into it the sound principle that no productivity methods should result in unemployment and that if it should result, every effort should be made to ensure that alternative work should be found for the unemployed workers in other departments or industries. Not withstanding this, the fear of unemployment continues to be the greatest fear among the workers and their attitude has been largely conditioned by this fear.

Employers should clearly and unequivocally state their firm adherence to this principle of no unemployment through productivity. In a seminar held recently in Delhi, some of the representatives of Trade Unions went so far as to say that they should not only be provided with alternative employment, but that they should not lose in status. Be that as it may, prevention of unemployment caused by productivity is a very legitimate and essential objective and employers should clearly accept this obligation. At the same time, it is necessary for Trade Unions to note that it is not those countries which continue to have inferior techniques that have attained high levels of employment. Indeed, unemployment and under-employment are the con-comitant of low technology-not advanced technology. Also 'in a growing economy like ours, the fear of unemployment arising on account of improved practices should not loom large because of the growing opportunities for employment.

Secondly, the workers must have the confidence and assurance that they will share equitably in the gain arising out of productivity. The seminar referred to above discussed this question at length and there was complete agreement by all participants on the principle of equitable sharing of all gains of productivity. It was agreed that the gains of productivity should be shared between (a) the community in the form of lower prices, (b) the workers in higher wages and earnings, and (c) the management in the form of increased return for capital employed and opportunities for expansion and reinvestment. But the measurement of the actual gains and establishment of criteria for allocating the benefits of increased productivity are by no means easy. These have, therefore, been referred to an Expert Committee.

Thirdly, the introduction of productivity techniques should not result in unreasonable or excessive intensification of work. Productivity implies higher output per unit of in put (of labour). Too often, however, it is considered synonymous with harder and more intense work. Much of the distrust and suspicion of the Time and Motion Studies and fixing of work-loads, sought to be introduced in some factories with the help of expert consultants, can be traced to this fear of undue intensification of work and greater speed-up.

The answer to this lies clearly in a fourth principle, which must be accepted by the employers, namely, the Trade Unions should be consulted in the way productivity processes are being introduced in any factory. It also implies that there should be a machinery for consultation so that workers are correctly informed with regard to management policies and objectives and that their representatives will be consulted at all essential stages.

Another important factor affecting the workers attitudes is that nothing should be so designed as to deflate or weaken the Trade Union organisation and leadership. There is no more scope in industry for authoritarianism or for family management of large businesses. The attitude of the employers to consultation with unions and workers' participation should hereafter be more positive.

On the other hand, the view is widely held in Indian industry that workers' attitude to even the most reasonable changes have been negative if not suspicious, that they fail to appreciate the need for a reduction in costs and that they are reluctant to cooperate in the essential reorganisation and expansion programme of a plant. Further, there is also insufficient recognition of the fact that the final decisions must rest with the management and that a chain of authority and responsibility has to be fixed and acted upon. Hundreds of Management decisions have to be taken continuously relating to a whole range of functions invoved in efficiently operating a factory or a business concern. Workers must, therefore, accept the inevitables of this functional type of management and help in smooth and efficient running of the business. While recognising the need to keep channeles of communication open to and from the management, workers should develop a more favourable attitude to the adoption of improved practices and operations. The distress and distrust among the workers (largely the creation of a few unworthy managements) have resulted in the workers developing a suspicious attitude in respect of, for example determination of work loads, price rates or efficiency and wages, the balance sheet of companies. Several questions, like bonuses, could be more easily solved if only the workers could be persuaded to approach the problem on a more rational basis. Unfortunately most of the trade unions seem to be allergic to industrial consultants and their studies on work loads and time and motion studies. Part of their attitudies is to be explained in terms of a mistaken belief that because industrial consultants are paid by the management, they would not be objective; their attitudes will change only when trade unions are able to secure from among their own members trained personnel who would be able to evaluate the various techniques themselves. For this purpose they shall be encouraged to establish research sections and I have laid stress on the need to give financial and other help to them in their effort. In the interest of workers themselves, it is necessary that their attitudes to management should be more positive. Higher wages can only be given out of higher out-put and productivity is, therefore, as much the concern of the workers as of the management.

It may also be said that workers have failed to recognise the change that has already taken place in the attitude of the management in India. Today most of the top executives have become management conscious with all its implications and attitudes. Profit-making is no longer regarded as arising out of exploitation of labour and other weaker elements of society. Modern technology has made such kinds of profit making wholly unnecessary. Profits can now be made by the creation of new goods and services and by taking full advantage of the opportunity to provide the community with fruits of industry in the form of innumerable varieties of producer goods and consumption goods. Firms which pay high wages, are those which also enjoy high profits. Much larger savings can be effected by cost reduction through a variety of improved processes and methods than by denying higher wages to the workers.

Modern technology will not yield its fruits unless it becomes an instrument of real community purposes. A family organisation of industry with cousins and nephews and sons-in-law is clearly out of date. What is socially significant is not that nepotism exists but that it is under present circumstances unworkable.

Fortunately, industry is changing fast. Indian society is becoming more mobile - both horizontally and vertically. Entrepreneurship itself is undergoing progressive change. Young managers and engineers no longer bank upon influence or family connections. They are much more socially sonscious, and recognise their obligations to the community and to the workers.

In many a large firm, the responsibility for top management has tended to shift from the owners to the chief executives, who by their very nature are more conscious of their social risponsibilities than the old type of proprietors. This trend will continue. The attitudes of the new type of managers to themselves and to their jobs are now built on social foundations - spiritual, intellectual and material; - spiritual in the sense that they believe that the organisations to which they belong are something bigger and worth making sacrifices for. These loyalities have also an intellectual and emotional content. On the material plane they go for the satisfaction that the rewards to them will come through their efficiency and

successful effort. New types of leaders are coming up who take a pride in battling with difficulties and find true satisfaction in doing an efficient job.

However, not all of the traditional attitudes of management are to be condemned and sacrificed at the altar of change. The past attitudes of employers to business and its growth, have sometimes had a beneficial effect. Managing Agents, for reasons of prestige, showed a remarkable identity of interests with their enterprises when they were in difficulties. Often they were prepared to stake their whole fortunes to ensure that an enterprise strarted by them did not collapse. For example, when the tea industry faced a crisis in 1952 the industrialists lent their personal funds, wrote off the loans owed to them by the companies, and, took on their own shoulders the losses that had been incurred. This help enabled the industry to pay wages to labour and to tide over the crisis. Similar instances can be given for the jute industry and textile mills, particularly those of Ahmedabad. This kind of attitude and social outlook have been assets for industries, which have been subject to vicissitudes and fluctuations.

Finally, the attitudes of the Government and the Community: productivity is not like a dress to be put on and taken off at will. It should become a part and parcel of a community's mental make-up; if anything is worth doing, it should be done in the best possible manner. The community should not accept the second best when the best is possible.

The Third Plan provides for an investment of Rs. 10,200 crores. By itself this can have no great value. Whether in terms of output, results and achievements the investment will be fruitful, will depend upon the way in which the investment resources are utilised. The community should give a rightful place to those who are participants in this great national effort. The duty of the Government is to adopt such policies as would favour a change in the attitudes of the entire community towardrs productivity, for ultimatety it is productivity that holds the key to achievement.

(Reproduced from 'Productivity' — Dec, 1960—Jan. 1961 (Vo 12 No. 2)- pp. 120 to 129).

INDUSTRIAL SAFETY

1. Fatal Fall While Painting a Chimney

In a sugar mill, four workers were employed for painting the inside of a steel chimney with high temperature black paint. For this purpose, the workers were put in a cradle which had manila rope attached to the four corners and hoisted up to a height of 135 ft. from the ground level by means of wire rope attached to a crab which placed outside the chimney. On the advice of their Engineer they had also taken up a stove along with them in the cradle to heat the paint for facilitating easy application of the paint. It appeared that while heating the paint over the open fire on the stove, the paint accidentally spilled over and, being inflammable, it got ignited. As a result the manila ropes attached to the cradle caught fire and the four workers along with the cradle dropped down on the base of the chimney. The workers were found dead.

The lesson to be learned from this accident is that it was extremely dangerous to take the stove to such a great height on the cradle suspended on manila ropes for heating the paint which had (a low flash point. The safe method would have been to heat the paint before it was taken up for painting the chimney.

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

2. Handling of acid Jars

In a chemical factory, two workers were engaged in filling jars with sulphuric acid and weighing them. While removing filled jars a foot of one of the workers slipped and he fell down on the ground with the jar. As a result, the jar broke and he received serious burns all over the body. His co-workers tore off one of his gum boots as it was full of acid. Before he could be taken to a nearby water shower or tank which was about 50 to 60 ft. from the place of accident, he ran away and fell into a tank containing 0·5% ferrous-sulphate solution. He was removed from this tank and was put under a shower and after giving him first aid he was taken to hospital where he died subsequently.

This fatal accident shows the need for floors to be kept dry and non-slippery. Shower facilities or a few buckets of wather should be available as near as possible to the place of work. The fall of the deceased in the ferrous-sulphate tank could have been prevented by covering or fencing the tank

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

3. Unauthorised use of Compressed air supply

In a car assembly factory, a worker tried to empty gear box oil from a 45 gallon barrel into another receiver. He inserted two tubes into two holes drilled into the screw cap of the barrel which later on was brazed to make them air-tight. One of the tubes was connected to a compressor supplying air at 70 lbs per square inch and the other tube was led into a container for receiving the oil. As soon as the worker opened the valve of the compressed air, the lid of the barrel burst due to excessive pressure and the worker was thrown up. He fell down from a height of 12 ft. in the assembly pit and received serious multiple injuries which proved fatal.

Investigation in the cause of the accident revealed that this method of emptying the barrel was unauthorised and was used by the worker for the first time. To prevent similar accidents, it is advisable to use a hand pump.

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

4. Fall from a Roof of a Mill-House

In a cement works, the roof of the mill-house was periodically cleaned as considerable dust evolved through the chimney settled down on the top of the roof and hardened in due course. Therefore, the roof had to be scraped to remove the dust: The mill-house had a sloping roof constructed of galvanised iron sheets which were fixed by bolts and nuts on framed structure. One of the sheets on which a worker was standing and carrying on scraping work, slipped resulting in fall of the worker along with the sheet through a height of about 15 ft. The injuries to the worker proved fatal.

Investigation revealed that the sheet which fell down was not at all bolted. It could not be definitely ascertained why the securing bolts and nuts were missing from that sheet. As the roof was covered with lot of dust, it was not possible to see whether bolts were missing and only after the scraping the absence of bolts or nuts could have been seen. To prevent similar accidents, it is advisable that the workers should always use safety belts when working at heights.

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

5. Guard not Replaced after repairs to a Machine

The description of the following accident will illustrate how dangerous it is to allow a machine to operate without fitting the guards after repairs.

In a Refractory plant, a mixer used for mixing fire-clay with binding materials had a circular table of 7 ft. diameter and carried the blades. The circular table was rotated by means of bevel gears on its underside and a pinion 10" diameter driven by an electric motor. On one side of the pinion there was a guard and on the other side, the driving motor and a reduction gear unit had been installed. After some repair had been carried out to this machine, the guard was not re-fitted and the mixer was allowed to work without it. While the mixer was in operation, a worker tried to grease the gears of the table at the point where the guard was removed. His hand was caught in between the pinion and table and had to be amputated.

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

(Reproduced from 'Industrial Safety and Health Bulletin—Vol. III, No. 4—October—December, 1960—pp. 31 to 33.)

தொழிலக நிர்வாகத்தில் தொழிலாளர்கட்குப் பங்கு

(Workers' Participation in Managements)

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நாட்டு அரசியல் துறையில் நிலவி வரும் மக்களாட்சி முறை தொழிலகத்திலும் பரவி வளர வேண்டும். மக்களின் பிரதிநிதிகள் பாராளு மன்றங்களில் அமர்ந்து அவர்களது கருத்துக்களைத் தெரிவித்து நாட்டின் நிர்வாகத்தை நடத்தி வருகின்றார்கள். இது போன்று தொழிலாளர்களும் கூட்டு நிர்வாகக் குழுக்களில் அமரும் தங்கள் பிரதிநிதிகள் மூலம் தங்கள் கருத்துக்களைத் தெரிவித்து தொழிலக நிர்வாகத்தில் பங்கு கொள்ள தக்க வாய்ப்புக்கள் அமையும் சூழ்நிலையை உருவாக்க அரசு முன்வந்துள்ளது.

ஒரு காலத்தில் தொழிலாளி அடிமையாகக் கருதப்பட்டான். அவன் ஒரு பொருள்; அதனை வாங்கியவர் தம் விருப்பம்போல் பயன் படுத்தலாம் என்று எண்ணினர். இயந்திரத்தை இயக்கும் மனிதனும் ஒரு இயந்திரமே எனக் கருதினர். இம்மாதிரியான மனநிலை படிப்படியாக மாறி வருகின்றது. தொழிலாளியும் உள்ளம் படைத்தவன்; சிந்தனை சக்தி உடையவன், வாய்ப்பு அளித்தால் தக்க கருத்துக்கள் நல்கும் திறன் உடையவன்; அவனது ஒத்துழைப்பைப் பெற்றாலன்றி உற்பத்தி பெருகாது என எண்ணும் காலம் மலர்ந்து வருகிறது.

தொழிலாளியும் முதலாளியும் தொழிலகத்தின் இரு கரங்களாவர். அவர்கள் தொழிலகத்தில் கூட்டுப் பங்காளிகள். இரு தரப்பினரின் ஒத்துழைப்பு இருந்தாலொழிய நமது திட்டங்களின் இலட்சியக் குறிகளைப் பெற இயலாது. கூட்டு நிர்வாகக் குழு இந்த ஒத்துழைப்பை நல்கும்.

தான் தொழிலகத்தின் ஓர் அங்கம்; அதன் வாழ்வும் தாழ்வும் தனதே எனத் தொழிலாளி உணரும் சூழ்நிலைகள் உருவாக்கப்பட வேண்டும். அவன் அவ்வாறு உணர்ந்தாலன்றி தொழிலகத்தின் வளர்ச்சிக்கும் உற்பத்திப் பெருக்கிற்கும் தனது முழுச் சக்தியையும் அறிவினையும் செலவிட மாட்டான் என்பது திண்ணம். இவ்வுணர்வினை உருவாக்கக் கூட்டுக் குழுக்கள் முயலும்; தொழிலாளியின் யோசனைகளையும் கருத்துக்களையும் திரட்டி நாட்டின் வளத்தைப் பெருக்கும்.

சம நீதிச் சமுதாயத்தில் தொழிலாளி நாட்டுக் குடிமகன் மட்டுமல்ல; தொழிலகத்தின் தலைமகனுமாவார். நாட்டுச் செல்வத்தைப் பெருக்குதல், மக்கள் வாழ்க்கைத் தரத்தை உயர்த்துதல் ஆகிய இரு பெரும் குறிக்கோட்களை அடைவதில் தொழிலாளர்கட்குத் தனிப் பெரும் பங்குண்டு.

தொழில்கள் பெருகுவதற்கான திட்டங்கள் வெற்றியுற வேண்டுமானல் தொழிலாளர்கள் உழைக்கும் தொழிலகங்களில் அவர்களது அறிவு, திறன், உற்சாகம் ஆகியவை பயன்படத் தக்க நிலைகள் ஏற்படவேண்டும். இந்நிலைகளை ஏற்படுத்த வேண்டுமென்று எண்ணித்தான் தொழிலாளர்கட்கும் தொழிலக நிர்வாகத்தில் பங்கு தரவேண்டுமென்ற கருத்திற்கு இந்திய அரசு தனியிடம் அளித்துள்ளது.

கூட்டு நிர்வாகக் குழுக்களின் வரலாறு:—

தொழிலாளர்கட்கு நிர்வாகத்தில் பங்கு தர வேண்டுமென்று முதன் முதலில் கேட்டுக்கொண்டவர்கள் தொழிலாளரின் பிரதிநிதிகளே. இவ் வேண்டுகோள் திட்டக் குழு, முக்கூட்டு தொழிலாளர் மாநாடு இவற்றின் ஆய்வுக்கு விடப்பட்டது. இதனைத் திட்டக்குழு முழு மனதுடன் ஏற்றுக் கொண்டது. அதன்படியே இரண்டாவது திட்டத்தில் இதற்கான வகை செய்யப்பட்டது.

இத் திட்டத்தில் வெளிநாடுகளின் அனுபவங்களை எடுத்துக் காட்டாகக் கொள்ளலாம் என எண்ணினர். எனவே மத்திய தொழிலாளர் அமைச்சுச் செயலாளர் தலைமையில் ஓர் ஆய்வுக் குழு (Study group) நிறுவினார்கள். இக் குழு 8 ஐரோப்பிய நாடுகளில் சுற்றுப் பயணம் செய்தது. அங்கு தொழிலாளர்கள் நிர்வாகத்தில் எவ்வாறு பங்கு எடுத்துக் கொள்ளுகின்றார்கள் என்பதினை ஆராய்ந்து ஒரு அறிக்கையினை இந்திய அரசிடம் அளித்தது.

வல்லுநர் குழுவின் அறிக்கையைப் பதினைந்தாவது முக்கூட்டு மாநாடு ஆராய்ந்தது. குழுவின் பரிந்துரைகளைப் பொதுவாக ஏற்றுக்கொண்டது, தொழிலாளர் ஆலை முதல்வர் இவர்களின் பிரதிநிதிகளைச் சமமாகக் கொண்ட நிர்வாகக் கூட்டுக் குழுக்கள் மூலமாகத் தொழிலாளர் நிர்வாகத்தில் பங்குகொள்ள உதவ வேண்டுமென ஒப்புக்கொள்ளப் பட்டது. ஐம்பது குறிப்பிட்ட தொழிலகங்கள் இத் திட்டத்தைச் செயல்படுத்தத் தாமாகவே முன் வர வேண்டுமென இம் மாநாடு கேட்டுக்கொண்டது.

இத் திட்டத்தினை மேலும் ஆராய்ந்து வழி வகைகள் கூறும் பொறுப்பு பதினைந்தாவது முக்கூட்டு மாநாட்டின் உட்குழு ஒன்றிடம் விடப்பட்டது. எந்த ஒரு நிறுவனத்திலும் இத் திட்டத்தை தொடங்கு முன்பு கீழ்க் காணும் சில அம்சங்களைக் கருத்தில் கொள்ளவேண்டுமென இந்த உட்குழு கூறியது. அவையாவன :-

1. உறுதிபடைத்த கூட்டணி ஒன்று அந்தத் தொழிலகத்தில் இயங்கிக் கொண்டிருக்க வேண்டும்.
2. தொழிலாளரும் ஆலை நிர்வாகத்தினரும் இத் திட்டத்தைத் தாமாகவே ஏற்றுக் கொள்ள வேண்டும்.
3. இத் திட்டத்தினை ஏற்றுக்கொள்ள விருக்கும் தொழிலகம் வேண்டிய அளவு பெரியதாக இருக்க வேண்டும்; 500 பேருக்கு மேற்பட்ட தொழிலாளர்களைக் கொண்டதாக இருக்க வேண்டும்.
4. வழி வழிவந்த தொழில் நல்லுறவோடு கூடிய தொழிலகமாக இருக்கவேண்டும்.
5. இத் திட்டம் செயல் படுத்தப்படும் தொழிலகங்களில் கூட்டணியும், நிர்வாகத்தினரும் தத்தம் கூட்டமைப்புக்களோடு இணைக்கப் பட்டிருக்க வேண்டும். இத் திட்டத்தினை தொடக்கத்தில் செயல் படுத்த ஏறத் தாழ 30 நிறுவனங்கள் முன்வந்தன.

1958-ஆம் ஆண்டு ஜனவரித் திங்கள் டில்லியில் "தொழிலாளி-முதலாளி ஒத்துழைப்பு" என்ற தலைப்பில் ஒரு கருத்தரங்கம் நடைபெற்றது. கூட்டுக் குழுக்கள் அமைக்க முன்வந்த நிறுவனங்களின் பிரதிநிதிகளும், அரசின் பிரதிநிதிகளும், தொழிலாளர், ஆலை முதல்வர் இவர்களின் மத்திய

அமைப்புக்களின் பிரதிநிதிகளும் சில வல்லுநர்களும் இக்கருத்தரங்கில் கலந்து கொண்டனர். பல அம்சங்கள் பற்றி வாதம் நடத்தினர்.

ஆய்வுக் குழு, முக்கூட்டு மாநாடு, கருத்தரங்கம் இவற்றின் ஆராய்ச்சிக்குப் பின் கூட்டுக் குழுக்களின் அமைப்பு, அலுவல்கள் பற்றி பின்வரும் முடிவுகள் எடுத்துக்கொள்ளப்பட்டன.

அமைப்பு :-

கூட்டு நிர்வாகக் குழுக்களில் ஆலை முதல்வர்கள், தொழிலாளர் இவர்களின் பிரதிநிதிகளின் எண்ணிக்கை சமமாக இருக்க வேண்டும். பிரதிநிதிகளின் எண்ணிக்கை ஆறுக்குக் குறையாமலும் பன்னிரண்டிற்கு மேற்படாமலும் இருக்க வேண்டும். தொழிலாளர் பிரதிநிதிகளை கூட்டணி நியமிக்கும். நிர்வாகத்தினர் பிரதிநிதிகளை ஆலை முதல்வர் நியமிப்பார். தேவைப்பட்டால் தொழிலாளர்களின் பிரதிநிதிகளாக இரண்டிற்கு மேற்படாத வெளியார்களை கூட்டுக் குழுக்களின் உறுப்பினர்களாக நியமிக்கலாம். ஆண்டுக்கு ஒரு தடவை கூட்டுக் குழுக்களின் தலைவரும் துணைத் தலைவரும் தேர்ந்தெடுக்கப் படவேண்டும். நிர்வாகத்தின் பிரதிநிதியும். கூட்டணியின் பிரதிநிதியும் தலைவராகவும் துணைத் தலைவராகவும், மாறி மாறித் தேர்ந்தெடுக்கப்படவேண்டும். கூட்டுக் குழுவில் இரு கூட்டுச் செயலாளர்கள் இருப்பார்கள். அவர்களில் ஒருவர் நிர்வாகத்தின் பிரதிநிதியாகவும், மற்றவர் தொழிலாளர்களின் பிரதிநிதியாகவும் இருப்பர்.

காலவரையறை :-

ஒரு தடவை தேர்ந்தெடுக்கப்பட்ட கூட்டு நிர்வாகக் குழு இரண்டு ஆண்டுகள் நீடிக்கும்.

தீர்மானங்கள் :-

கூட்டுக் குழுக்களில் ஒரு மனதாக நிறைவேற்றப்பட்ட தீர்மானங்களை நிர்வாகத்தினர் செயல்படுத்த வேண்டும்.

அலுவல்கள் :-

(a) பின்வரும் அலுவல்கள் பற்றி கூட்டுக் குழுவினை நிர்வாகத்தினர் கலந்தாலோசிக்க வேண்டும். அவையாவன :-

1. நிரந்தர விதிகளை அமுலாக்குதல்.
2. ஆட் குறைப்பு.
3. சிக்கனச் சீரமைப்பு.
4. வேலைகளை நிரந்தரமாக நிறுத்துவது; குறைப்பது, அல்லது தற்காலிகமாக நிறுத்துவது.

(b) பின் வரும் அம்சங்கள் பற்றிய செய்திகள் பெறவும், விவாதிக்கவும் யோசனை கூறவும் கூட்டுக் குழுக்களுக்கு உரிமை உண்டு.

1. தொழிலகத்தில் பொதுவான பொருளாதார நிலை.
2. உற்பத்தி, உற்பத்தி முறைகள், உற்பத்தியாகும் பொருட்களில் விற்பனை இவைபற்றிய திட்டங்கள்.
3. தொழில் அமைப்பு, தொழிலகத்தினை நடத்து முறை.
4. ஆண்டு வரவு செலவுத் திட்டம், லாப நட்ட அறிக்கை.

(c) பின் வருவனவற்றை மேற்பார்வையிடவும், நிர்வகிக்கவும் கூட்டுக் குழுக்களுக்கு உரிமை உண்டு.

1. தொழிலாளர் நலப் பணிகள்.
2. பாதுகாப்பு முறைகள்.
3. வேலைப் பயிற்சி, வேலை பழகுதல்.
4. வேலை நேரம், இடைவேளை, விடுமுறை நாட்கள், இவற்றை தீர்மானித்தல்.
5. நல்ல யோசனை வழங்குவோருக்குப் பரிசு தரல்.

(ஊதியம், போனசு, தனிப்பட்டவர் குறைகள் இவை இக்கூட்டுக் குழுக்களில் அலுவல்கட்குப் புறம்பானவை).

கூட்டுக் குழுக்கள் முதலில் 24 நிறுவனங்களில் அமைக்கப்பட்டன. அவை செயல்பட சில தடைகள் இருப்பினும் ஓரளவு நல்முறையில் இயங்கி வருவதாகச் செய்தி கிடைத்துள்ளது.

1960-ஆம் ஆண்டு மார்ச்சுத் திங்கள் டில்லியில் ஒரு கருத்தரங்கம் நடைபெற்றது. அதில் சில நிறுவனங்களின் பிரதிநிதிகள் தங்கள் நிறுவனங்களில் இயங்கும் கூட்டுக் குழுபற்றி அறிக்கை தந்தனர். இங்கு அதனைச் சுருக்கமாகத் தரலாம் :—

1. சிம்சன் குருப் தொழிலகங்கள் :-

சிம்சன் குருப் தொழிலகங்கள் பதினொன்கு. இவற்றில் சுமார் 10,000 தொழிலாளர்கள் வேலை பார்க்கின்றனர். இவர்கள் யாவரும் ஒரே தொழிற் கூட்டணியின் கீழ் உள்ளனர். கூட்டுக் குழு அமைக்க இது உதவியாக இருந்தது.

முதலில் சிம்சன் குருப் தொழிலகங்கட்கெல்லாம் சேர்ந்து 30 உறுப்பினர்கள் கொண்ட ஒரு கூட்டுக் குழு அமைக்கப்பட்டது. ஆனால் இது சரியாகச் செயல்படவில்லை. எனவே ஒவ்வொரு தொழிலகத்திற்கும் ஒரு துணைக் கூட்டுக் குழு (Sub-Joint Council) வீதம் 14 துணைக் கூட்டுக் குழுக்கள் அமைக்கப்பட்டன. இதன் காரணமாக ஒவ்வொரு தொழிலகத்திலுமுள்ள சிக்கல்களை இக் குழுக்களின் வாயிலாக ஆராய வாய்ப்பு ஏற்பட்டது.

கீழ்க் குறிப்பிட்ட அம்சங்கள் பற்றி பொதுவாக இத்துணைக் கூட்டுக் குழுக்கள் விவாதிக்கின்றன. அவையாவன :-

1. தொழிலாளர்கள் காலதாமதமாக வேலைக்கு வருவது; வேலைக்கு வராது தொடர்ச்சியாக நின்றுவிடுவது—இவற்றின் காரணங்கள், தடுக்கும் முறைகள்.
2. தொழிலாளர்களின் திறமையையும் தொழிலகத்தின் உற்பத்தியையும் பெருக்க எடுத்துக்கொள்ள வேண்டிய நடவடிக்கைகள்.
3. உற்பத்தியான பொருட்களின் விற்பனையை அதிகரிக்க எடுத்துக் கொள்ள வேண்டிய நடவடிக்கைகள்.

4. புது இயந்திரங்களை வாங்குவது; பழைய இயந்திரங்களை விற்பது கூட்டுக் குழுக்கள் விரைவில் அருந்தகங்களையும் (Canteen) மருந்தகங்களையும் ஏற்று நடத்தலாம்.

3

குழுவில் ஒவ்வொரு கூட்டத்தின் நிகழ்ச்சி நிரலும் முன்னதாகவே தயாரிக்கப்பட்டு உறுப்பினர்களுக்கு அனுப்பப் படுகின்றது. நிகழ்ச்சி நிரலில் இல்லாத எந்தக் காரியம் பற்றியும் குழுவின் தலைவரின் அனுமதி யின் பேரில் விவாதிக்கலாம். கூட்டத்தில் விவாதிக்கப்பட்ட அம்சங்கள் பற்றிய சுருக்கமான அறிக்கை தொழிற் கூட்டமைப்பிற்கும், மாநில அர சிற்கும் அனுப்பப் படுகின்றது. சிம்சன் குரூப் தொழிலாளர் யாவருக்கும் கூட்டுக் குழுக்களின் நடவடிக்கைகள் பற்றித் தெரிவிக்கும் வழி வகைகள் காண விரைவில் முயற்சி எடுக்கப்படும்.

2. இந்திய அலுமினியம் கம்பெனி பேலூர் :-

இத்தொழிலகத்தில் கூட்டுக் குழு அமைப்பதற்கு முன் பல தகரா றுகள் இருந்தன. அதனால் தொழிலகத்தில் அமைதியும் சமாதானமும் இல்லாமலிருந்தது. கூட்டுக் குழுவின் அமைப்பிற்குப் பின் அமைதி நிலவு கின்றது.

இங்குள்ள கூட்டுக் குழு ஐந்து துணைக் குழுக்கள் வாயிலாகச் செயல் படுகின்றது. இவை (1) வேலை மதிப்பீடு, (2) தர நிர்ணயம் (3) ஆள் எடுப்பு. நீக்கம் முதலியவை (4) உற்பத்தி (5) அருந்தகம்-ஆகியவைபற்றிய பிரச்சினைகளை விவாதித்து ஆலோசனை அளிக்கின்றன.

இத்தொழிலகத்திலுள்ள கூட்டுக் குழுவும், துணைக் குழுக்களும் நன் முறையில் செயலாற்றி வருகின்றன. நிர்வாகத்தினரும், தொழிலாளர் பிரதிநிதிகளும் இவற்றை வெறும் போராட்டக் களங்களாகக் கருதாமல், தங்கள் தகராறுகளைத் தீர்த்துக்கொள்ளும் இடங்களாகக் கருதியுள்ளனர். இது பெரிதும் வரவேற்கத்தக்கது.

ஒரு மனதாகக் கூட்டுக் குழு நிறைவேற்றிய தீர்மானங்களை நிர்வாகத் தினர் செயல் படுத்துகின்றனர்.

இத்தொழிலகத்தைப் பற்றிய எந்தப் பிரச்சினையையும் கூட்டுக் குழு விவாதிக்கலாம் ஆலோசனை கூறலாம். பொதுவாக சில பிரச்சினைகளை விவாதிக்கும் உரிமை கூட்டணிக்கு மட்டுமே உண்டு. ஆனால் அந்த வேறு பாட்டினை இங்கு பின்பற்றுவதாகத் தெரியவில்லை. தான் விரும்பும் எந்தப் பிரச்சினை பற்றியும், அம்சம் பற்றியும் கூட்டுக் குழு விவாதிக்கலாம்.

தொழிலாளரின் நலனும் நிர்வாகத்தினர் நலனும் தனிப்பட்டவை அல்ல என்று இரு தரப்பினரும் உணருகின்றனர்.

கூட்டுக் குழு சிறப்பாகச் செயலாற்ற சில யோசனைகள்:-

1. தொழிலாளிகளும் நிர்வாகத்தினரும் ஒருவரை ஒருவர் புரிந்து கொள்ள வேண்டும். ஒருவரை ஒருவர் மதித்து கண்ணியம் தவறாமல் நடக்கவேண்டும். இருவரும் கூட்டுப் பங்காளிகள் என்ற உண்மையை ஏற்றுக் கொள்ளவேண்டும். கூட்டுக் குழுக்கள் வாயிலாகக் கருத்துக்களை யும் யோசனைகளையும் பறிமாறிக் கொள்வதால் பயன் உண்டு என்பதனையும் ஒப்புக் கொள்ளவேண்டும்.

2. இரு தரப்பினரும் தங்களது மனநிலைகளை மாற்றிக் கொண்டா லொழிய கூட்டுக் குழுக்களால் பயன் எதுவும் ஏற்படாது. தொழிலாளி யைச் சமமாக நடத்தும் மனப்பான்மையை இன்னும் சில முதலாளிகள் பெறவில்லை. தொழிலாளிகளும் தொழிலக வளர்ச்சியைத் தங்கள் வளர்ச்சி யாகவே கருதவேண்டும்.

3. கூட்டுக் குழுக்கள் தரும் ஆலோசனைகளை நிர்வாகத்தினர் உடன் செயல்படுத்த வேண்டும். அதன் தீர்மானங்களை (அவர்கள்) அலட்சியப் படுத்தலாகாது, அலட்சியப் படுத்தினால் கூட்டுக் குழுவின் மீது தொழி லாளர் பிரதிநிதிகட்கு நம்பிக்கை குறையும்; உற்சாகம் குன்றும். ஒரு மன தாக நிறைவேற்றப்பட்ட தீர்மானங்களன்றி பெரும்பாலோர் ஆமோதித் தத் தீர்மானங்களையும் செயல்படுத்த நிர்வாகத்தினர் முன்வரவேண்டும்.

4. எந்தச் செய்திகளை வெளிப்படுத்தினால் அவை தொழிலக வளர்ச் சிக்கு ஊறு செய்யுமோ அவை தவிர மற்றவை எல்லாம் கூட்டுக் குழுக் களுக்குத் தரப்பட வேண்டும் பங்குதாரர்களுக்குத் தரப்படும் செய்திகள் தான் கூட்டுக் குழுவிற்கும் அளிக்கப்படும் என்று சொல்வது அவ்வளவு பொருத்தமாகாது.

5. கூட்டுக் குழுக்களில் அமரும் தொழிலாளர் பிரதிநிதிகளும் நிர்வா கத்தின் பிரதிநிதிகளும் தக்க அதிகாரம் வாய்ந்தவர்களாகவும், தங்கள் தங் கள் அமைப்புகளில் பொறுப்பான அலுவல்கள் புரிபவர்களாகவும் இருக்க வேண்டும். கூட்டுக் குழுவில் வாதம் நடைபெறும் போதே பல அம்சங்கள் மீது தங்கள் தரப்பின் சார்பாக உறுதியான இறுதி முடிவுகளைத் தரும் தன்மை வாய்ந்தவர்களாக இருக்கவேண்டும். மேலும் அவர்கள் உணர்ச்சி வசப்படாமல் எதிர்தரப்பினரின் கருத்துக்களைப் புரிந்து தக்க மறுமொழி அளிக்கும் திறன் வயய்ந்தவர்க்ளாக இருக்க வேண்டும்.

6. கூட்டணியின் பிரதிநிதிகளும் நிர்வாகத்தின் பிரதிநிதிகளும் கூட்டுக் குழுவின் அலுவல்கள் பற்றி நன்றாகத் தெரிந்திருக்க வேண்டும். நாட்டின் பொதுவான பொருளாதார நிலை, வரவு செலவு கணக்கு ஆய்வு இவைபோன்ற தலைப்புக்களில் அவர்கட்கு நல்ல பயிற்சி அளிக்கவேண்டும். தொழிலாளர் கல்வி அமைப்பு கூட்டுக் குழுக்களின் உறுப்பினர்கட்குத் தனி பயிற்சி அளிக்க முயலவேண்டும்.

7. கூட்டுக் குழுக்களுக்கு அருந்தகம் மருத்தகம் இவற்றின் நிர்வா கப் பொறுப்பில் பங்கு தரவேண்டும். அல்லது கூட்டுக் குழுக்கள் வெறும் ஆலோசனைக் குழுக்களாக இருக்கும்; தொழிலாளர்கள் அதிக உற்சாகம் காண்பிக்க மாட்டார்கள்.

8. நல்லதொரு கூட்டணி கூட்டுக் குழுவின் வெற்றிக்குத் தேவை. தொழிலாளர்கள் நல்ல, உறுதியான கூட்டணியின் கீழ் செயலாற்றாத போதும், ஒரே தொழிலகத்தில் பல கூட்டணிகள் இருப்பினும் கூட்டுக் குழுக்கள் நன்றாகச் செயலாற்ற இயலாது. கூட்டணிகளை உறுதிப் படுத் துவது, கூட்டணிகட்டுள் போட்டியைக் குறைப்பதும் கூட்டுக் குழுக்கள் நன்றாகச் செயல்பட இரு முன் தேவைகளாகும்.

INDUSTRIAL RELATIONS

January, 1961

The labour situation in the state was satisfactory. There were only nine strikes during the month of January, 1961. Of these eight related to notextile mills, and one to undertakings in other industries affecting 2539 and 100 workers respectively. The mandays lost as a result of the stoppages were 8454 and 700 respectively. The details of more important strikes are furnished below:

TEXTILES

About 364 workers of the Rajarathna Mills (Private) Limted, Palni, struck work on 31 December 1960, demanding admission of eight late comers. On the intervention of the Deputy Superintendent of Police' Palni, the strike was called off on 6—1—1961.

About 144 workers of the Krishnaveni Textiles Limited, Singanallur, Coimbatore, struck work on 8 January 1961 on account of suspension of cleaning gang workers. The strike was called off on 17 January 1961 on the mediation of the Laboqr Officer,

About 641 workers of the Kaleeswarar Mills Limited, Coimbatore, struck work on 9 January 1961 protesting againts the notice of change of shifts. The strike was called off on 11 January 1961 on the mediation of the Labour Officer.

About 600 workers of Sri Kannapiran Mills Limited, Souripalayam, Coimbatore, struck work on 5 January 1961 protesting against the allotment of work to six senior reelers in the cone winding machines. On the mediation of the Labour Officer, the strike was called off on 6 January 1961.

About 187 workers of the Kothari Textiles Limited, Singanallur, Coimbatore, stuck work on 23 January 1961 protesting against the appoiatment of 7 new workers in the combing section. On the intervention of the Labour Officer the strike was called off on 27th January 1961.

About 266 workers of Sri Carunambigai Mills Limited, Somanur, Coimbatore, struck work on 27 January 1961 demanding extra wages for the acting period, wages to inter tentor as per the award, etc. The stiike continuted at the end of the month.

OTHER INDUSTRIES

About 100 workers of the Ramakrishna Kulwantrai Steel Rolling Mills, Madras-19, struck work on 4 January 61 protesting against the dismissal of three workers. On the intervention of the Labour Officer the strike was called off on 12 January 1961.

CENTRAL SPHERE

Conciliation

The Conciliation Officer (C), Madras, held conciliation proceedings on 24 January 1961 in the dispute raised by the Chartered Bank Indian Staff Association, Madras, against the management of Chartered, Bauk Madras, regarding the interpretation of the provision of the Sastry Award and brought about an amicable settlement.

Threatened strikes and lock-outs

(i) The General Secretary of the Dalmia Mine Worker's Union, Dalmiapuram, in his letter dated 2 January 1961 addressed to the Management of Dalmia Cement (Bharat) Limited has threatened to call a strike if the demands of the Union for payment of 5 months pay as bonus for 1960, implementation of the Wage Board recommendation to contract workers, abolition of contract system, construction of pucca houses for workers, etc., are not considered. The threatened strike has not materialised so far.

(ii) The Joint Secretary of the Dalmia Cement Worker's Union, Dalmiapuram in his letter dated 14 January 1961 addressed to the Management has threatened to take direct action from 1 February 1961 if the demands of the Union relating to the payment of full wages for the days the management failed to supply empty trucks, provision of sufficient lighting facilities on the clay fields provision of bath room facilities near the works pot, supply of working implements to the workers, etc., were not fulfilled by 31 January 1961. The threatened strike has not materialised.

PARTICULARS REGARDING DISPUTES RECEIVED ETC

1.	No.	of industrial disputes received.	... 3
2.	No.	of industrial disputes settled.	... 1
3.	No.	of threatened strikes.	... 2
4.	No.	of strikes which materialised.	...Nil
5.	No.	of Draft Standing Orders certified.	...Nil

STATE SPHERE

CONCILIATION UNDER THE INDUSTRIAL DISPUTES ACT, 1947.

The Conciliation Officers enquired into and settled 615 disputes during the month of January, 1961. Of these were 77 industrial disputes in which settlements were recorded under section 12 (3) of the Industrial Disputes Act. Details of the disputes settled by conciliation are given in the statistical supplement.

ADJUDICATION UNDER THE INDUSTRIAL DISPUTES ACT, 1947.

The State Government referred 12 industrial disputes in which settlements could not be brought about by conciliation to the Industrial

Tribunal, Madras, and to the Labour Courts, Madras, Coimbatore and Madurai for adjudication. The details of the disputes referred for adjudication are published under the statistical portion.

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

WELFARE

The normal level of employment opportunities was maintained during the month of January, 1961.

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

Stenographer
Typist (Tamil)
Secondary Grade Teacher.
Pharmacist
Physical Training Instructor
Engineer (Civil).
Town Planning Officer.
Textile Technologist
Tamil Pandit.
Music Teacher.
Tractor Driver
Switch Board Operator.
Mathematics B. T. s and Science B. Ts.
Urudu Secondary Grade Teacher
Health Assistant
Welder with experience
Doctor
Sanitary Inspector
Turner
Hindi Pandit.

Surpluses continued to exist in the clerical and unskilled categories.

The following manpower schmes under the Second Five Year Plan were in progress during the month.

(A) EMPLOYMENT MARKET INFORMATION SCHEME

During the month, the total number of employers responded for the enquiry for the quarter ended 30 September 1960. is as follows:

	No. of Live Establishments	Number responded	Percentage of response
Public Sector.	2,578	2,376	92.2
Private Sector.	11,335	8,552	75.4

Progress was also made in the construction of Employer's registers in the seven districts where the survey was extended to the Private Sector.

(B) OCCUPATIONAL RESEARCH AND ANALYSIS SCHEME.

Under this Scheme, the original work regarding the analysis of occupations in the "Manufacture of Quinine Products" and "Coffee Plantations" was completed.

(c) YOUTH EMPLOYMENT SERVICE/EMPLOYMENT COUNSELLING SCHEME

The Youth Employment Service/Employment Counselling Unit attached to the District Employment Office, Madras, gave group guidance to 591 youths and individual guidance to 31 youths during the month. This unit also gave guidance information to 414 candidates. The Youth Employment Service Unit attached to the District Employment Office, Madurai, gave group guidance to 297 youths and individual guidance to 3 youths. Guidance information was also given to 202 candidates.

(d) GENERAL

The two employment information and Assistance Bureaux, one at Sankarankoil Block in Tirunelveli District and another at Paramakudi Block in Ramathapuram District continued to render assistance to applicants of rural areas. Further, the two registration units functioning in Salem and Ramanathapuram Districts helped applicants of remote areas in getting themselves registered for employment,

HOUSING

The Government have so far sanctioned 23 schemes for the construction of 1700 houses. Out of these, the construction of 1098 houses has been completed and the construction of 62 houses has reached the roof level. 108 houses have also been constructed upto plinth level. The contruction of 432 houses has not yet been started.

EMPLOYEES' PROVIDENT FUNDS ACT, 1952

During the month of January, 1961, 347 establishments were brought under the Employees' Provident Funds Act, bringing the total number of covered establishments to 1295.

A sum of Rs.21,84,478.72 nP was received as employers' and employees' contribution to the fund.

The total number of covered employees in the Madras State at the end of the month was 2,64,474.

CURRENT NOTES

BONUS COMMISSION

Sri G. L. Nanda, the Union Labour Minister replying to a question in the Lok Sabha in February, 1961 observed that it would be open to the Bonus Commission constituted with Sri Meher as Chairman to suggest elimination of bonus or its payment in some other from or of relating its payment to additional production or other factors. He also observed that legislative action could not be ruled out in case the parties concerned were not agreeable to implementing the findings of the Bonus Commission as and when they emerged.

CONFERENCES, COMMITTEES, ETC.

The State Co-ordination Committee for Vocational Guidance and Employment Counselling constituted by the Government with the Additional Secretary to Government, Industries, Labour and Co-operation Department as Chairman has among its members the Director of Employment, the Director of Public Instruction, the Director of Technical Education and the Deputy Secretary to Government, Finance Department, as members, the District Employment Officer, the Youth Employment Service and Adult Counselling, Madras, being the Convener and Secretary. The Second meeting of the Committee held on 6-2-1961 discussed among other subjects the following matters :

(1) Formation of District Co-ordination Committees for Vocational Guidance and Employment Counselling.

(2) Visits and talks on careers at Schools by Employment Officers.

(3) Translation of Career Pamphlets in the Regional Language.

Conference of Statisticians

At the Conference of Statisticians held at Jaipur in December, 1960, the estimation of regional incomes, analysis of distributive trades throughout the country, the compilation of the consumer price indices of working and middle classes and index numbers of agricultural production in States were among the subjects discussed. The definition of state income as 'income ranging within the geographical bounds of a particular state' was found acceptable as a suitable definition. The 'expenditure approach' was among the suggestions made towards the measurement of state incomes. Another suggestion was that the sales tax statistical data could on study illumine the changes in the pattern of income in certain groups of society.

The Central Statistical Organisation has achieved a considerable progress in the field of Industrial Statistics reducing the time lag in the collection and publication of the census of manufacture statistics. Since 1959, with the expansion of industry the number of industries covered by the Census has been increased from 29 to 63. Further, the international classification of data has been adopted since 1959. This will facilitate a comparative study of industrial growth in India with that of other countries.

Conference of Principals of Technical Institutions

At the twentieth annual conference of the Association of Principals of Technical Institutions in India, which took place at Coimbatore in February 1961 and was participated in by the representatives of the Government also, two symposia were held, one on technical education and the other on productivity. A resolution was passed at the Conference suggesting the constitution of Zonal Committees to collect data about training facilities awarded for post-graduate students in different industries in India. Another suggested the constitution of a Central Committee of Training to arrange for training of teachers in industry during vacations and slack periods of their institutions. Dr. V.K.R.V. Rao, who presided emphasised the importance of close contact between industry and engineering for the promotion of research and the vital role of engineering education in promoting economic development. He observed that the national institutions ought to be the apex promoters and stimulators of engineering education and engineering research. Observing that the M.I.T. in America, had an excellent Economics department, he emphasised the close relationship between engineering and the fields of economics, management, industrial psychology and human relations.

EMPLOYMENT

Recruitment to Class III and Class IV Posts in Central Government.

Under a scheme formulated by the Union Government, 33⅓ per cent of the posts in Class III and Class IV of the Government of India service will be reserved for being filled in by recruitment from among State Government employees. The recruitment is to be made at the point of direct entry and not at the point of promotion. 12½ per sent of the vacancies will, however, be reserved for scheduled caste candidates. Under this scheme, the State Governments are to submit a panel of names for selection to the appropriate posts by the Union Government after interview. Only candidates having not less than 5 year's service in the State Government will be qualified to be considered.

Employment of Casual Labour by the Government of India

The Union Ministry of Finance have accepted all the recommendations of the Pay Commission in regard to casual labour including that on payment of remuneration.

It has been decided that casual labour should be paid at market rates subject to the condition that where the market rates are lower than the minimum wages fixed by the respective State Governments for comparable scheduled employments, the wages shall be the minimum wages fixed by the State Government.

Other three recommendations of the Pay Commission accepted by the Finance Ministry are:

(1) Casual employment should be restricted to work of a truly casual nature and in order to ensure that this is done, there should be a general review of the existing position;

(2) All casual labour under the Central Government including those to whom the minimum wages law is not applicable, should have the benefits and safeguards provided by Rules 23—25 of the Minimum Wages (Central) Rules, 1950, relating to weekly holidays, working hours, night shifts and payment for overtime and;

(3) Long experience as casual labour should be taken into consideration while making selections for appointment to regular establishments.

The Government decision on the recommendation of the Pay Commission says, that except where there are statutory rules or provisions in support of the existing practice, the recommendations should be accepted.

Two lakhs of persons working under various establishments of the Government of India come under the category of casual labour. The Ministry of Railways employs about 1.6 lakhs as casual labour and the rest are employed in the other Ministries, including Defence, Posts and Telegraphs and the Central Public Works Department.

Under the new decision, the benefits which are guaranteed under the Minimum Wages Act, relating to weekly off days, wages for overtime work, regulated hours of work, and night shifts, will also be extended to all casual labour under the Central Government. A minimum wage has also been fixed. The total expenditure involved as a result of the new decisions is expected to amount to a few crores of rupees.

Labour costs in Industry

A study of costs in the Cotton Textiles, Jute, Cement and Sugar Industries in the country was conducted recently by the Union Labour Ministry. Bombay being covered for cotton, West Bengal for jute, Uttar Pradesh for Sugar and one of the major units of the Associated Cement Companies for the labour costs in the cement industry. It was seen that for goods worth Rs. 100/-, the labour cost for textiles ranged from Rs. 22/- to 24.2, from Rs. 7.3 to 8.9 in the cement industry. from Rs. 15.4 to 21.5 in jute industry and from Rs. 7.4 to Rs. 9.5 in the Sugar Industry.

LABOUR WELFARE

Labour Welfare in the Railways

Sri Jagjivan Ram, Minister for Railways observed in his Budget speech for the year 1960-61 that about Rs. 50 crores would have been spent during the Second Five Year Plan period for Labour Welfare. He stated that there was a steady expansion in the provision of medical facilties inclusive of medical attention for tuberculosis, provision of mobile dispensaries, etc. In case of T. B., workers taking treatment in approved T. B. institutions other than 'reserved beds', the payment of the monthly bills for sanatoria charges were made directly to the sanatorium authorities. Also provision was made from the staff benefit fund for financial assistance upto about Rs. 50/- per month in deserving cases to families of employees suffering from T.B. and undergoing sanatoria treatment. Increased staffing of primary schools for children of railway employees was proposed so far as possible. Children of railway employees drawing a pay upto Rs. 225/- studying in Railway Primary Schools were given standard uniforms made in Khadi free of cost.

The Railways provided 15 holiday homes, the one at Pahalgam proving particularly popular. The per capita contribution which stood at Rs. 2/- was increased to Rs. 4/-from April, 1958 and to Rs. 4.50 nP from April, 1960. A scheme for the award of thousand scholarships each year form the staff benefit fund for the children of railway employees for the prosecution of education in science and technical subjects was in operation for 5 years. This involved an expenditure of Rs. 8 lakhs per annum. Out of an *ad hoc* grant of Rs. 40,000 sanctioned from railway revenues to the Staff Benefit Funds of the Railway Administration, it was proposed to purchase 200 sewing machines for handicraft centres set up in railway colonies for training women members of railwaymen's families in weaving, tailoring, etc., in spare time. 25 credit societies functioning in the railways had a working capital of Rs. 2.0 crores as on 31st Mareh, 1960. 159 Railwaymen Consumer Co-operative Societies had a turnover of Rs. 160 lakhs in the year 1959-60. Labour co-operatives were encouraged in the matter of execution of engineering works.

PRODUCTIVITY

Productivity training abroad

15 participants for training in Production Management under the India-French agreement left New Delhi in December, 1960 for six months' training in Paris.

25 participants for training in Production Management under the U. S. S. R. Government aid have been selected and are likely to leave for training in March,, 1961. Applications for selection of 15 candidates for training in Production Management in Czhekoslovakia have been invited.

15 teams are expected to go abroad under the TCM aid during 1961 on the following subjects :-

(i) Cement (ii) Light Electricals (iii) Ore Mining and Mineral Development (iv) Office Management (v) Fuel and Power economy (vi) Refractories (vii) Electro-plating and Metal Finishing (viii) Personnel Management.

5 teams going to the U. S. S. R. during 1961 will be for studies on (i) Coal (ii) Oil (iii) Machine Building (iv) Textiles and (v) Iron and Steel industries.

The Railways had set up 350 Joint Committees at various levels to which the railwaymen could make suggestions for improving efficiency, effecting economy, ensuring safety of travelling public and for providing amenities to passengers etc. The Minister, however, expressed the view that it was too early to assess the performance of these committees.

Productivity in Railway Workshops

In presenting the Railway Budjet for 1961—62 Sri Jagjivan Ram, Minister for Railways, observed that considerable progress has been made by the Production Directorate set up in the Railway Board's office in improving the productivity in Railway Workshops. Production Control

Organisations—an essential prerequisite to the introduction of the system of payment by results—are being developed in all the major workshops and officers and staff to man these organisations are being trained. Method-study and work measurement are in hand. For manufacturing operations, the pattern at Chittaranjan is the guiding factor. In regard to repair operations, collection of data for laying down the norms, is in progress. In the Integral Coach Factory, the incentive scheme which was introduced last year in one section has been introduced in other sections as well. It is proposed to gradually bring the entire factory under this scheme. A successful beginning has also been made in the introduction of incentive schemes in a few other Railway Workshops. Additional items of production are being gradually planned for execution in workshops. The Minister also observed that such expansion in production will be facilitated progressively by the additional capacity generated through the introduction of incentive schemes.

RATIONALISATION IN INDUSTRY

While presiding over the Thyagaraja Engineering College Day at Madurai, Sri R. Venkataraman, Minister for Industries and Labour observed that Indian Industry had to plan its development with foresight. As neighbouring countries developed, there would be greater competition in the international market. And so it was necessary that India's foreign markets should be stabilised even when there was internal shortage in India. To this end, increased use of automation and rationalisation should be made preferably syncronising with expansion projects so as to ensure that workers were not thrown out of employment. In this connection, he cited the example of West Germany. He also observed that greater research inside and outside industry and better sales promotion were necessary.

SMALL SCALE INDUSTRIES

The decisions of the All India Small-Scale Industries Board which met in Trivandrum, in February, 1961 covered the question of adequate supplies and more scientific distribution of raw materials, the setting up of rural industrial estates in every State, extension of credit facilities to the small units around large-scale industries in the public and private sectors. It recommended that in the case of small industries the stamp duty, registration fee and other charges levied on loans should be reduced to half the normal rates. Sri Manubhai Shah the Union Minister for Industries, the Chairman of the Board observed that instructions had been issued to public sector undertakings not to include in this manufacturing programmes items which could conveniently be produced by an ancillary. He also stated that it was proposed to put one of the senior officers of the management in a public sector undertaking specially in charge of the development of the ancillary industries.

Small-scale Industries in Madras State

In introducing the budget for the Madras State for 1961-62 in the Legislative Assembly in February 1961, Sri C. Subramaniam, the Finance Minister observed that the industrial growth of a nation did not depend on large industries alone. Increased employment and the diffusion of technical skill among the people were possible only by the wide dispersal of small-scale industries. Good progress had been made in our State in this direction. As against the small amount of Rs. 12 lakhs spent in the First Plan, Rs. 3.96 lakhs was spent on small-scale industries and Rs. 1.54 lakhs on industrial estates in the Second Plan. Two Industrial Estates at Guindy and Virudhunagar and five Industrial Colonies at Marthandam, Pettai, Madurai, Tiruchirapalli and Erode have been established. Another Industrial Colony will be opened shortly at Thanjavur. A colony is under construction at Katpadi and preliminary work had been commenced for a Colony at Salem. The Industrial Estate at Guindy had developed in a very satisfactory way and housed 128 units, providing employment to 3,000 persons and manufacturing goods to the value of Rs. 2 crores per annum. Experts from different parts of the world who had visited the Estate had made appreciative comments on its organisation and working;

Rs. 11.2 crores had been provided in the Third Plan for Small Industries and Industrial Estates. The programme in 1961-62 included a heat-treatment shop, tool room and common lease shop at Coimbatore, a tool room at Salem, a common lease shop at Madurai, a saw-mill in Kargudi and five rural workshops at Karur, Namakkal, Tiruppur, Nagercoil and Villupuram. A structural workshop will be established at Madras. Raw material depots will be opened at Coimbatore and Madurai. Training Centres for tool designs, pressure die-casting, manufacture of ceramic wares, etc., will be opened at Madurai, Coimbatore and Nagercoil. A loan provision of Rs. 30/- lakhs has been made for small industries to be started under the State Aid to Industries Act.

The programme for the construction of Industrial Estates and Colonies in the Third Plan will be as follows:

(1) Work sheds in places with a population of less than 5,000, Rs. 5.80 lakhs.

(2) Establishment of two Industrial Estates in places with a population of less than 20,000 (one at Theni and the other will be a Ceramic Wares Industrial Estate at Vridhachalam) Rs. 25.00 lakhs.

(3) Establishment of five Industrial Estates in places with a population of less than 50,000 (Pudukkottai, Karaikudi, Arkonam, Krishnagiri and Koilpatti) Rs. 31.00 lakhs.

(4) Establishment of four Industrial Estates in places with a population of about a lakh (Devakottai, Dindigul, Kumbakonam and Rajapalayam) Rs. 41.00 lakhs.

(5) Establishment of an Industrial Estate in Ambattur and two estates for leather industries at Perambur Rs. 95.00 lakhs.

(6) Preparation of sites for the establishment of Service Centres for Industries at Guindy and Ambattur Rs. 45.00 lakhs.

(7) Expansion of the Industrial Estates and Colonies started during the Second Plan period Rs. 50.00 lakhs.

(8) Subsidy towards payment of rents in Industrial Estates and Colonies Rs. 9.20 lakhs.

Total Rs. 3,00.00 lakhs.

The Minister observed that the State's Third Plan thus provided for an outlay of Rs. 3 crores in the public sector on Industrial Estates and Colonies. He added that in addition, Government would encourage private industrialists who came forward to establish Industrial Estates by providing 80 per cent of the investment as a loan on a low rate of interest. He further observed that based on the small industries so far set up we may hope that private intdustrialists will come forward to start many more small-scale units and bring about a wide dispersal of industries in the countryside.

TRAINING

Technical Training

While participating in the opening of the New Buildings of the Murugappa Chettiar Memorial Polytechnic, Sri R. Venkataraman, Minister for Industries and Labour stressed the need development of industry and observed that the distinction made between industrial schools and polytechnics in regard to patterns of assistance made by the Government of India should be abolished. He had addressed the Planning Commission to this end and compliance with this suggestion would enable them to increase the number of industrial schools so that the proportion of skilled artisans to trained supervisors would be ten to one. He observed that during the five year period from 1956 the number of companies registered and the capital issued by them in the four southern states were Andhra Pradesh; 102 companies and Rs. 42 lakhs; Kerala: 193 companies and Rs. 1.98 crores; Mysore 107 companies and Rs. 2.77 crores; Madras 908 companies and Rs. 47.64 crores. He indicated that to cope with the rising demand for technical personnel, the Madras Government proposed to increase the number of apprentices to be trained during the next two or three years and sought the co-operation of industrialists in achieving this purposes.

Professor Thacker explained that during the third plan period about 50,000 Engineering Graduates and more than one lakh diploma holders would be required.

Sri A. M. M. Murugappa Chettiar observed that the institution offered courses in civil, mechanical and electrical engineering and stated that many foreign industrialists who visited the country considered the Madras State to offer the best opportunites for starting industries in view of the comparatively peaceful atmosphere, skilled labour force and the sympathetic approach of Government.

Management Training

With the growing tempo of economic development there would be an increasing need for highly trained managerial personnel. In response to this need, a number of organisations and institutions have started to interest themselves in management training. The Universities of Delhi, Bombay and Madras, the All India Institute of Social Welfare and Business Management at Calcutta, the Indian Instiuute of Technology, the Indian Institute at Bangalore and the Victoria Technological Institute at Bombay have commenced comprehensive courses in management. The All-Indian Board of Technical Studies in Management has pointed to the need for the formulation of programmes at all these institutions emphasising principles, practices and

techonology of management which are common in all the enterprises, public or private. In addition to these universities, the Administrative Staff College of India at Hyderabad and the Indian School of Public Administration provide short term courses for senior managers and administrative officers. A number of experienced managers are also visiting foreign universities every year for discusions with experts and for possible improvement in management methods in this country. The Directorate of Man-power in the Ministry of Home Affairs is considering the broad aspects of the development of managerial resources and has had for consultation a Ford Foundation Expert, Mr, Leo Werts.

Day Release for Training Young Workers in Great Britain

The Industrial Training Council of Britain is a two-year-old body consisting of equal numbers of representatives of employers' organisations and of the Trades Union Council assisted by representatvies from the nationalized industries and the world of education—on the training of youth, whether by apprenticeship or by less formal arrangements. The Council is committed to the view that all boys, whether apprenticed or not should have one day a week away from their jobs at an educational establishment—and not necessarily moreover, for vocational training—up to the age of 18 and that training for citizenship is as important as technical instruction. There was an increasing measure of voluntary action on the part of individual firms in arranging for the release of their young workers for a day in the week for training classes. Lord Citrine, former General Sectary of the Trade Unions Congress has observed that some 82 per cent of their young employees are being released for the weekly day of special education by the nationalised gas, water and electricity industries.

Electrical Foctory at Bhopal

The Heavy Electricals Factory at Bhopal was formally opened by the Prime Minister in November 1960. Initially targetted to have the annual out-put of heavy electricals of the value of Rs. 12.5 crores, it is expected to have an output worth Rs. 25 crores by 1966 and Rs. 50 crores by 1971.

A significant feature of this plant has been the erection of a large training school with a big and well equipped workshop even as the factory was being erected. About 3,000 persons underwent short-term training and some persons had fuller training courses apart from about 180 engineers sent to U. K. for training. Due to this arrangement, the electrical factory secured an adequate number of trained technical personnel in good time when it started functioning. It may be observed in this connection that similar foresight in organisation was displayed in the construction of the Integral Coach Factory at Madras in the First Five Year plan period.

Technical Training in Madras State

In presenting the Madras Budget for 1961-62 in the Legislative Assembly for February 1961, Sri C. Subramaniam, the Finance Minister, made the following statement in respect of technical education.

The spread of technical knowledge and industrial skill among the people was the basis for rapid industrial development. Towards this end, we have undertaken several schemes for technical education and craftsmen's training in the last decade. As a result, the number of admissions in the Engineering Calleges now stands at 1,157 and in Polytechnics at 2,910. Even at this rate of training, we will not be able to meet the full requirements in technical personnel for the Third and Fourth Five-year Plans. It is therefore necessary to increase the number of Engineering [Colleges and Polytechnics in the Third Plan. A Regional Engineering College organised by the Central Government and another Engineering College in the private sector will be established in the Third Plan. The number of admission in each of the existing Colleges will be stepped up from 120 to 180. The Regional Engineering College will take in 250 students annually. Thus by the end of the Third Plant the intake in all the Engineering Colleges will go upto 1,767. The admissions in Polytechnics will be increased by 700. A sum of Rs. 6.5 crores has been provided for Technical Education in the Third Plan as against Rs. 3.37 crores provided in the Second Plan. The Indian Institute of Technology at Guindy set up by the Government of India for post-graduate Engineering Education is coming up rapidly. The West German Government is aiding this institution and many German Professors are now serving there. This Institute offers excellent opportunities for an engineer in post-graduate training.

Industrialisation needs not only engineering degree holders and diploma holders but also craftsmen such as fitters and welders. With a view to training more such craftsmen a number of training institutions have been set up in our State. The annual admissions into these institutions at the beginning of the First Plan stood at 768 and was increased by 2,400 during the Second Plan period. Over and above this, 305 seats are available under the apprenticeship training scheme and 400 seats in the two centres for evening classes for employees. On various craftsmen training schemes, a total sum of Rs. 97 lakhs has been spent during the Second Plan period as agains the Third Plan provision of Rs. 3.25 crores. It has been programmed to establish 14 more industrial training schools with 3,500 additional seats› Two more centres for evening classes will also be opened.

The Minister observed that rapid industrialisation can be ensured only if the industrial organisations themselves provide for the necessary training of apprentices. The Integral Coach Factory at Perambur arranged for the imparting of such training. It was necessary that big institution in the private sector also should come forward to offer such facilities. He assured that Government for their part would render all possible assistance towards the formulation of suitable schemes.

TEXTILE RESEARCH

Textile Research Institute, Bombay

Inaugurating the Textile Research Institute of the Bombay Textile Research Association in December, 1960 Dr. Rajendra Prasad observed that although the units of production in the textile industry have been increasing steadily with a corresponding rise in output, the changing needs and trends called for constant adjustments in the nature and quality of cloth produced. Further, increasing competition from textile manufacturers of foreign countries was probably another factor which posed a challenge. To face this challenge in the context of the phenomenal

advance of science and technology, the need for research was imperative. Although, research in Government institutes may prove to be useful, the textile industry had problems peculiar to itself that required a research organisation within the industry. The President observed that the Textile Research Institute would have an important function to discharge.

The total value of cloth produced by the 479 cotton mills situated in different parts of the country, is estimated to be well over Rs. 510 crores per annum. The textile industry's annual contribution to the Exchequer in the form of taxes and levies comes to above Rs. 100 crores. Further, it provides direct employment to as many as eight lakhs of people, the amount of wages distributed being about Rs. 100 crores a year. Besides this, the mills are the mainstay of the cotton-growing industry and also provide indirect employment to a large number of small and subsidiary industries and trades. It is also a sustainer of the young, but important, textile machinery manufacturing industry in our country. Next to jute and tea, cotton manufacturers are the major earners of foreign exchange to the exent of about Rs. 60 crores a year through exports.

As it is, the total output of cloth in the country is in the region of 7,500 million yards, made up of about 5,000 million yards of mill cloth, about 2,000 million yards of handloom cloth and 500 million yards of Khadi and cloth produced by powerlooms. According to the draft outline of the Third Plan, however, the target has been provisionally fixed at 9,300 million yards.

In promulgating the Cotton Textiles Ordinance in 1944, the Government of India constituted the Cotton Textiles Funds Committee for administering the funds raised by the special levy of customs duty on yarn and cloth exported from this country. The object of the ordinance was to create a body to supervise the exports of cotton cloth and yarn and to develop technical education, research and other matters pertaining to the cotton textile industry. The Cotton Textiles Funds Committee has agreed to share the recurring and non-recurring expenditure incurred by each of the four Textile Research Institutes, one at Ahmedabad, one at Bombay one at Coimbatore and another at Kanpur. The Bombay Textiles Research Association's complete scheme entails a capital outlay of Rs. 1 crore and a maximum recurring expenditure of 11½ lakhs per annum. The completion of the institution building and installation of the Pilot Plant and laboratory equipment, planned for the first phase of the Institute's work alone, is reported to have so far absorbed Rs. 66 lakhs. 384 technical reports are reported to have been prepared apart from the conduct of seminars and training courses at this institute.

Improved Maintenance in the Textile Industry

Under the joint auspices of the SITRA and the Coimbatore Productivity Council a Seminar on 'Maintenance was held at Coimbatore in January, 1961. It was observed that the purpose of maintenance of factories was (1) to keep plant in a condition to perform consistently the function for which it is designed, (2) to keep production cost to the minimum, (3) to reduce the annual maintenance work to the minimum, (4) to improve the operation of plant while on production, and (5) to improve the working conditions of the operator. It was agreed that managements should consider maintenance as an important element in the functions of mill managements and ensure appointment of adequately qualified personnel for this purpose, as in more advanced countries of the West. It was also observed that preplanned schedules for overhauling, etc., were required so that work study techniques could be applied for improved maintenance. It was observed in practice that general cleanliness of the department was closely related to maintenance which in turn had a bearing on production per spindle.

WAGES AND SALARIES

Revised Pay Structure of Mysore Government Employees

The Mysore Government have revised the pay structure of their employees. Under this revision, the minimum total emoluments of a Government servant has been increased from Rs. 50/- p.m. to Rs. 60/- p.m. The number of pay scales which stood at about 200 in respect of different categories of employees has been reduced by 50%. About 1,60,000 Government employees will benefit from the revision. The dearness allowance will be Rs. 10/- p.m. for employees drawing upto Rs. 150/- and Rs. 20/- for the salary group Rs. 150—300, the D.A. in respect of salary beyond Rs. 300/- being merged with pay subject to a ceiling. Pensioners getting Rs. 100 and less will get an increase in D.A. on the scale adopted by the Madras Government. The extra cost to Government involved in the implementation of the new pay scale would amount to Rs. 450 lakhs per annum and ultimately come up to Rs. 600 lakhs per annum. It may, in this connection, be stated that the earlier pay revision introduced in November, 1956 on the reorganisation of States cost the Government an additional Rs. 400 lakhs per year.

Wage Board's Recommendations for the Sugar Industry

The Government of India have accepted the recommendations of the Central Wage Board for sugar industry published in the January, 1961 issue of the Madras Labour Gazette subject to the following considerations:—

(a) Workload Studies : Government has taken note of the Board's recommendations that Workload studies be undertaken in the sugar industry and that such studies should be preceded by reasonably specific programmes of implementation drawn up in consultation with the organisations of the insterests concerned. Government propose to consider the matter further in consultation with the parties.

(b) Bonus : Government Commends the bonus formula for the north and central regions recommended by the Wage Board. If any of the States included in these regions agree to adopt any other formula for determination of bonus payable in respect of a particular period, they may be allowed to do so.

Government requests the employers, workers and State Government to take immediate steps to implement the recommendations of the Wage Board. Government expects the parties will show a spirit of accommodation in interpreting and implementing recommendations and that difficulties, if any, will be solved by mutual negotiation and agreement.

WORKS COMMITTEES

With a view to stimulate greater interest both in management and labour in the functioning of Works Committees in Industrial Units, a one day seminar on Works Committees was held on 22nd January 1961 in Bombay City, under the auspices of the Central Board of Workers' Education.

WORKERS' EDUCATION SCHEME

Inauguration of Unit Level Classes at the Imperial Tobacco Company of India, Tiruvottiyur

Inaugurating the Workers' Education Unit Level Classes at the Imperial Tobacco Company of India in Tiruvottiyur, Sri R. Venkatarama, Minister for Labour observed that there was need for educating workers about the various legislative enactments which were in operation to improve their working conditions. If there was an intelligent understanding among the workers of their rights and obligations there would be little room for industrial disputes, he added. The Government were greatly interested in promoting industrial housiug schemes and they were rendering all possible help to big establlshments to provide houses for their employees. There was even a suggestion, he said, that a provision should be included for building a certain number of houses in big industrial establishments before granting licence to new factories. He hoped that industrial housing schemes would be taken up on a voluntary basis with the help given by the Government. If the response was not sufficient, they would have ultimately to bring in legislation compelling employers to provide houses for their workers. The Minister stated that the Government would consider sympathetically applications by Industrial housing co-operative societies for acquisition of lands near the Citry limits. He congratulated the organisers on taking up the lead in starting educational classes for their workers.

Sri K. Kamaraj, the Chief Minister, who inaugrated the Imperial Tobacco Comyany Employees' Housing Society expressed his appreciation of the cordial relationship existing between the management and employees and assured them of the Government's assistance in the provision of houses to workers by employers, especially in acquiring lands for house-sites. He emphasised the dignity of labour and suggested that managements should think in terms of providing houses and education for children of the employees and not be satisfied with providing increased wages. He was of the view that emyloyers could supply books to the children of their workers as the Government provided free education. The Government wanted to raise the standard of living of the people and he hoped that the employers would extend their co-operation in all possible ways.

Sri T. N. Lakshminarayanan, the Commissioner of Labour said that if the workers could raise 10 per cent of the share capital for industrial co-operative housing schemes they could secure assistance from the Government up to 90 percent (65 per cent loan and 25 per cent subsidy). The Provident Fund Rules, had been suitably amended in order to enable workers to utilise their savings in provident funds for subscribing to the share-capital in industrial housing co-operatives.

AWARDS AND AGREEMENTS

GLEANINGS OF INDUSTRIAL CASE LAW

IN THE SUPREME COURT OF INDIA

(Civil Appeals No. 416 of 1958 and No. 19 of 1959, dated 20 January 1961.)

Present:

Justice Sri P. B. Gajendragadkar

„ Sri K. N. Wanchho

„ Sri K. C. Das Gupta

Between

Standard Vacuum Refining Company of India, Ltd.

and

Its wokrmen (including clerical staff) and another (Petroleum Refineries Employees' Sabha).

BONUS:—Claim for—Living Wage—Company contending that the concerned employees are paid a "living wage" and hence there is no gap to be filled by way of bonus—Concept of "living wage", "fair wage", explained and examined-On the materials on record held that the wages and salaries paid to the concerned employees did not reach the standard of living wage—Quantum of bonus—Any ceiling, if could be fixed regarding the quantum of bonus—Factors to be taken into consideration in determing the quantum of bonus, indicated—Bonus by way of profit—sharing—Claim for, if admissible even in a case where employees are paid living wage".

In the instant case the claim for bonus made by workmen employed by an oil company was sought to be negatived on the ground that they were paid a "living wage" and hence there was no gap to be filled by way of grant of bonus. Hence the concept of "living wage" fell to be considered in the intant case.

Held: It is well-known that the problem of wage structure with which industrial adjudication is concerned in a modern democratic State involves in the utimate analysis to some extent ethical and social considerations. The advent of the doctrine of a welfare State is based on notions of progressive social philosophy which have rendered the old doctrine *laissez faire* obsolete. In the nineteenth century the relations between employers and employees were usually governed by the economic principle of supply and demand, and the employer thought that they were entitled to hire labour on their terms and to dismiss the same at their choice subject to the specific term of contract between them, if any,. The theory of "hire and fire" as well as the theory of "supply and demand" which were allowed free scope under the doctrine of *laissez faire* no longer hold the field. In constructing a wage-structure in a given case industrial adjudication does take into

account to some extent consideration of right and wrong, propriety and impropriety, fairness and unfairness. As the social conscience of the general community becomes more alive and active, as the welfare policy of the State takes a more dynamic form, as the national economy progresses from stage to stage, and as under the growing strength of the trade union movement collective bargaining enters the field, wage-structure ceases to be a purely arithmetical problem. Considerations of the financial position of the employer and the state of national economy have their say, and the requirements of a workman living in a civilized and progressive society also come to be recognized. It is in that sense, and no doubt to a limited extent, that the social philosophy of the age supplies the background for the decision of industrial disputes as to wage structure. As Mrs. Barbara Wootton has pointed out, the social and ethical implications of the arithmetic and the economics of wages cannot be ignored in the present age. (The Social Foundations of Wage Policy by Barbara Wootton—Allen & Unwin, 1955).

It is because of this socio-economic aspect of the wage-structure that industrial adjudication postulates that no employer can engage industrial labour unless he pays it what may be regarded as the minimum basic wages. If he cannot pay such a wage, he has no right to engage labour, and no justification for carrying on his industry; in other words, the employment of sweated labour which would be easily avilable to the employer in all undeveloped and ever under-developed countries is ruled out on the ground that the principle of supply and demand has lost its validity in the matter of employment of human labour, and that it is the duty of the society and the welfare State to assure to every workmen engaged in industrial operations the payment of what in the context of the times appears to be the basic minimum wage. This position is now universally recognized.

In dealing with wage-structure it is usual to divide wages into three broad categories; the basic minimum wage is the bare subsistence wage; above it is the fair wage, an beyond the fair wage is the living wage. It would be obvious that the concepts of these three wages cannot be described in definite words because their contents are elastic and they are bound to vary from time to time and from country to country. Sometimes the said three catagories of wages are described as the poverty level, the subsistence level and the comfort or the decency level.

It would be difficult and also inexpedient to attempt the task of giving an adequate precision these concepts. What is a subsistence wage in one country may appear to be much below the subsistence level in another; the same is true about a fair wage and a living wage; what is a fair wage in one country may be treated as living wage in another, whereas what may be regarded as living wage in one country may be no more than a fair wage in another. Several attempts have nevertheless been made to describe generally the contents of these respective concepts from time to time.

It is obvious that the concept of a living wage is not a static concept; it is expanding and the number of its constituents and their respective contents are bound to expand and widen with the development and growth of national economy. That is why it would be impossible to attempt the task of determining *the extent of the requirements of the said* concept in the context of today in terms of rupees, annas and pies on the scanty material available in the instant case.

It would be inexpedient and unwise to make an effort to concretize the said concept in monetary terms with any degree of definiteness or precision even if a fuller enquiry is held. Indeed it may be true to say that in an undeveloped country it would be idle to describe any wage-structure as containing the ideal of the living wage, though in some cases wages paid by certain employers may appear to be bigger than those paid by others. As observed in its Report by the Commission of Enquiry on "Emoluments and Conditions of Service of Central Government Employees, 1957-59 "taking a standard family as consisting of four members of whom only one is an earner, the average income of a family at the highest figure during the nine years ending in 1957-58 would work out at Rs. 1,166 per annum or about Rs. 97 per mensem. The minimum wage cannot be of the order of Rs. 125 when on the basis of the national income the average for a family works out only to Rs. 97 per mensem." Therefore, looking at the problem of industrial wages as a whole, it would not be possible to predicate that our wage-structure has reached even the level of a fair wage. It is possible that even so some employers may be paying a very high wage to their workmen, and in such a case it would be necessary to examine whether the wages paid approximate to the standard of the living wage; but in deciding this question the proper approach to adopt would be to consider whether the wage-structure in question even approximately meets the legitimated requirements of the components constituting the concept of a living wage.

Hence in any given case it could be considered whether the wages in question satisfies the tests laid down by the Royal Commission on the Basic Wages for the Commonwealth of Australia which has been endorsed by the Fair Wages Committee's Report, 1949, and broadly approved by the Supreme Court in the Express Newspapers case.

It would be unreasonable and unsafe to treat the conclusions of the Textile Inquiry Committee's Report, 1940, as to the monetary value of the living wage in 1940 as sound and to make it the basis of the calculation today. Incidentally the method of multiplying the figure deduced by the Committee by 3.5 is materially defective. The proper approach to adopt would be to evaluate each constituent of the concept of the living wage in the light of the prices prevailing today and thus reach a proper conclusion; but apart from it, the main objection against adopting the figure reached by the Committee is that even in 1940 the said figure could not be properly regarded as representing anything like a living wage standard. The object with which the Committee proceeded to hold its enquiry was in a sense negative; it was to determine the question as to how far the prevailing wages were deficient having regard to some reasonable concept of a living wage standard. The material before it was insufficient to determine satisfactorily the money-content of the said concept and the Committee itself was conscious that its calculations were bound to be broad and general and conditioned by the data available to it, and what is more important, conditioned by the notions of social justice then prevailing. Since 1940 the concept of social justice has made very great progress and the Constitution of the country has now put a seal of approval on the ideal of a welfare state. Besides, it may seem entirely unrealistic to talk of a living wage in the light of our national economy in 1940 and to evaluate its content at Rs. 50 to Rs. 55 per month. It is obvious that the Committee was really thinking of what is today described as the minimum need-based wage, and it found that judged by the said standard the current wages were deficient. In its report the Committee has used the word "minimum" in regard to some of the constituents of the concept of living wage, and its calculations show that it did not proceed beyond the minimum level in respect of any of the said constitutents. Therefore, though the expression "living wage standard" has been used by the Committee in its report Rs. 50 to Rs. 55 could not be regarded as anything higher than the need-based minimum wages at that time.

There could be no doubt that in dealing with the monetary value of the content of the concept of the living wage it would not be enough to evaluate the diet requirement with reference to the improved or even the balanced diet. The improved vegetarian diet which has generally been taken into account in making the relevant calculations would be wholly inappropriate in making calculations with regard to a living wage. Under the living wage a workman would be entitled to claim an optimum diet as prescribed by Dr. Aykroyd. Similarly the requirements as to clothing and residence which have been recognised in the tripartite resolution, though appropriate in reference to a need-based minimum wage, would have to be winded in relation to living wage. Besides, in determining the money value of the living wage it would be necessary to take into account the requirements of "good education for children, some expenditure for self-development," and it is hardly necessary to emphasize that the content of these requirements cannot be easily converted into terms of money and they would obviously vary from time to time and would show an expansive tendency with the growth of the national economy and with the advent of increasing prosperity for the nation as a whole and for any given industry in particular.

In this connection, it may be pertinent to observe that in deciding the quesion as to whether the living wage has been introduced by an employer normally it would be necessary to examine the wage-structure paid to the relevant working class as a whole. It is well-established that the claim for bonus is recognized on the basis of the contribution made by the working classes as a whole to the profits of the employer, and it would be invidious and unreasonable to isolate a few cases where higher wages may be paid and to claim immunity from the payment of bonus in respect of such cases. In the absence of special circumstances, *prima facie* the most expedient method to adopt would be to take the average of the wages paid to the relevant working class as a whole.

Taking the broad aspect to the concept of the living wage into consideration and bearing in mind its idealistic and expanding character, it would be possible and not very difficult either to say about a given wage that it does not reach the standard of a living wage.

On the materials on record it must be held that Rs. 273. 65 np which is the average of the operatives and Rs, 301. 16 np. which is the average of the operatives and the clerical staff taken together and Rs. 370. 15 np. which is the average of the clerical category, could not be considered to have reached the standard of "a living wage" They fall far short of the standard of the iiving wage. They might be treated as approximating to the lower level of the fair wage,

(1952 - I L. L. J. 839; 1954 - I L. L. J. 782; 1957 — I L. L. J. 165 — ......Not approved.

Case- law referred to.)

Hence it was held unnecessary to consider the question as to whether the workmen who are paid a living wage could claim bonus by way of profit-sharing.

It would be inadvisable and inexpedient to put any ceiling in the matter of awarding bonus. It is now well-established that in awarding bonus industrial adjudication has to take into account the legitimate claims of the industry, its shareholders who are entitled to claim a return on the investment made by them and the workmen. This Court has consistently refused to lay any rigid rule or formula which would govern the distribution of the available surplus between the three claimants. The decision of this question must inevitably depend on a proper assesment of all the releveant facts. If wages are small and the profits are high, then the workmen would be entitled to have a high rate of bonus. Indeed, if an employer makes consistently high profits and the wages continue to be low, it may justify the increase in the wage-structure itself; in other words, the award of bonus would have some relation to the wages paid to the employees. It is also true that unreasonably high or extravagant claims for bonus cannot be entertained just because the available surplus would justify such a claim.

Further the impact of award of bonus in an industrial dispute on comparable employments or on other employments in the region cannot be altogether ignored though its effect should not be overestimated either. The question whether employees are entitled to ask for bonus by way of profitsharing even in a case where they are paid a "living wage" is left undecided.

(Reproduced from 'The Labour Law Journal-February, 1961 issue – pp. 227 to 229.)

IN THE SUPREME COURT OF INDIA.

(Civil Appeals Nos. 521 of 1959 and 46 of 1960, dated 20 January 1961).

Present:

Justice Sri P.B. Gajendragadkar

" Sri K.N. Wanchoo

" Sri K.C. Das Gupta.

Between

Firestone Tyre and Rubber Company

and

Its workmen and another.

BONUS- Claim for-Living wage-Contention of the employer that the concerned workmen are not entitled to claim bonus as they were paid "a living wage", negatived on the facts of the case-Quantum of bonus Industrial tribunal, after considering all

the relevant circumstances, awarding five months' basic wages as bonus for the year in question-Appeal by special leave against the award of the industrial tribunal claiming higher bonus, in the circumstances rejected:

Following the decision dated 20 January 1961 in the Standard Vacuum oil Refining Company of India. Ltd., v. its workmen (Civil Appeals No. 416 of 1958 and No. 19 of 1959 (reported at p. 227 supra), held that the average wage of the order of Rs. 217 per month was far below the standard of "living wage" and that the company has failed to establish its plea that it was paying a living wage to its workers.

Dismissing the appeal preferred by the workmen against the award in so far it granted only five months' basic wages as bonus for the year in question, held that unless the discretion vesting in the industrial tribunal is shown to have been improperly or unreasonably exercised, the Supreme Court would not be justified in interfering with its award. Such interference would be justified if the court is satisfied that the award suffers from a serious infirmity and that the tribunal has failed to consider the relevant facts.

(Reproduced from 'The Labour Law Journal-February, 1961 issue-p. 242).

AIR 1961 CALCUTTA 95 (v 48 c 19)

S. C. Lahiri, C. J. AND

R. S. BACHAWAT, J.

N, R. Mukherjee and others —*Appellants*

vs

Arnold Hartman Just and others ..*Respondents*

A.F.O.O. No. 196 of 1958, D/-16.6.1960.

(a) Industrial Disputes Act (1947), S. 2 (i)–Firm of chartered Accounts whether "industry" -Abstract question cannot be decided without evidence as to work carried on by the firm.

The question whether the business of a Chartered Accountant is an industry within the meaning of S 2 (i) is an abstract question of law, which cannot be decided without a specific finding of the Tribunal as to the manner in which the firm carries on its business and also on the question whether the activities of the firm are confined only to business of a Chartered Accountant simpliciter or they extend to other activities, which are not connected with the business of a chartered accountant. The question has to be decided after taking evidence on two questions, namely (a) whether the professional income of the firm was earned "solely" by the efforts of the partners of the firm and (b) whether the firm carries on other businesses besides the business of a Chartered Accountant.

(Para 5)

(b) Constitution of India, Art. 226-High Court can issue direction to subordinate Tribunal to take further evidence and determine question. AIR 1952 Bom 443, Dissented from. (Para 7).

Cases referred:	*Courtwise Chronological*	*Paras*
('53)	AIR 1953 SC 58 (v 40): 1953 SCR 302, D.N. Banerjee v. P.R. Mukherjee	4
('58)	AIR 1958 SC 1026 (V 45); 1958-2 Lab LJ 498, Workmen of Dahingeapara Tea Estate v. Dahingeapara Tea Estate	5
('60)	AIR 1960 SC 610 (V 47): 1960-1 Lab LJ 251, State of Bombay v. Hospital Mazdoor Sabha	4
('60)	AIR 1960 SC 675 (V 47): 1960-1 Lab LJ 523, Corporation of the City of Nagpur v. Its Employees	4
('52)	AIR 1952 Bom 443 (V 39): ILR (1953) Bom 177, Mahomed Usman v. Labour Appellate Tribunal	6
(60)	AIR 1960 Bom 22 (V 47): 1959-2 Lab LJ. 38, National Union of Commercial Employees v. M. R. Meher	4
('58)	AIR 1958 Cal 460 (V 45): 62 Cal WN 473, Brij Mohan v. N.C. Chatterjee	4
('58)	AIR 1958 Cal 465 (V 45): 62 WN 484, D.P. Dunderdele v. G. P. Mukherjee	4
(1957)	1957-1 QB 574: 1957-2 WLR 498, R. v. Medical Appeal Tribunal	7

(Reproduced from "All India Reporter" February 1961 p. 95).

AIR 1961 KERALA 44 (V 48 C 14)

Superintendent, Erumeli Estate ... *Petitioner.*

vs

Labour Court, Quilon ... *1st Respondent.*

O.P. No. 778 of 1958, D/- 5-4-1960. from order of Quilon Labour Court, in L.D. No. 8 of 1958.

(a) Industrial Dispute Act (1947), Ss. 10 and 15—Dismissal of workmen for misconduct—Reference to Industrial Tribunal—Jurisdiction of tribunal to interfere.

Undoubtedly the management of a concern has power to direct its own internal administration and discipline but the power is not unlimited and when a dispute arises Industrial Tribunals have been given the power to see whether the termination of service of a workman is justified and to give appropriate relief. The Labour Tribunal in disputes referred to it has

jurisdiction to investigate and satisfy itself that the procedure followed by the employer is fair, honest and not in violation of principles of natural justice, that the conclusions arrived at are not perverse and that the motive for the inquiry is bonafide and the enquiry is not vitiated by victimisation or unfair labour practices. Should the tribunal be satisfied that the aforesaid vitiating grounds do not exist, any interference by it would not be justified, for otherwise the tribunal would then be acting as an appellate authority over the management's decision. 1951) 2 Lab LJ 314 (LATI—Cal) (FB) and AIR 1958 Pat 120, Dissented from, AIR 1958 SC 130, Rel. on Case law ref.

(Para 7)

(b) Constitution of India, Art. 226—Error of law on face of record Award of Industrial Tribunal.

Exercise of jurisdiction under Art. 226 is not excluded where an award of the Industrial Tribunal is tainted with error of law apparent on the face of the record. AIR 1953 SC 437, Expl.

(Para 9)

(c) Industrial Disputes—Dismissal of workmen—Case of Victimisation—Whole proceedings should be set aside—Direction by Tribunal should not be one of mere reinstatement with no back wages.

(Para 10)

Cases referred:	*Court-wise Chronological*	*Paras*
('53)	AIR 1953 SC 437 (V 40): 1952-2 Lab LJ 577, United Commercial Bank Ltd, v. Secy., U.C. Bank Employees Union	7, 9
('57)	(S) AIR 1957 SC 82 (V 44): 1950 SCR 916, L.D. Sugar Mills v. Ram Sarup	7
('57)	(S) AIR 1957 SC 194 (V 44): 1956-2 Lab LJ 454, Hanuman Jute Mills v. Amin Das	7
('57)	(S) AIR 1957 SC 326 (V 44). 1957-1 Lab LJ 1, Caltex (India) Ltd. v. E. Fernandes	7
('58)	AIR 1958 SC 79 (V 45): 1958 SCR 514, Martin Burn Ltd, v. R. N. Banerji	7
('58)	AIR 1958 SC 130 (V 45): 1958 SCR 667, Indian Iron and Steel Co. v. Their workmen	7
('60)	AIR 1960 SC (V 47): 1960-1 SCR 806, Punjab National Bank Ltd, v. All India Punjab National Bank Employees' Federation	7
('51)	1951-2 Lab LJ 314 (LATI-Cal) (FB), Buckingham and Carnatic Mills Ltd, v. Their Workmen	8
('60)	AIR 1960 Cal 249 (V 47): 64 Cal WN 304, National Tobacco Co. of India Ltd, v. Fourth Industrial Tribunal	6
('59)	AIR 1959 Kerala 62 (V 46): 1958 Ker LJ 456: 1958 Ker LJ 969, Raghavan v. Industrial Tribunal, Ernakulam.	5

('59)	1959 Ker LR 685: 1959 Ker LJ 1312, S. N. V. Sadanam v. Hotel Workers' Union.	5
('60)	AIR 1960 Kerala 103 (V 47): 1959 Ker LT 1018: 1959 Ker LJ 1059, Superintendent, Nellikai Estate v. Its Workmen	5
('59)	AIR 1959 Mad 532 (V 46): 1959-2 Lab LJ 80, Cambodia Mills Ltd. v. Industrial Tribunal	6
('59)	1959-2 Lab LJ 193: ILR (1958) Mad 66, Abdul Khader v. Consolidated Coffee Estates	6
('59)	1959-2 Lab LJ 512: 1959-1 Mad LJ 254, Coimbatore Cotton Mills Ltd. v. Central Govt. Industrial Tribunal	6
('59)	1959-2 Lab LJ 791: 1960-1 Mad LJ 87, Sandanasami Pillai v. Ponnuswami	6
('58)	AIR 1958 Pat 120 (V 45): 1958-2 Lab LJ 95, Sitapore Sugar Works Ltd. v. State of Bihar.	4, 5

(Reproduced from ":All India Reporter" February 1961 p. 44 & 45)

IN THE HIGH COURT OF JUDICATURE AT BOMBAY

(Appeal No. of 1959, dated 24 August 1960)

PRESENT:

Justice Sri Mudholkar

Justice Sri Shah

Betgeen

East Asiatic and Allied Companies, Bombay

and

Shelke (B. L.)

Industrial Disputes Act, Ss. 2 (k) and 12 (1) - The expression "may" in S. 12 (1) of the Act, if should be construed to read as "shall" - The conciliation officer in order to satisfy himself as to whether he should commence conciliation proceedings in respect of a dispute brought to his notice, holding preliminary meetings with the representatives of the union and also separately with the representatives of the employers — In the course of one such meetings he conveying certain proposals made by the employers to their representatives the union, which, however, were not accepted by the union — The conciliation officer in the circumstances, if could be considered to have commenced the conciliation proceedings:

In the instant case the union brought to the notice of the conciliation officer that one of the members was dismissed from service without holding any proper enquiry and that it was a case of victimization. The conciliation officer had preliminary meetings with the representatives of the union and also separately with the representatives of the employers. In the course of one of such meetings he informed the union respresentatives certain proposals made by the respresentatives of the employers in the matter of the dismissal of the concerned workmen, which were however not accepted by the union. After considering the relevant papers touching the dispute in question he ultimately informed the union that he did not consider the case fit for admitting in conciliation.

Feeling aggrieved by the refusal of the conciliation officer to commence conciliation proceedings, the union preferred a writ petition for directing the conciliation officer to commence the conciliation proceedings under the provisions of S. 12 (1) of the Industrial Disputes Act 1947. The said writ petition was dismissed on the ground that there is no duty cast on the conciliation officer under S. 12 (1) of the Act to commence conciliation proceeding and further on the facts of the instant case it could not be contended that the conciliation officer had commenced the proceeding by holding the preliminary meetings with the representatives of the parties to the dispute.

Rejecting the writ appeal preferred by the union, it was held that Chap. IV of the Industrial Disputes Act, 1947, deals with the procedure, powers and duties of authoritees constituted by it. Section 12 (1) provides that where an industrial dispute exists or is apprehended, the conciliation proceedings in the prescribed manner. It further provides that where the dispute relates to a public utility service and a notice under S. 22 has been given the conciliation officer shall hold conciliation proceedings. This provision draws a clear distinction between a dispute which relates to a public utility service and any other kind of industrial dispute. The use of the word "may" in so far as the latter kind of disputes are concerned, makes it abundantly clear that the legislature has invested the conciliation officer with the discretion whether to enter upon conciliation in regard to such disputes or not.

(1880) 5 App. Cases 214.......considered.

Further it is the duty of the conciliation officer to satisfy himself before undertaking conciliation proceeding as to whether the grievance which the union has put forward is genuine or not. Since the law confers a discretion upon the conciliation officer whether he should enter upon conciliation or not, it is only right, and proper that he should satisfy himself by all means available to him about the propriety of undertaking conciliation. If for satisfying himself in this respect, he holds preliminary discussions with the representatives of the parties and even conveys proposals made by one of the parties to the other, it could not be said that he has commenced conciliation proceedings. He could do so to satisfy himself as to whether there is any genuine dispute and whether it is a matter in which he should undertake conciliation.

(Reproduced from Labour Law Journal February, 1961 issue-p.162)

IN THE SUPREME COURT OF INDIA

(Criminal Appeal No. 96 of 1959, dated 5 May 1960).

Present:

Justice Sri P. B. Gajendragadkar

„ Sri K: N. Wanchoo

„ Sri K. C. Dass Gupta.

Between

Ramnagar Cane and Sugar Company, Ltd.

and

Jatin Chakravorty and others.

Industrial Disputes Act, Ss. 18, 22 (1) (d) and 25 - West Bengal Security Act, Ss2 (9) (e) and 11 - Illegal strike - Workmen employed in a public utility concern represented by two unions - Both the unions submitting charter of demands in respect of same service conditions - Conciliation proceedings between one of such unions and the management concluded and the conciliation officer submitting his failure report-Conciliation proceedings in respect of charter of demands submitted by the other union pending conciliation - Workmen who were members of the other union going on strike - Such strike, (in the circumstances, if illegal under the provisions of S.24 of the Industrial Disputes Act - The fact that such workmen were not members of the other union or were not parties as fact to the pending conciliation proceedings, if relevant in determining the question as to whether the strike was illegal or legal:

Section 24 of the Industrial Disputes Act provides *inter alia* that a strike shall be illegal if it is commenced or declared in contravention of S.22 or 23. That takes us to the provisions of S. 22, and we have to find out whether in commencing the strike on 13 February 1954 the respondents had contravened the provisions of S.22 (1) *(d)* of the Act. Section 22 (1)(d) lays down that no person employed in a public utility service shall go on strike in breach of contract during the pendency of any conciliation proceedings before a conciliation officer and seven days after the conclusion of such proceedings. The effect of this provision is clear. If a strike is declared in a public utility service during the pendency of a conciliation proceeding it is illegal.

It is now well-settled that an industrial dispute could be raised by a body of workmen acting through a union or otherwise. When an industrial dispute is thus raised and is decided either by settlement or by a award, the scope and effect of its operation is prescribed by S.18 of the Act. Section 19 (1) provides that a settlement arrived at by agreement between the employer and the workmen otherwise than in the course of conciliation proceedings shall be binding on the parties to the agreement; whereas S.18 (3) provides that a stttlement arrived at in the course of conciliation proceedings which has become enforceable shall be binding on all the parties specified in Cls. (a), (b), (c) and (d) of Sub-sect. (3). of Section 18 (3) (d) makes it clear that, where a party referred to in Cl. (a) or (b) is composed of workmen, all persons who were employed in the establishment or part of the establishment, as the case may be, to which the dispute relates on the date of the dispute and all persons who subsequently become employed in that establishment or part, would be bound by the settlement. In order to bind the workmen it is not necessary to show that the said workmen belong to the union which was a party to the dispute before the conciliator. The whole policy of S.18 appears to be to give an extended operation to the settlement arrived at in the course of conciliation proceedings, and that is the object with which the four categories of persons bound by such settlement are specified in S.18, Sub-Sec. (3).

(1960 - I L.L.J. 1; 1960 - I L.L.J. 551...Referred to.)

The position has an important bearing on the construction of S. 22 (1) (d) of the Act. When the said provision refers to the pendency of any conciliation proceedings, it must reasonably be construed to mean any conciliation officer and which settlement may bind all the workmen concerned; in other words, if a conciliation proceeding is pending between one union and the employer and it relates to matters concerning all the employees of the employer, the pendency of the said conciliation proceeding would be a bar against all the employees of the employer employed in a public utility service to go on a strike during the pendency of the said proceeding under S.22 (1) (d).

The above construction would be consistent with the specific provisions as to the effect of conciliation settlements prescribed by S.18 (3) (d) and is harmonious with the general policy of the Act, otherwise, it would unnecessarily disturb industrial peace if one union employed in a public utility service is allowed to go on strike even though demands common to the members of the said union as well as the rest of the workmen are being considered in conciliation proceedings between the said employer and his other employees represented by another union. It would be another matter if the conciliation proceedings in question are confined to specific damands limited to a specified class of employees. In such a case it may be contended that the other workmen who are not interested in the said demands may not be bound by the said proceedings.

(Reproduced from the 'Labour Law Jonrnal - February 1961 issue - pp. 244 to 245)

AIR 1961 GUJARAT 22 (V 48 C 9)

DESAI C.J. AND BHAGWATI J.

Indian Extractions Private Ltd., ...*Petitioners*

vs

A. V. Vyas, Conciliation Officer and another ...*Opponents*.

Special Civil Appln. No. 248 of 1960, D/29-8-1960.

(a) Industrial Disputes Act (1947), S. 33 (2)-Industrial Disputes (Central) Rules (1957), R. 60 and Form K- Application for approval under

S. 33 (2) must be made before order of dismissal or discharge is passed by employer.

The application for approval to the authority concerned required to be made by the employer under the proviso to S. 33 (2), must be made by the employer before he passes the order of dismissal or discharge. The words "action taken" in the proviso to S. 33 (2) must be contrued as "action proposed to be taken". Decision in AIR 1960 Bom 390, held could not be treated as per incuriam, and Foll.

(Paras 6, 11)

(b) Interpretation of Statutes-Labour legislation-Reference to Statement of objects and reasons not permissible.

In case of any legislation of the nature of Industrial Disputes Act, 1947, the Court should not look at the Statement of Object and Reasons in constructing its provisions. AIR 1960 Bom 390, Disapproved.

Para 6

(c) Precedents-Principle of comity of judgments-Exception to-Decision given per incuriam. What is Only one aspect of question overlooked Decision cannot be treated as one given per incuriam.

One of the well-recognised exceptions to the rule that a decision of a court coordinate jurisdiction should be followed by another court similarly constituted is that a judgment delivered per incuriam is not binding on a court of co-ordinate jurisdiction. In its primary sense the expression 'per incuriam' means something determined through want of care. The expression connotes an order obviously made through some mistake or under some misapprehension. a decision or a dictum of a judge which clearly is the result of some material oversight.

(Para 10

The doctrine of binding precedent of a co-ordinate court is not absolute in its applicablity, It does not require a court to abdicate wholly its own judgment. It does, however, rest strongly on the principle of comity which requires uniformity of decisions of courts and certainty about the law. Moreover, the sound principle that confusion and uncertainty should as far as possible be avoided also requires that precedents of court of co-ordinate jurisdiction should be respected and followed unless there is strong permissible reason for not doing so, for instance in case of a decision delivered incuriam. It is not, however, every relevant consideration or aspect or fact of a question or point for determination about which there may have been some mistake or misapprehension or which decided the question or point that can be regarded as adequate ground for treating the decision as per incuriam.

(Para 10)

Applying those considerations to A I R 1960 Bom.390 it was held that the mere circumstance that an argument founded on S. 38 (4) of the Industrial Disputes Act had not been presented before the Bombay High court in deciding question relating to the proper interpretation of S. 33 (2)

(2) of that Act was not sufficient for reaching the conclusion that the decision in A I R 1960 Bom 390 was given per incuriam and, therefore, need not be followed by court otherwise bound to do so, namely, Gujart High Court. In the context of the case, it was only one aspect of the matter and one step in the ratiocination which would lead the court to a proper interpretation of S. 33 (2)

(Para 11

Case referrd :	*Courtwise Chronological*	*Paras*
('55)	(S) A I R 1955 So 661 (V 42): 1955-2 SCR 603, Bengal Immunity Co., Ltd. v. State of Bihar.	9
('60)	A I R 1960 Bom 390 (V 47): 62 Bom LR 199, Premier Automobiles Ltd. v. Ramachndra	6, 11
(1944)	1944-1 KB 718. 1944-2 All ER.293, Young v. Bristol Aeroplane Co., Ltd.	8, 9
(1950)	1950 2 KB 466-66 TLR 1122, Nicholas v. Penny	8

(Reproduced from "All India Reporter" February 1961) p. 22 and 23.

AIR 1961 MADRAS 85 (V 48 C 25)

RAJAGOPALA IYENGAR, J.

Management of C. Velusamy Nadar Transports,

Udamalpet, Coimbatore Dist., ... *Petitioner*

vs

Secretary, Coimbatore District Motor Workers' Union Branch, Udamalpet, representing the workers employed in C. Velusamy Nadar Transports, Udamalpet and others ... *Respondents*

Writ Petn. No. 821 of 1958, D/-11-12-1959,

Industrial Dispute—Dismissal of workman — Power of Industrial Tribunal to interfere and give appropriate relief—Termination of service for misconduct after proper enquiry—No suggestion that conclusion was perverse or vitiated by improper motive — Award directtng reinstatement held was without jurisdiction.

The management of a concern has power to direct its own internal administration and discipline; but the power is not unlimited and when a dispute arises industrial tribunals have been given the power to see whether the termination of service of a workman is justified and to give appropriate relief. **In cases of dismissal on misconduct the Tribunal does not, however,** act as a court of appeal and cannot subtitute its own judgement for that of the management. It will interfere (1) when there is a want of good faith, (2) when there is victimisation or unfair labour practice, (3) when the management had been guilty of a basic error or violaticn of a principle of natural justice and (4) when on the meterials the finding is completely baseless or perverse. (Para 4)

The management had dismissed its workman for misconduct after a proper enquiry conducted by it. On a dispute being raised by the workman it was referred to the Labour Court. The Court after considering the evidence adduced before it held that the dismissal was not justified and therefore ordered reinstatement of the workman.

Held that the award of the Labour Court was beyond its jurisdication in that it entered in to the merits of the dismissal when on its finding there had been an enquiry by the management and there was no suggestion that the conclusion reached as a result of the enquiry was perverse or was vitiated by improper motive. AIR 1958 SC 130, Applied. (Para 5)

Cases referred : Courtwise Chronological — Paras

('58) AIR 1958 SC 130 (V 45): 1958-1 Lab LJ 260, Indian Iron and Steel Co, Ltd. v. Their Workmen.

(Reproduced from "All India Reporter" February 1961 page 85)

IN THE HIGH COURT OF JUDICATURE, KERALA.

(Criminal Appeal No. 133 of 1959, dated 8 July 1960.)

Present.

Justice Sri Velu Pillai

" Sri Raghavan

Between

State of Kerala

and

Mulloth (V. M.)

Factories Act, Ss. 2 (k), 2 (m), and 85—Industrial school run for imparting instructions to pupils in handloom weaving of cloth and mat—weaving—Persons engaged to demonstrate handloom weaving of cloth and mat—weaving—persons so working, if could be said to be engaged in a "manufacturing process" within the meaning of S. 2 (k) of the Act—Such school premises, if a factory within the meaning of S. 2 (m) of the Act or if would be covered by any of the notifications issued by the Kerala Government under S. 85 of the Act;

In the instant case the respondent was running an industrial school for imparting instructions to pupils in handloom cloth-weaving and mat-weaving. He used to engage persons to demonstrate such weaving to the pupils in his school. The question arose in the instant case as to whether demonstration work so carried on in the premises could be characterized as a "manufacturing process" as defined in S. 2 (k) of the Factories Act.

Answering the question in the negative, held that the production of cloth carried in the school is carried on only for the demonstration and instruction in weaving to the students. It might be that by such demonstration the cloth that is being produced is saleable. But from this it could not be said that the cloth that is being produced is produced with a view to its sale.

(1941) 1 All E.R. 555 .... Followed)

Hence the school premises would not be a factory within the meaning of S. 2 (m) of the Act, nor would it be covered by the notification of the Kerala State Government issued under S. 85 of the Act.

(Reproduced from 'The Labour Law Journal'—February 1961 issue-pp. 184 to 185.)

IN THE HIGH COURT OF JUDICATURE AT BOMBAY.

(Criminal Revision Application No. 412 of 1960, dated 8 August 1960).

Present:

Justice Sri V. S. Desai

Bettween

Homi J. Bhajiwala

and

The State

Bombay Shops and Establishments Act, S, 2 (27)—Factories Act, Ss. 2 (m) and 85—Shop—Expression "any premises where services are rendered to customers" in S 2. (27) of the State Act—Scope of—A person running electro-plating business in a defined premises employing four workmen—Car-owners sending the spare parts of their cars to be electroplated through their agents or servants—Such spare parts received and delivered to the customers outside the workspot—Such premises, held shop within the meaning of S. 2 (27) of the State Act—Such shop not a factory as defined under S. 2 (m) of the Factories Act nor covered by notification under S. 85 of the Factories Act—Provisions of the Factories Act, held, not applicable to such establishment:

In order to satisfy the requirements of the definition of "shop" in S. 2 (27) of the Bombay Shops and Establishments Act, it is not necessary that the customers must themselves go to the premises. Services rendered to customers are services as are required by or called for by the customers. If the services required or called for are in respect of articles belong to the customers' the rendering of service to the customers will consist of accepting the articles for doing such work as is required in respect of them and delivering back the articles after executing the work as desired by the customers. If there is a defined premises where the articles are received for and on behalf of the customers and are returned to them after executing the required work, that is a premises where services are rendered to the customers irrespective of whether the customers themselves have brought the articles to the premises or have sent them with their agents or servants.

The fact that in such a case the articles sent by the customers are received outside the premises and are delivered back to the customers after executing the work, could not make any difference.

(1954 - II L.L.J. 694 (694 (S.C.)......Distinguished on facts.)

The Factories Act 1948, does not deal with all factories, nor it is intended to deal exhaustively with all factories. It deals with only such factories as fall within the definition of a factory given in the Act and no such other establishments which may be brought within its operation by notification under S. 85 of the Act. "Factories" is an item in the concurrent list and the State legislature is competent to legislate with regard to the extent to which it has not been legislated by the Central legislature. The State Act, namely, the Bombay Shops and Establishments Act, has advisedly excluded from the definition of the shop in S. 2(27) of the Act a factory which is defined as a factory under C l. (m) of S. 2 of the Factories Act, 1948, or which is deemed to be a factory under S. 85 of the said Act. If such an establishment is neither a factory under S. 2(m) of the Factories Act nor one which could be deemed a factory under any of the notifications issued under S. 85 of the Factories Act by the Central Government, it could not be contended that it is excluded from the operation of the Bombay Shops and Establishments Act as manufacturing process is carried on in such establishment.

(Reproduced from the Labour Law Journal - February, 1961 issue - pp. 170 to 171)

AIR 1961 KERALA 57 (V 48 C 21

FULL BENCH

Kokkalai Rice and Oil Mills Foundry, etc., ...*Appellant*

vs

Regional Provident Fund Commisioner ...*Respondent.*

A.S. No. 147 of 1954, from judgment of Travancore-Cochin High Court in O.P. No. 78 of 1953.

(a) Employees' Provident Funds Act (1952) (as it stood prior to its amendment in 1956), S.1 (3)- Composite factory engaged in scheduled and non-scheduled industries - number of employees in factory as a whole

exceeding 50 but those engaged in scheduled industry less than 50 - S.1 (3) whether attracted - Specified industry whether must be primary activity of factory.

In the case of a factory where an industry included in Schedule I and other industries not so included in the Schedule are carried on, the number of employees specified in S.1 (3) of the Act, as necessary to attract the application of the Act, need not be in the scheduled industry itself; it is sufficient if that number is employed in the factory as a whole. The expression "in which fifty or more persons are employed" in S.1 (3) even as it stood originally, before its amendment in 1956, related to "factories" and not to "industry" mentioned in the said section. AIR 1958 All 474 and AIR 1959 Mad 235, Foll; (S) AIR 1957 Bom 149 Dissent, from. (Paras 7,8)

The word 'factory' in S.1 (3) means the whole of the premises in any part of which a scheduled industry is carried on and not the particular unit thereof which is actually engaged in such industry. AIR 1958 All 474 and AIR 1959 Mad 235, Foll; (S) AIR 1957 Bom 152, Dissent, from. (Para 9)

Per Majority (Madhavan Nair J, with whom Ansari C. J. agreed; Raghavan J. Dubitante): The words "the factories engaged in an industry specified in Sch.I" in S.1 (3) do not warrant an enquiry as to whether a particular industry that is carried on in a factory is the primary activity therein or is only an accessory activity. If a factory carries on a scheduled industry, in any part thereof, that factory in its entirety would come within the expression "factories engaged in any industry specified in Schedule I". View of Mudholkar J. in (S) AIR 1957 Bom 149 and AIR 1959 Mad 235, Dissent, from O.P. 78 of 1953 (Trav-Co), Affirmed. (Para 11)

(b) Employees' Provident Funds Act (1952), Ss. 15,19-A-Employer intimated in time that his factory came within Act and notices demanding contributions issued-Employer rushing to Court and obtaining injunction restraining Commissioner from realising contributions in his giving undertaking not to alienate plant and machinery till disposal of case-Factory finally held to come within Act-Order for past accumulations of contributions by employer-Validity.

Where, after the R.P.F. Commissioner (Respondent) had informed the employer (Appellant) in time that the appellant's factory came within the Act and the scheme and the Provident Fund contributions would commence on 1-11-52 and had explained how it came within the Act, the appellant rushed to the Court and obtained an injunction to restrain the Commissioner (Respondent) from taking any action against him (Appellant) for not remitting the contributions, on giving an undertaking not to alienate the plant and machinery till the disposal of the case, and the court finally holds that the factory came within the Act and the notice issued by the respondent to the appellant was valid, it was not open, in the circumstances, to the appellant to say that since the respondent did not collect the contributions in due time, he could not later be allowed to collect or realise the same for the period that had gone by. This issuance of an injunction by the court at the instance of the appellant could not be allowed to prejudice the respondent in the enforcement of his legal rights: AIR 1958 Cal 570, Disting. (Para 14)

The appellant cannot be allowed to defeat the benefits to the fund by the fact that he had closed the factory in the past and disbanded all the employes and by his inaction in recovering the share of the contribution from the employees or mistaken proceeding in the court. The appellant is in duty bound to pay up the employer's share of the contributions to the Fund. AIR 1958 All 474, Rel. on.

(Paras 15, 17)

What may be done in future with regard to such contribution when it is paid to the Fund will have to be decided in the first instance by the Commissioner and if the appellant has any *real grievance* in his decision it will then be time for him to take appropriate proceeding thereupon.

(Para 18)

Cases referred:	*Courtwise Chronological*	*Paras*
('58)	AIR 1958 All 474 (V 45): 1958 All LJ 241, N. K. Industries (Private) Ltd. v. R. P. F. Commr. U.P.	6,7,9,16
('59)	AIR 1959 All 133 (V 46): 1958 All LJ 685, R. P. F. Commr. v. Great Eastern Electro-plator Ltd.	7
('57)	(S) AIR 1957 Bom 152 (V 44): 59 Bom LR 877, Oudh Sugar Mills Ltd., v. R.P.F. Commr.	7,11,19,21
('57)	(S) AIR 1957 Bom 152 (V 44): 59 Bom LR 760 Nagpur Glass Works Ltd., v. R.P.F. Commr.	9
('58)	AIR 1958 Cal 570 (V 45)- (1958-59) 15 FJR 219, Aluminium Corporation of India Ltd. v. R.P.F. Commr.	13,18
('59)	AIR 1959 Mad 235 (V 46): ILR (1959) Mad 353, Madras Pencil Factory v. R.P.F. Commr.	6,7,9,11,19,21

(Reproduced from "All India Reporter" February 1961)

P. 57 to 58

AIR 1961 MADHYA PRADESH 37 (V 48 C 21) INDORE BENCH

Criminal Revn. Nos. 177 and 257 of 1959, D/-8-3-1960, from order of Addl. S. J., Ujjain, D/-30-6-1959.

(a) Penal Code (1860), S. 406—Deduction from employees' wages on account of their contribution to provident fund—Employer's failure to credit amounts in fund—It is criminal breach of trust. (Para 8)

(b) Criminal P.C. (1898), S. 432—"Regulation" includes rules made by Government under statute.

The "regulation" in Sec. 432 is used *in a very general* sense as equivalent to any secondary legislation, in other words, any rule or what

amounts to a rule, made by the Government in exercise of powers given by an enactment and itself having the force of law. Law itself is separately mentioned. (Para 9)

(c) Employees' Provident Funds Act (1952), S. 5—Scheme under Act—Notification is hit by Art. 20(1) as far as it makes *penal provision* retrospective — Article 20(1) does *not* hit law punishing continuing offences—Non-payment of provident and contribution and establishment charges on due date is a continuing offence and becomes punishable as soon as the scheme comes into force. AIR 1954 Part 371 (FB) and AIR 1957 Cal 483, Relied on.

(Paras 10, 16)

(d) Employees' Provident Fund Act (1952), S. 8—Scheme under Act—Para 76 making non-payment of contribution an offence—Section 8 empowering recovery of money as land revenue—Penal provision of para. 76 can still be invoked for non-payment of contribution. (Para 17)

Cases referred :	*Courtwise Chronological*	*Paras*
('57)	(S) AIR 1957 Cal 483 (V 44): 1957 Cri LJ 834, G. D. Bhattar V. State	14
('54)	AIR 1954 Pat 371 (V 41): 1954 Cri LJ 1187 (FB), State v. Kunja Behari	14

(Reproduced from "All India Reporter" February 1961 p. 37)

AIR 1961 PUNJAB 109 (V 48 C 34)

D. K. MAHAJAN J.

Gurdit Singh Natha Singh; ... *Apeellant*

vs

Employess State Insurance Corporation ... *Respondent*

F. A. F. O. No. 89 of 1959, D/-7-3-1960, from order of sub Divl. Magistrate, Batala, D/-9-7-1959:

Employees' State Insurance Act *(1948)*, S. 53 *(ii)*, *(iii)* and Sch. II, Rr. 4,5—Remarriage of widow—Parents cannot claim dependants' benefit.

Sections 53 (ii) 53 and *(iii)* are mutually exclusive. Rule 4 in sch. II covers cases under Section 53 (ii) and Rule 5 those under Section 53 (iii). Rule 4 while providing for the contingency of remarriage does not provide that dependant's benefit will go to the parents, *whereas* Rule 5 *only comes* into play in case the deceased person does not leave a widow or a ligetimate child or children. Hence the perents cannot claim depenadnts' benefit on the remarriage of the widow of the deceased. (Para 3)

(Reproduced from "All India Reporter" February 1961) pp 109 and 110)

Memorandum of Settlement arrived at under Section 18 of the Industrial Disputes Act 1947 and under Rule 25 (1) of the Madras Industrial Disputes Rules 1948.

Name of Partus :

Representing employers :

1. Mr. P. V. Macky, Managing Director 2. Mr. M. Krishnamurthy, Manager, Personnel and Labour	Representing the Management of Madura Mills Company Limited, Madurai, Tuticorin and Ambasamudram.

Representating Workmen :

Mr. M. Velu, President. „ M. S. Ramachandran, Regional Secretary, I.N.T.U.C. Tamilnad.	1. National Textile Worker's Union, Madurai. 2. National Textile Worker's Union, Vikramasingapuram. 3. Mill Staff Union, Madurai. 4. Mill Maistries Union, Madurai 5. Textile Mills Engineering Worker's Union, Madurai. 6. Mill Staff Union, Vikramasingapuram. 7. National Engineering Workers Union, Vikramasingapuram. 8. Mill Maistries Union, Vikramasingapuram. 9. Textile Mills Engineering Workers Union, Tuticorin. 10. Madura Mills Maistries, Fitters Sangam, Tuticorin.
„ P. A. Kannayya, President.	11. Papanasam Labour Union, Vikramasingapuram.
„ K. Panchapagesan, President, Executive Committee Member.	12. Agasthiar Labour Union, Vikramasingapuram. 13. Madura Labour Union, Madurai.
„ T. Valavandan, Secretary.	14. Madura Mill Labour Union, Madurai.
„ S. Krishnan, Secretary.	15. Madura District Mill Workers Union, Madurai.
„ M. Venkatakrishnan, General Secretary.	16. Tuticorin Mill Labourers Union, Tuticorin. 17. Mill Staffs Association, Tuticorin.
„ R. Vaithianathan, President. „ R. Thangaraj, General Secretary.	18. Harvey Staff Union, Tuticorin.
„ R. Santhanakrishnan, President. „ L. Alagarswami, General Secretary.	19. Harvey Staff Association, Madurai.
„ N. P. Periaperumal, President. „ S. Muthian, General Secretary.	20. Harvey Employees Union, Madurai. 21. Harvey Employees' Union, Vikramasingapuram.

Short recital of the case :-

The Management of Madura Mills Company Limited, and the representatives of workmen employed in Madura Mills Co. Ltd., Madurai, Tuticorin and Ambasamudram whose names are mentioned above have been holding discussions with regard to the question of reaching a Long Term Settlement in respect of bonus to be paid to the workmen in the said Mills in respect of the years 1960, 1961 and 1962 as well as some ex-gratia payment of Bonus for the year 1959 and have in the interests of industrial peace and harmony reached the following Settlement :-

Terms of Settlement

1. *In respect of the 3 years viz.*, the Company's financial year ending 31st December, 1960 31st December 1961, and 31st December, '62 Bonus to workmen shall be paid on the following basis.

The term "workmen" shall include for bonus purposes all the workers in the Mill Departments, Engineering Department, etc., as well as Gardeners, Bungalow Servants, Canteen, Creche and other Welfare sections, Mill Writers, Office Clerks, Peons, Supervisory staff and Junior Assistants etc., but shall exclude Senior Covenanted Officers in Office, Mill and Engineers.

2. In respect of the 3 years 1960, 1961 and 1962 bonus linked to profit will be paid on the following scale:—

Profit (Rs. in lakhs).	Bonus payable: As percentage on profit shown in column (1).	Bonus payable: Total amount payable to all workmen.
1	2	3
	Precentage	
For profit.- Upto and including Rs. 10 lakhs, or even if there is a loss.		Rs. 5 lakhs miuimum bonus payable.
Above Rs. 10 lakhs upto and including 20 lakhs.		Rs. 6 lakhs

(1)	(2)	(3)
Above Rs. 20 lacs upto and including 30 lakhs.	30%	
Above Rs. 30 lakhs upto and including 40 lakhs.	40%	
Above Rs. 40 lakhs upto and including 45 lakhs.	45%	
Above Rs. 45 lakhs.	50%	Subject to a maximum of Rs. 25 lakhs.

As stated above a minimum Bonus of Rs. 5 lakhs will be paid and the maximum shall be Rs. 25 lakhs.

3. Excepting in the case of Rs. 5 lakhs and Rs. 6 lacs payable as Bonus for profit up to Rs, 10 lakhs and Rs. 20 lakhs respectively, Bonus will be paid in other cases as a percentage on the profit to be computed as stated hereunder and the said percentage of profit payable as Bonus will be distributed to all categories of workmen as mentioned earlier (i.e. excluding Senior Officers).

The amount payable as Bonus as per the scale on the appropriate computed profit shall be distributed to the workmen as a percentage on the individual earned basic wage during the relevant year so that the total amount disbursed as Bonus to all the workmen does not fall short of the total Bonus payable as per the scale.

Payment shall be made in the month of March or earlier.

4. Computation of Profit:

Profit will be arrived at as follows:-

Take the Net Profit as per Profit and Loss Account i.e., profit to be arrived at after debiting inter alia Book Depreciation, Provision for Income-tax, Bonus paid and debited in the accounts of the year and deduct therefrom Statutory transfer to Development Rebate Reserve in keeping with Income-tax Regulations as shown in the Balance Sheet.

5. Ex-gratia payment for the year ended 31st December, 1959:-

In respect of the year ended 31st December, 1959, no Bonus is legally payable under the L.A.T. Formula. In respect of the year ended 31st December 1957, the Supreme Court has held that in addition to the advances of Rs. 32/- already paid (or payable) to the workmen a further sum of Rs. 4/-per head shall be paid. At the request of the Union representatives and as a measure of goodwill to labour, the Management agrees to pay each workman the amount as directed by the Supreme Court for 1957 and an ex-gratia amount for 1959 to bring the total to 8⅓% of his earned basic wages (excluding all allowances) for 1959. This amount shall be debited and treated as a charge in the accounts of the year ending 31st December, 1960.

Dated at Madurai, this the 17th day of December, 1960.

CURRENT LABOUR LITERATURE

The following books and publications were received during the month of February, 1961.

BOOKS

1. Agricultural Labour in India: Report on the second enquiry—Vol. I by the Labour Bureau, Ministry of Labour and Employment, Government of India—Manager of Publications, Delhi 6, 1960.

2. Employment problems and Policies—International Labour Conference 45, 1961, Sixth item on the Agenda (Report 6)—International Labour Office, Geneva, 1960—£. 0.4.6.

3. First Annual Report for the period ending March 31, 1961—Central Board for Worker's Education, Ministry of Labour and Employment, Government of India, 1960.

4. Labour Survey of North Africa (Studies and reports, New Series, 60) International Labour Office, Geneva, 1960—£. 1.4.0.

5. Principles and practice of productivity (with) Special reference to Bombay Textile Industry by R.G. Gokhale—R. G. Gokhale, Labour Officer, The Mill Owners' Association, Bombay, 1959—Rs. 4.50.

6. Report on the NPC seminar on Co-operation for higher productivity and sharing the gains of Productivity—National Productivity Council, India, New Delhi, 1960.

7. Report on the working of the Factories Act, 1948 in the State of Madras for the year 1958—Controller of Stationery and Printing, Madras, 1960—Rs. 10.40.

   The Trade Union Situation in the United States—Report of a mission from the International Labour Office—International Labour Office, Geneva, 1960. £. 0.7.6.

8. The Trade Union Situation in the U.S.S.R. Report of a mission from the International Labour Office—International Labour Office, Geneva, 1960—£. 0.7.6.

9. Workers' Housing—International Labour Conference 44, 1960, Eighth item on the agenda—International Labour Office, Geneva, 1960—£. 0.4.6.

ARTICLES OF INTEREST

10. American Labour Movement in 1960 by Benjamin Martin—The Indian Worker 2 Jan. 1961—p. 5.

11. Current Trends in Industrial Psychology—International Labour Review—December, 1960—pp. 572—595.

12. Employees' State Insurance Corporation: Symbol of Security by V.N. Rajan—The Indian Worker 30 January—pp. 16 -17.

13. The Failure of Incentives by W. J. Elliot—Industrial Welfare—November—December, 1960.

14. Labour Policy in Third Five Year Plan by Abid Ali—The Indian Worker—30 January 1961—pp. 4 and 17.

15. The Management of Men by E. Pauli—Productivity, December 1960—January 1961—pp. 130—134.

16. Old Age Protection under social security Schemes: A statistical study of selected countries—International Labour Review December 1960 pp. 542—571.

17. The Power of Labour for Good by George Meany—The Indian Worker—2 January 1961—pp. 6—7.

18. Productivity and Management Development Programme of ILO by C.R. Wynne—Roberts—Productivity, December 1960—January 1961 pp. 113—119.

19. A Psychological look at Incentives by C. J. Adcock—'Management for Business and Industry'—December 1961.

20. Social Attitudes and Productivity by P. S. Lokanathan—Productivity December 1960—January 1961—pp. 120—129.

BOOK NOTES AND REVIEWS

The Trade Union Situation in the U.S.S.R.: Report of an ILO Mission.

The ILO mission is one of a series that has been undertaken following a decision of the ILO's Governing Body providing for a continuing factual survey into conditions relating to freedom of association in the ILO member States. This survey includes studies to be made on the spot in member countries at the invitation of their Governments.

The United States and the Soviet Union were the first countries to invite the Director - General of the ILO to make a survey. The report of the mission to the United States has already been published.

On the invitation of the Governments of the Soviet Socialist Republics of Byelorussia and Ukraine, which are member States of the ILO the mission also visited Minsk and Kiev. In addition, it visited eight other cities situated in the European and Asian parts of the Soviet Union. The mission thus gained first hand information in Russia, including the Urals and Siberia, and in Byelorussia and the Ukraine, including the Crimea, the Georgia and in Uzbekistan.

The mission had consultations with Government officials, members and leaders of trade unions, directors of industrial enterprises and other interested people concerned; and it visited factories State and collective farms and numerous trade union social institutions (places of culture, teaching and research institutes, libraries, sanatoria, clubs, sports grounds, holiday camps, and so on.) In addition, the mission attended trade union meetings. The mission was in the Soviet Union from August to October 1959. In 1960 a further two weeks' visit was paid by the chief of the mission when he visited factories in the Sverdlovsk regions in the Urals.

The Unions and the State

In the first chapter of its report, which is devoted to observations of a general nature, the mission states that "the structure, functions and rights of the Soviet trade unions cannot be properly appreciated unless the economic, political and social structure of the Soviet State is taken into account. This question of 'background' or national circumstances is no less important in the case of the Soviet Union than it is in that of other countries".

The report adds that "the fact private ownership of the means of production has been abolished is in the Soviet view of cardinal importance for an understanding of the situation of the Soviet trade unions and of the problem of freedom of association.

"Although there are no longer any private employers in factories and farms, the latter nevertheless need labour and the workers need employment. Their work must be organised and supervised, their working conditions must be settled and arrangements for their remuneration must be devised......

"Various methods for dealing with this situation have been adopted in the Soviet Union. But the net result has been-as far as the subject of the mission's study is concerned—that the trade unions have come to occupy a prominent position in the Soviet State".

To illustrate the Soviet economic and social structure, the report cites articles of the Soviet Constitution concerning socialisation of the instruments and means of production and follows this with a brief analysis.

Every worker in the Soviet Union, says the report, is held to be participating in a common effort to raise the standards of living for everybody, including himself. His private interests and the sectional interests of his industry or locality are supposed to be submerged in those of the country and population as a whole.

Trade Union Struggles and Political Action

The mission states that because of the particular conditions prevailing during the time of the Russian Czars—delayed arrival of the industrial revolution, a mainly agricultural population, illiteracy, and administrative and police repression—the organisation of the workers was intimately bound up with political action.

"In fact", says the report, "political action and economic action were regarded as parts of the same process, and the conviction had grown that no solution to the economic problems could be found without the abolition of the Tsarist system......The struggle for economic betterment and social progress soon became identified with the struggle for political freedom".

From the very outset, trade unions were political minded and constituted the main rank-and file of the revolutionary parties, says the report. "Unity of purpose and action and also, to some extent, identity of leadership between trade unions and revolutionary parties were among the chief factors which accounted for the close link which was forged between the Soviet unions and the party".

The role played by the unions before, during and after the Revolution is described and in more detail in a chapter of the report which gives a short history of trade unionism.

In the same chapter, the mission analyses the place of the unions in the Soviet system, particularly as regards the Communist Party and the State. On these two points, the mission says: "To the Soviet mind, the nature of the relations between the Communist Party and the trade unions rules out any idea of subordination imposed from above. The party exercises its influence on trade unions through members of the unions who are also members of the Party......

"The performance by the unions of major functions of a public character is not supposed to affect the independence of the union movement vis-a-vis the Government or the free exercise of their trade union rights. It does, however, imply constant co-operation between the authorities and the unions at all levels".

The Legal Situation of the Unions

In the chapter of the report dealing with the legal situation of the unions, the mission gives an analysis of legal texts (Constitution, Labour Code and other legislative texts and Rules of the trade unions) which affect union rights. The following subjects are examined: the right to organise; the registration of trade unions; legal personality and dissolutions; trade union representation; protection of trade union representatives; civil responsibility of trade unions; legislation concerning the finances of trade unions; collective agreements; labour disputes; and the right to strike.

As regards collective agreements, the mission notes that the factory, works or local committee enters into an agreement with the management of the undertaking on behalf of the wage earners and salaried employees, including engineers and technical staff. Agreements are renewable annually and apply solely to the undertaking concerned; there are no national agreements.

Dealing with the contents of these agreements, the mission states:

"The subjects dealt with in collective agreements include the obligation of the management and the factory committee to fulfil production plans, develop Socialist emulation and extend the use of advanced techniques... The agreements also relate to the conditions and methods of wage payment and the fixing of output standards, training, labour indiscipline, labour protection and safety techniques, housing and welfare, catering arrangements and cultural facilities".

The mission did not hear of any specific instances of collective stoppages of work to defend the interests of the workers and to obtain better working conditions, says the report. "The persons with whom the mission discussed this matter simply stated that strikes were not prohibited by law in the Soviet Union, and that in any case the workers did not have to resort to strike action and there was nobody for them to strike against, since the means of production belonged to them".

Trade Union Organisation

The report says that there are 22 trade unions with a total of about 53 million members in the U.S.S.R. "These Unions are organised vertically for the whole of the Soviet Union on the two basic principles that (a) all persons employed in any one factory, State farm or other institution belong to the same union, and (b) that each union comprises the employees of one segment of the national economy".

The supreme body of the trade union movement in the U.S.S.R. is the U.S.S.R. Congress of the Trade Unions which elects the central body of the trade union organisation, the All-Union Central Council of Trade Unions. The permanent organ of the Council is a presidium of elected members.

Trade union membership is not compulsory but, says the report, "membership brings with it a number of privileges which act as a powerful incentive".

According to the Rules of the Trade Unions of the U.S.S.R., any person employed in industry, transport or construction, at maintenance and repair stations or State farms (sovkhozes), or in offices or attending institution of higher learning, technical or occupational schools, can become a member of a trade union. Members of collective farms (kolkhozes) and of producers' co-operatives (artels) are not mentioned in the Rules.

The mission was told that members of collective farms and producers' co-operatives were free to organise trade unions but, says the report, "no trade union specifically for collective farmers has been established".

The mission gives also, in this part of its report, information on such subjects as the role of the factory committee; union finances; democratic centralism; guidance from the party at the plant level; conditions of membership; and rights and duties of members.

Functions of the Unions

"The functions of the trade unions", says the report, "range from legislative initiative and participation in national economic planning to negotiation of collective agreements and administration of cultural and recreation facilities".

The functions of the unions are described in the fields of wage determination, labour discipline and Socialist emulation, participation in management; labour protection and social insurance; housing and welfare; education and training; and culture and recreation.

The report states that "in the circumstances of the Soviet Union it can be said that while the trade unions are distinct from the Government they nevertheless play a prominent part in helping to run the country-especially in the sphere of industrial organisation and the social services".

However, it adds that "there can be no doubt that in accordance with their Rules the trade unions, like all other bodies in the Soviet Union, have to follow the leadership of the party in their policies and activities.

The trade unions in the U.S.S.R. have been called upon to exercise not only the traditional trade union functions but also functions which in other countries are discharged by the State, says the report, adding that:

"This dual position must find its place in any description of the general situation. It accounts for the considerable power and influence which the Soviet trade unions enjoy. While continuing to be organisations which represent and speak for the workers the unions are participating to an even greater extent in running and strengthening the Soviet State...While carrying out their functions in regard to planning and organising of production, and while continuing their efforts for the protection and welfare of the workers, the unions remain one of the pillars of the Soviet system".

(Reproduced from the "I.L.O, NEWS SERVICE", New Delhi, 14 February, 1961.)

"A Doctor's approach to industrial medicine" by Dr. H. P. Dastur published by Tata Institute of Social Sciences, Department of Publications, Chembur, Bombay 71; pages 151; Price. Rs 6.50

Review on the Book "A Doctor's approach to Industrial Medicine"

Though the title for the book is "a Doctor's approach to Industrial medicine" it has been written in such a manner that everyone connected with Industries, top management-supervisors -workers -inspectors of factories -Labour Officers and doctors connected with industrial medicine will find it very useful in solving problems facing them in the industrial sphere.

Description of incidents is vivid and instructive. The following quotations from the book are worth remembering :

'A Safe future or no future'

'Production and accidents vary in the inverse ratio'

'Safety must come from the top down'

'You must sell safety to the Big Boss if you are going to get anywhere'

'Safety programme pays big dividends'

"Management is the development of people and not the direction of things".

Various statistics given in the book clearly indicate how often adequate attention is not being given to important factors that contribute to the efficiency of, and psychological effect on, the workers in general.

The chapters "From the diary of an Industrial Physician" should contribute a useful purpose and serve as a guidance to all physicians and Industrial Physicians in particular.

P. V. V.

NOTIFICATIONS

Air India International Corporation Employees Passage Regulations Notified for purposes of Section 9A, Clause (b) of Industrial Disputes Act.

(G.O. No. 369, Industries, Labour and Co-operation (Labour), 21st January 1961.)

II-1 No. 388 of 1961 :

Under clause (b) of the proviso to section 9A of the Industrial Disputes Act 1947, (Central Act XIV of 1947) the Governor of Madras hereby notifies the Air India International Corporation Employees' Passage Regulations 1959, for the purpose of the said clause.

Fixation of Minimum Rates of Wages for Employment in Match and Fireworks Manufactory Under Minimum Wages Act.

Corrections to Notification

(Memo No. 80567 N. III/60-16, Industries, Labour and Co-operation, 4th January 1961)

In exercise of the powers conferred by sub-section (i) of section 10 of the Minimum Wages Act 1948 (Central Act XI of 1948) the Governor of Madras hereby makes the following corrections in Industries, Labour and Co-operation Department Notification II-I No. No. 1913 (a) of 1960 dated the 25th October 1960 published at pages 1—2 of the Supplement to Part II Section 1 of the Fort St. George Gazette dated the 26th October 1960—

CORRECTIONS :— In the Schedule to the said notification.

(i) for the expression "(Colour-O.O per Gross)" against the item Box filling-12's matches the expression (colour 0.07 per Gross)" shall be substituted ;

(ii) for the expression "0.03 per frame" against the item "Frame filling (upto 17 inches)" the expression "3½ nP. per frame" shall be substituted ;

(iii) for the words "Cracker filling and rolling" the words "Chakker filling and rolling" shall be substituted.

(iv) the word 'Note' occurring before the words, Classification of grades is bsed on physical capacity, skill efficiency and outturn of work" shall be omitted.

Exemption of all Establishments under State Bank of India in the State of Madras from certain Provisions of Madras, Shops and Establishments Act

(G.O. Ms. No. 289 Industries, Labour, and Co-operation (Labour) 18th January 1961)

II- No-I 390 of 1961.—In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act 1947, (Madras Act XXXVI of 1947) the Governor of Madras hereby exempts for a period of one year commencing on the date of the publication of this notificaion in the Fort St. George Gazette, all the establishments under the State Bank of India in the State of Madras from all the provisions of the said Act except sections 31, 41, 43, 50 and 51 subject to the following conditions, namely :—

(1) A record showing the hours of work including the overtime work performed by the employees shall be maintained in the attendance register in Form 'F' appended to the Madras Shops and Establishments Rules, 1948 ;

(2) a visit book shall be maintained and produced whenever required by any Inspector having jurisdiction to record his remarks regarding any defects noticed; and

(3) the exemption shall be deemed to have been cancelled with effect on and from the date of receipt by the State Bank of India of intimation from the Commissioner of Labour, Madras, that complaints against the said Bank, which are in his opinion well-founded, have been received from the employees,

Exemption of Messrs. W. A. Beardsell and Company (Private) Limited Madras from Certain Provisions of Madras of Shops and Establishments Act.

Fort St. George, Januray 16, 1961.

II—1 of 391 of 1961 : In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act 1947, (Madras Act XXVI of 1947) the Governor of Madras hereby exempt permanently the employees employed in the establishment of Messrs. W. A. Beardsell and Company (Private) Limited, Madras from the provisions of section 25 of the said Act so as to enable the said establishment to continue its leave rules as embodied in the Memorandum of Settlement dated the 15th September 1960. arrived at between the said establiehment and its employees subject to the condition that no amendment of the a foresaid leave rules shall be made except with the prior approval of the State Government.

Application of Provision of Employees Provident funds Act to English Electric company of India (Private) Limited Madras

(G. O. Ms. No. 499, Industries, Labour and Co-operation (Labour), 27th January 1961.)

II—1 No. 395 of 1961:— Whereas it appears to the Government of Madras that the employer and the majority of the employees in relation to the establishment of the English Electric Company of India (Private) Limited, Madras-27 have agreed that the provisions of the employees Provident Funds Act, 1952 (central Act XIX of 1952) should be made applicable to the said establishment ;

Now, therefore in exercise of the powers conferred by sub-section (4) of section 1 of the said Act read with the notification of the Government of India in the Ministry of Labour and Employement No. S. 0.1235 dated 20th June 1958 published at pages 1108 and 1109 of Part II-Section 3 (ii) of the Gazette of India, dated 28th June 1958 the Governor of Madras hereby applies the provisions of the said Act to the said establishment.

Exemption of all Factories in certain areas in Tiruchirapalli and North Arcot District Employing less than ten persons but in which 20 or more persons are Working are were Working From All provisions of Employee's State Insuratnce Act Except Chapter V-A

(G. O. Ms. No. 411, Industries, Labour and Co-operation (Labour), 23rd January 1961).

II—1 No 459 of 1961 :— In exercise of the powers conferred by Section 87 of the Employees' State Insurance Act, 1958 (Central Act XXXIV of 1948) the Governor of Madras hereby exempts all the factories wherein ten or more persons are not employed or were not employed at any time during the preceding twelve months by the principle employer directly or by or through an immediate employear even though twenty or more persons are or were working in the premises, and which are situated within the limits of revenue villages of the taluk and district specified in the schedule below, from all the provisions of the said Act except Chapter V–A thereof.

The exemption hereby made shall be valid for the period commencing on the 29th January 1961 and ending with the 21st January 1962.

SCHEDULE

(A) Area comprised within the limits of the revenue villages in Tiruchirapalli Town.

(B) The areas within the limits of revenue villages of:—

(a) Abishekapuram

(b) Inam Sengulam,

(c) Inam Tennur

(d) Dhamalavarupayam

(e) Edamlaaipatti Pudur

(f) Sempattu Hamlet of Kottapattu Village

(g) Inam Jambukeswaram

(h) Vellithirumutham

(i) Kallikudi

(j) Ariyamangalam

(k) Tennur

(l) Inam Periavadanur and

(m) Tharanallur

In Tiruchirapalli Taluk, Tiruchirapalli district

II. The area comprised within the limits of Revenue village of Thudaiyur in Kolathur taluk in Tiruchirapalli District.

III. The area within the limits of Revenue Villages of :—

(a) Karai,

(b) Manthangal and

(c) Thandalam

in Wallajapet Taluk in North Arcot District.

Employer in Private Sector to Furnish Biennial occupation returns under Employment Exchanges (Compulsory Notification of Vacancies) Act.

G.O. Ms. No. 272, Industries, Labour and Co-operation (Labour) 18th January 1961.)

II-1 No. 591 of 1961—In exercise of the powers conferred by sub-section (2) of section 5 of the Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 (Central Act 31 of 1959) the Governor of Madras hereby requires that on and from the 30th September 1961 the employer in every establishment in relation to which the State Government is the appropriate Government in private sector shall furnish the biennial occupational return in Form II prescribed in rule 6 of the Employment Exchanges (Compulsory Notification of Vacancies) Rules 1960, to the appropriate Local Employment Exchange.

Extension of Declaration all Labour at Minor Ports as Public Utility Service

G.O. Ms. No. 126, Industries, Labour and Co-operation, 2nd February 1961.

II- No. I 592 of 1961:—Whereas all Labour at the minor ports in the State of Madras has been declared to be a public utility service for the purpose of the Industrial Disputes Act 1947 (Central Act XIV of 1947), for the period upto and inclusive of the 17th February 1961, in the Industries, Labour and Co-operation Department Notification No. 681 dated the 2nd August 1954 published at page 1200 of Part I of the Fort St. George Gazette dated the 18th August 1954 read with Industries, Labour and Co-operation Department Notification II-1 No. 521 of 1960 published at page 176 of Part II-Section 1 of the Fort St. George Gazette dated the 10th August 1960;

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

Now therefore, in exercise of the powers conferred by the proviso to section 2 (n) (vi) of the said Act, the Governor of Madras hereby directs that the said period be extended for a further period of six months commencing on the 18th February 1961.

Continuance of exemption of certain factories from all Chapters except Chapter V-A of Employees' State Insurance Act.

Fort St. George, January 30, 1961.

II—1 No. 728 of 1961—In exercise of the power contened by S. 87 of the Employee's State Insuranee Act, 1948 (Central Act XXXIV of 1948) the Governor of Madras hereby exempts from the operation of the said Act, except Chapter V-A thereof, for a further period of one year with effect from the 22nd January 1961 every factory.

(a) which is situated in any area in which Chapters IV and V of the said Act are in force or will be brought into force from time to time; and

(b) Wherein ten or more persons are not employed or were not employed at any time during the preceding twelve months by the principal employer directly or by or through an immediate employer even though twenty or more persons are or were working in the permises.

Date of Coming into force of Certain chapters of Emlyoyees' State Insurance Act in Certain Areas:

G. O. Ms. No. 705, Industries, Labour and Co-operation (Labour) 4th February 1961

II-1 No. 729 of 1961—The following notification of the Government of India Ministry of Labour and Employment, dated 23rd January 1961 is republished :—

S.O.—In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948) the Central Government hereby appoints the 29th January 1961 as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) Chapter V and Chapter VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Madras, namely:—

I (A) Areas comprised within the limits of the revenue villages in Tiruchirapalli Town.

(B) The areas within the limits of the revenue villages of:—

(a) Abishekapuram (b) Inam Sengulam (c) Inam Tennur, (d) Dhamalavarupayam. (e) Edamalipatti, (f) Sempattu, hamlet of Kottapettu village, (g) Inam Jambukeswaram, (h) Vellithirumutham (i) Kallikudi, (j) Ariyamangalam (k) Tennur (l) Inam Periavadavur and (m) Tharanallur in Tiruchirapalli Taluk, Tiruchirapalli district.

II. The area comprised within the limits of revenue village of Thudaiyur in Kolathur taluk in Tiruchirapalli district.

III. The areas within the limits of revenue Villages of:—

(a) Karai (b) Manthangal and (c) Thandalam in Wallajapet taluk in North Arcot district.)

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

(G.O. Ms. No. 779, Industries, Labour and Co-operation (Labour) 8th February 1961)

II-1 No. 730 of 1961:—In exercise of the powers conferred by section 5 of the Factories Act, 1948 (Central Act LXII 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 January 1961, and ending with the 31st March 1961 subject to the following conditions, namely:—

(1) Double wages for overtime work done beyond 9 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) Compensatory 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 the 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 Forms Nos. 10 and 25-A appended to the Madras Factories Rules 1950.

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

Commissioner of Labour, Madras, Specified as Officer competent to Exercise Functions in Certain Territories Transferred from Andhra Pradesh for Purposes of Industrial Employment (Standing Orders) Act.

(G.O. Ms. No. 821, Industries, Labour and Co-operation (Labour) 9th February 1961)

II-1 No. 731 of 1961:—In exercise of the powers conferred by section 48 of the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959) the

Governor of Madras hereby specifies the Commissioner of Labour, Madras as the Officer who shall be competent to exercise the functions exercisable by the Commissioner of Labour under the Industrial Employment (Standing Order) Act, 1946 (Central Act 20 of 1946). In respect of the territories specified in the Second Schedule to the first mentioned Act.

Appointment of Commissioner of Labour as Authority competent to Sanction the making of a Complaint.

AMENDMENT TO NOTIFICATION

(G.O. Ms. No. 726, Industries, Labour and Co-operation (Labour) 6th February 1961)

II—1 No- 732 of 1961:— In exercise the powers conferred by sub-section (1) of section 22-D of the Minimum Wages Act 1948 (Central Act XI of 1948) the Governor of Madras, hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification No. S.R.O. A-6165 of 1959 dated the 18th September 1959, published at page 1491 of Part I of the Fort St. George Gazette dated 21st October 1959 :—

AMENDMENT.

In the said notification after the words " to sanction" the following shall be added, namely :—

" In respect of the whole of the state of Madras including the territories specified in the Second Schedule to the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959).

Presiding Officer of Labour Court, Madras, Appointed as claims authority for areas Transferred from Andhra Pradesh

AMENDMENTS TO NOTIFICATION

(G.O. Ms. No. 727, Industries, Labour and Co-operation (Labour) 6th February 1961)

II—1 No. 733 of 1961 :— In exercise of the powers conferred by sub-section (1) of section 20 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and in supersession of the notifications, if any, issued by the Government of Andhra Pradesh on the subject, the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Depatment Notification S.R.O. No. A-1190 of 1958, dated the 28th January 1958, published at page 369 of Part I of the Fort St. George Gazette dated the 26th February 1958 :—

AMENDMENT

In the schedule to the said notification, for the entry under column (2) against item 1 in column (1) the following shall be substituted, namely :—

" City of Madras and Districts of Chingleput, South Arcot, North Arcot, Thanjavur including the territories specified in the Second Schedule to the Andhra Pradesh and Madras (Alteration of Boundaries) Act 1959 (Central Act 56 of 1959.")

II—1 No. 734 of 1961 :— In exercise of the powers conferred by sub-section (1) of sections 20 of the Minimum Wages Act, 1948 (Central Act XI of 1948) read with the Notification of the Government of India, Ministry of Labour and Employment No. S.O. 2176 dated the 23rd September 1959 and in supersession of the notifications, if any, issued by the Government of Andhra Pradesh on the subject, the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification S.R.O. No. A-896 of 1960 dated the 21st December 1959, published at pages 216—217 of Part I of the Fort St. George Gazette dated the 17th February 1960:—

AMENDMENT

In the Schedule I to the said notification for the entry under column (2) against item I in column (1) the following shall be substituted, namely:—

" City of Madras and Districts of Chingleput, South Arcot, North Arcot, Thanjavur, including the territory specified in the Second Schedule to the Andhra Pradesh, Madras (Alteration of Boundaries) Act 1959 (Central Act of 1959)"

Amendment to Madras Shops and Establishments Rules.

(G.O. Ms. No. 344, Industries, Labour and Co-operation (Labour) 20th January 1961).

S.R.O. No. A-122 of 1961 In exercise of the powers conferred by subsection (1) of section 49 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), the Govecnor of Madras hereby makes the following amendment to the Madras Shops and Establishments Rules, 1948, published with the late Development Depatment notification, dated the 5th November 1948, at pages 251-259 of the Rules Supplement to Part I of the Fort Saint George Gazette. dated the 16th November 1948, as subsequently amended, the same having been provisionally pubiished as required by sub-section (3) of the said section.

AMENDMENT

In the said rules, in sub-rule (1) of rule 13, for the words "Inspector of Factories" the words " Inspector of Labour", 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 behaviour both for employers and workers. The code was ratified by the representatives of the central employers' and workers' organisations at this conference.

In consequence, organisations whether of employers or workers affiliated to any of the central organisations which have ratified the code will therefore be bound by the code.

A list of the trade unions and managements not affiliated to any central Organisations which have ratified the code during the month of January, 1961 as observed from the reports of the Labour Officers of this state is given below. (A list of trade unions and manegements not affiliated to any Central Organisation which have ratified the code during the month of December, 1960 has been published in the January, 1961 issue of the Madras Labour Gozette.)

List of the trade unions which have Ratified the code of Discipline During the month of January

Unions :

1. Simposon and Group Companies Workers' Union, No.172, Harris Road, Madras-2
2. Simpson and Group Staff Workers' Union, No. 72, Harris Road, Madras-2.
3. The Porikadalai Varuppu Thozhilalar Sangam, Pollachi
4. Kovai Achga Thozhilalar Sangam, Dharapuram Branch.
5. Ramakrishna Kulwantrai Steel Rolling Mills Employees Union, Madras-19.
6. The Tamilnad Salloons and General Workers' Union, Madras.
7. St. Joseph Match Factory Workers',Union, Kalugumalai
8. Sithyankottai Handloom Weaving Labourer's Union, Sithayakottai
9. Dravida Handloom Weavers' Union, Chinnalampatti
10. Parry's Employees Union, Ranipet, North Arcot
11. Burmah Shell Employees' Union, College House, Madras-1
12. The National Motor Workers' Union, Pollachi
13. The Motor Workers' Union, Pollachi
14. The Anamalais Building Maistries Union, Valparai
15. Dravida Panchalai Thozhilalar Munnetra Sangam, Tirupur.
16. The Transport Automobile and Textile Workers' Union, Mettupalayam.

List of the Employers who have Ratified the code of Discipline During the Month of January.

Managements :

1. Management Kuthiraipanjam Estate, Yercaud.
2. Shri R.M. Thyagarajan, Dyeing Factory, Shevapet, Salem.
3. Rasipuram Weavers' Co-operative Society, Rasipuram.

1. Statement showing the details of agreements brought about by conciliation Officers under Sec. 12(3) of the Industrial Disputes Act, 1947, during the month of January, 1961.

Serial No. (1)	Name of the Establishment. (2)	Date of agreement. (3)	Points in dispute. (4)	Nature of Settlement. (5)
1.	Sri Kannabiram Mills Ltd., Coimbatore.	5—1—61	Introduction of cone winding.	Agreed that there will be no lay off. Also agreed to post the senior most reelers in the day shift for cone winding.
2.	Sri Lakshminarayanan Textiles Ltd., Palladam.	11—1—61	Appointment of bobbin carrier, designation of workers etc.	Agreed that the Conditioners should attend to bobbin carring. Also agreed to give the cleaning gang ticket to Sri. Govindarajulu and provide a first aid box and a first aid trained man. Promotions to the stripper vacancy will be on the basis of seniority & efficiency.
3.	Ramu Foundry, Coimbatore	17—1—61	Discharge of Sri Natarajan	Agreed to pay exgratia of 15 days wages to the worker.
4.	Murugan Hosiery, Tiruppur.	10—1—61	Non-employment of 3 workers	Agreed to reinstate the workers with continuity of service without back wages.
5.	Bansilal Knitting Co., Tiruppur.	19—1—61	Non-employment of a worker	Agreed to reinstate the worker with continuity of service but without back wages.
6.	The Sabapathi Knitting Co., Tiruppur.	19—1—61	do	Agreed to reinstate the worker with continuity of service with 15 days' wages for period of un-employment.
7.	The Sabapathi Knitting Co Tiruppur.	do	Non-employment of a worker	Agreed to reinstate the worker with continuity of service with 15 days' wages for the period of un-employment.
8.	The Khannor Knitting Co., Tiruppur	do	do	Agreed to reinstate the worker with continuity of service but without back wages.

(1)	(2)	(3)	(4)	(5)
9.	Ambika Textiles, Tiruppur	do	Dismissal of a worker	do
10.	Ramraj Knitting Co., Tiruppur	do	do	do
11.	The Erode Bleaching & Finishing Co. Madras.	20—1—61	Non-employment of 4 workers	Agreed to reinstate the workers without break in service & without back wages.
12.	Hindustan Equipment Manufacturers, Ganapathy P. O., Coimbatore	25—1—61	Dismissal of a worker	Agreed to pay the work a sum of Rs. 1500/- as compensation for the loss of the employment plus earned wages, leave wages, bonus, if any.
13.	do	25—1—61	Bonus for 1958-59.	Agreed to treat the advance amount already paid to the workers as bonus for the year 1958-59.
14.	Angalamman Transports Musiri	4—1—61	Leave facilities D.A. Etc.	Agreed to declare the May day in each year as holiday and pay dearness allowances of Rs. 39/- with effect from 1-1-1961. Also agreed that the leave granted to the employee shall be 31 days in each year. Also agreed to cancel the terms of the memo of settlement dt. 16-12-47 except the term relating to gratuity.
15.	Sri Parameswara Transports, Turaiyur	6—1—61	Fixation of scales of wages	Agreed to fix the sccles of the drivers conductors & cleaners as follows: Drivers: Rs. 45-2-53-2½-80-3-110. Conductors: Rs. 35-2-45-2½-95 Cleaners: Rs. 26-2-46. 2½-71. Also agreed to pay dearness allowance of Rs. 30/- & grant of 15 days privilege leave and 15 days casual or sickleave. Agreed to pay gratuity of 15 days wages for each completed year of service.

(1)	(2)	(3)	(4)	(5)
16.	Sri Mangalambiga Lodge, Tanjore	16—1—61	Wages for the suspended period.	Agreed to pay the wages for 5 days out of 7 days of suspension.
17.	Sami Lorry Service, Togur	18—1—61	Dismissal of a worker	Agreed to pay the worker a sum of Rs. 77/-in full & final settlement.
18.	Santhanayaki Lorry Service, Tiruchirapalli	18—1—61	do	Agreed to pay the worker a sum of Rs. 75/- in full & final settlement.
19.	Sri Lakshmana Plastic Works, Tanjore	21—1—61	Dismissal of 2 workers	Agreed to employ the two workers as new entrant.
20.	B. N. B. V. Rice Mills, Poovalur.	25—1—61	Leave facilities	Agreed to grant 7 days' casual leave & 7 days sick leave to each worker every year.
21.	22 x 22 Cigar Factory, Tiruchy	31—1—61	Non-employment of 22 workers	Agreed to pay Rs. 35/- to each worker in full & final settlement.
22.	Sami Motor Service, Thillai Nagar, Trichy.	do	Dismissal of 2 workers	Agreed to pay compensation in liew of reinstatement.
23.	The Pioneer Works Ltd., Nagercoil	19—1—61	Bonus	Agreed to pay 8½% of the earned basic wages of each worker as bonus for 1958-59 and to drop the demand for bonus for 1956-57 & 1957-58. The demand for bonus for 1959-60 will be taken up later on.
24.	The Pioneer Motors, Nagercoil	17—1—61	Increment, supply of uniform etc.	Agreed to grant an increment of Re1/- to each worker every year and to supply one pencil for every three months to the conductors. Also agreed to supply 2 sets of uniform and to grant 7 days sick leave with wages every year.
25.	Gopal Rice Mill, Vadasary, Nagercoil	18—1—61	Non-employment of 2 workers	Agreed to reinstate the workers & pay them Rs. 50/- each as back wages.
26.	R.K.V. Motors & Timbers (P) Ltd., Marthandam	do	Confirmation of a worker	Agreed to confirm Sri. N. Parameswaran Pillai with effect from 1-1-1961.

(1)	(2)	(3)	(4)	(5)
27	do	do	Non-payment of bonus to 4 workers	Agreed to pay the bonus amount to the 4 workers.
28.	P.M. Bus Service, Kuzhithurai	19—1—61	Confirmation of workers supply of uniform etc.	Agreed to confirm the services of 4 conductors & 4 drivers & to supply 2 sets of uniform every year. Also agreed to pay bonus.
29.	The Pioneer Motors, Nagercoil	do	Bonus for 1958-59.	Agreed to pay 16.2/3% of the earned basic wages of each worker during the year 1958-59 as bonus in full & final settlement.
30.	M.V. Industrials (P) Ltd., Kuzhithurai	31—1—61	Confirmation of workers bonus etc.	Agreed to confirm the services of the workers mentioned in the settlement and to supply two sets of uniform to each worker every year. Also agreed to pay bonus for the year 1958-59 & 1959-60
31.	Mannarcherial Estate, Courtallam	4—1—61	Non-employment of 6 workers	Agreed to pay a lump sum amount to each worker in full & final settlement.
32.	Indian Textile paper Tube Co., Ltd. Tirunelveli	9—1—61	Permanency & revision of wages	Agreed to make 46 workers as permanent and grant them a flat increment of Rs. 8/-
33.	Aruppukottai Sri Jaya Vilas (P) Ltd., Arupukkottai	9—1—61	Non-employment of a driver	Agreed to pay the worker a sum of Rs. 65/- in full & final settlement
34.	C.S.S. Motor Service Palayamkottai	11—1—61	Non-employment of 2 workers	Agreed to reinstate the workers.
35.	do	do	Non-employment of a worker	do
36.	Karco Litho Works, Sivakasi	19—1—61	Non-employment of 2 workers	Agreed to reinstate the 2 workers
37.	A. V. R. M. V. Transport Service (P) Ltd., Sankarkoil.	26—1—61	Revision of wages increments etc.	Agreed to classify the wages paid to workers as basic wages & D.A. with effect from 1-1-61 Agreed to grant an annual increment of

(1)	(2)	(3)	(4)	(5)
				Rs. 1·25 nP to each the workmen. Also agreed to supply two sets of uniform to each worker every year
38.	No. 346. Samy & Co. Thalavaipuram	31—1—61	Increase in D.A.	Agreed to increas the rate of basic wages of the workers Rs. 2/- per month and pay d. a. at the rate of 15% of the basic wages.
39.	Ramrkrishna Kulwantrai Steel Rolling Mills, Tiruvottiyur, Madras-19	11—1—61	Discharge of workers	Agreed to call off the strike & resume work with effect from 12-1-61 Also agreed that the 2 workers will be allowed to join duty after tendering a letter of apology.
40.	Srinivas & Co. Tannery Madhavaram	19—1—61	Discharge of workers	Agreed to pay to 2 workers a lump sum compensation amounting to 10 days wages. Agreed to drop the cases of 6 workers.
41.	South India Carbonic Gas Industries Ltd., Tiruvottiyur, Madras-19.	21—1—61	Stoppage of increments of a worker	Agreed that the stop-page of increment of Sri M. C. Ganesan will have effect till 31-12-60 and he will be restored to his normal increment with effect from 1-1-61.
42.	Sri Balasubramanyam Motor Service, Tiruvannamalai	29—1—61	Scales of pay d.a. etc.	Agreed to the following scales of pay. Drivers. 45-2 55 2½ 80 3-110 Conductors: Rs. 35 2 45 2½-95. Agreed to pay a dearness allowance of Rs. 30/- p.m. and pay a month's basic pay as bonus. Agreed to grant 15 days privilege leave and 15 days causual leave & minstitute a gratuity scheme.
43.	Madras State Electricity Board, Vellore Electricity System, Vellore	30—1—61	Non-employment of 2 workers	Agreed to reinstate the workers, treating the period of un-employment as continuity of service without wages.

(1)	(2)	(3)	(4)	(5)
44.	Madras State Eletricity Board, Vellore Electricity System, Vellore	30—1—61	Non-employment of a worker	Agreed to reinstate the worker treating the period of un-employment as continuity of service without wages.
45.	Jothi Rice Mills, Attur, Salem	25—1—61	Non-employment of 7 workers	Agreed to reinstate the 7 workers with continuity of service but without backwages.
46.	Sri R. M. Thyagarajan Dyeing Factory, Shevapet, Salem-2.	28—1—61	Bonus for 1959-60	Agreed to pay the workers a sum of Rs. Rs. 280/- for distribution among the workers.
47.	Sri P. A. Palaniswamy Pandaram Dyeing Factory, Gugai, Salem	31—1—61	Non-employment of 2 workers	Agreed to reinstate the workers without backwages but with continuity of service.
48.	Bombay Engineering Works, Madras.	3—1—61	Increment bonus, etc.	Agreed to grant the increment and pay bonus at the rate of 1/7th of the earned basic wages for each year.
49.	S. K. Rao, Tailors, Madras-7.	7—1—61	Increment, bonus etc.	Agreed to grant an increment of 9 nP. per day to each Kaja boys and 12 nP. to others also agreed to pay 20 days daily wages of each worker as bonus for the year 1959-60. Also agreed to institute a gratuiy scheme.
50.	R. M. R. Lorry Service, Madras.	9—1—61	Dismissal of a worker	Agreed to pay the worker a sum of Rs. 65 in full & Final setlement.
51.	National Trades Corporation, Madras-1.	11—1—61	Increment in wages, bonus	Agreed that the workers will resume work from 12—1—61 and the demands of the workers will be examined at a later date.
52.	Newtone Studio, Madras-10.	20—1—61	Bonus for 1958 & 1959.	Agreed to pay the workers bonus equivalent to one months wages including d. a- as bonus for the years 1958 & 1959 Also agreed to institute a gratuity scheme.

(1)	(2)	(3)	(4)	(5)
53.	Balakrishna Industrial works, Madras-13	20—1—61	Retrenchment of workers	Agreed to reinstate the workers with continuity of service, but without back wages. Also agreed to pay to each worker one month's wages as ex-gratia for the period of absence from duty.
54.	Hiralal & Co., Madras-1.	do	Discharge of a worker	Agreed to pay the worker a sum of Rs. 125/-in addition to earned wages & leave salary in full & final settlement.
55.	Kewalram Chellaram, Madras-2.	3—1—61	Bonus for the years 1958-59 & 1959-60	Agreed to pay one month's wages as bonus to all the workers for the year 1960-61 i.e. upto the year ending 31-3-61 the union agreed to withdraw its claims for bonus for the previous years.
56.	Bjou Workershop & Mack & Co., Madras-2.	4—1—61	Casting allowance free tea etc.	Agreed to pay 50 nP. to fireman as casting allowance on casting days and pay 1 months basic wages as advance for pongal to be recovered in 10 monthly instalments.
57.	Paragon Talkies, Madras-2.	11—1—61	Retrenchement of workers	Agreed to pay the amounts referred to in the settlement to each worker. Also agreed to refer the claims of the workers for gratuity to the Labour Court.
58.	C. E. Thulasiram, Madras-5.	16—1—61	Revision of basic pay and gratuity	Agreed to revise the pay of the worker with effect from 1-1-61 and institute a gratuity scheme.
59.	Udipi Vijaya Vilas, Madras-2.	17—1—61	Rent Allowance uniform va.	Agreed to pay Rs. 3/- to each worker as rental allowance and supply uniforms to all the warkers as per the Act.
60.	Loose leaf combines, Madras-2.	23—1—61	Revision of wages & Bonus	Agreed to revise the basic wages of the workers and pay 20 days wages as bonus to all the workers for the years 1958-59 & 1959-60.

(1)	(2)	(3)	(4)	(5)
61.	Venus Studios, Madras	24—1—61	Termination of service of a worker	Agreed to pay the worker a sum of Rs. 70 - in full & final settlement.
62.	E. K. M. L. Tannery, Erode	7—1—61	Retrenchment of 3 workers	Agreed to reinstate the 2 workers and give preference of employment to the other worker in future vacancies.
63.	Ibrahim oil Mills, Erode	17—1—61	Discharge of 2 workers	Agreed to pay Sri. Dorsisamy & Sri A. Chinnasamy Rs. 35/- Rs. 28/- respectively as leave wages. Also agreed to reinstate them in service with continuity of service.
64.	Karthikeya oil Mills, Erode	do	Discharge of a worker	Agreed to reinstate the worker & pay him Rs. 7/- as leave wages in full & final settlement.
65.	Rangavilas oil Mills, Erode	7—1—61	Retrenchment of a worker	Agreed to reinstate the worker with continuity of service, but without back wages.
66.	K M. M. N. Kader Tannery, Erode	do	Retrenchment of workers	Agreed to reinstate the workers.
67.	Ramakirishna Industrials, Printing Press, Peelamedu Coimbatore	do	Increase in d.a. etc.	Agreed to increase the d.a. of the workers by Rs. 15/- with effect from 1-12-1960 and Rs. 5/- with effect from 1-1-1962.
68.	Sree Meenakshi Mills Ltd., Madurai	23—1—61	Non-employment of 2 workers	Agreed to reinstate the workers with continuity of service but without back wages.
69.	The Mahalakshmi Textile Mill Ltd., Pasumalai	23—1—61	Denial of employment to a worker	Agreed to send the worker to the D.M.O. Madurai for examining him as to his fitness to resume work.
70.	The Mahalakshmi Mills Ltd., Pasumalai	do	Dismissal of a worker	Agreed to pay the worker one months wages in addition to earned wages. leave wages if any in full & final settlement.

(1)	(2)	(3)	(4)	(5)
71.	K. M. Mohammed Ismail & Bros Duraikulam, Tannery, dindgul	28—1—61	Dismissal of 2 workers	Agreed to reinstate a worker and settle the accounts of the other worker.
72.	Erinkadu Estate, Katory P. O.	4—1—61	Bonus for 1958-59 & 1959-60	Agreed to pay 1½ months' basic pay to each worker as additional bonus for the years 1958-59 and 1959-60.
73.	Kullakumly Estate, Kullakumly P.O.	6—1—61	Dismissal of a worker	Agreed to employ the worker for a period of 3 months as a casual worker Also agreed to continue him in service if he behaves well.
74.	Tourist Lodge, Coonoor	11—1—61	Bonus for 1960	Agreed to pay to each worker 2½% of basic wages as bonus for the year 1960.
75.	Kartery Veera Saiva Co. P. Ltd., Kartery Dam P.O. Nilgiris.	18—1—61	Retrenchment of 4 workers	Agreed to pay the amounts noted in the settlement to each worker in full & final settlement.
76.	Brindavan Properties (P) Ltd., Wellington	28—1—61	Wage increase d.a. etc.	Agreed to fix the scales of wages of the different categories of workers and pay d. a. as follows.
			BASIC:	D. A.
			On the first Rs. 100/-	65% (Subject to a minimum of Rs: 45/-
			On the Second Rs. 100/-	32%
			On the remainder	16½%
			Also agreed to accumulate the sick leave upto 2 years and pay batta for drivers.	
77.	Staries Motors (South India) Ltd., Coimbatore.	28—1—61	Reversion of foreman.	Agreed to pay the worker a sum of Rs. 1,000/- as gratuity in addition to the full Provident Funds contribution and proportionate annual banus for the year 1960 to 61.

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

Serial No.	*Name of the concern*	*Date of agreement*	*No. of workers involved*	*Important terms of Settlement.*
(1)	(2)	(3)	(4)	(5)
1.	The Coimbatore Mills Limited, Coimbatore	14—1—61	Not known	Settlement of arrears of increment to jobbers as per the agreement dated 27-4-57
2.	Radhika Mills, Ltd., Coimbatore.	18—1—61	Not known	Issues relating to gaiting duties on frames. workload of reelers restoration by wages act for the strike period from 2-10-60 to 5-10-60 reinstatement of 2 dismissed workers recovery of over payment made to workers Gopalan etc,
3.	Peria Karamalai Tea and Produce Company, Ltd., Valparai.	31—1—61	2	Sanction increment to 2 workers.
4.	Madura Mills Co., Ltd., Tuticorin	31—12—60	Not known	Running of 301 courts and consesient allocation of doffers.
5.	The Indian Textile paper Tube Company, Virudunagag.	13—1—61	do	Revision of wages etc to workers
6.	Janakiram Spinning Mills, Rajapalayam.	8—1—61	238	Provision of rest shed supply of tea repairing of workers colonies, advance of pay for Pongal etc.
7.	Rajapalayam Mills Rajapalayam.	20—1—61	170	Implementation of the recommendation of the wage Board.
8.	V. K. Palani Chettiar Saya Co., Madurai.	7—1—61	All. workers	Bonus for 1959-60.
9.	Craigmore Group of Estates, Nilgiris	21—12-60	All Workers	Revision of wage scales etc.

3. **Statement showing the list of Industrial disputes referred for adjudication to the Industrial Tribunal Madras and the Labour Courts published in the *Fort St. George Gazette* during the month of January, 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		
Coimbatore District:		
1. United Coffee Supply Company Limited, Coimbator.	1. To fix the quantum of bonus for the year 1959-60.	G.O. Ms. No. 166, I.L. & C. (Lab), dated 10-1-61.
Tiruchirapalli District:		
2. Tiruchy-Srirangam Transport Company (Private) Limited, Tiruvanaikoil.	1. Whether the Wages fixed by the Industrial Tribunal, Madras, in I. D. No. 6 of 1957 is for the whole month or for only 26 days in the month.	G.O. Ms. No 47, I.L. & C. (Lab), dated 3-1-61.
Labour Court Coimbatore		
Coimbatore District.		
3. V. R. Textiles (P) Ltd., Punjai - puliyampatti, Coimbatore.	1. Whether the non-emploment of the worker Natarajan (T. No. 18) is justified and to what relief he is entitled?	G. O. Ms. No. I.L. & C. (Lab), dated 19-12-60.
	2. To compute the relief, if any, awareded in terms of money if it can be so computed.	
4. Bhavani Mills Ltd., Podanur, Coimbatore.	1. Whether the non-employment of workers Palanisami and Muthuswami is justified and to what relief they are entitled.	G. O. Ms. No 60, I.L. & C. (Lab), dated 4-1-61.
	2. To compute the relief, if any, awareded in terms of money if it can be so computed.	
Labour Court, Madurai		
Madurai District:		
5. Madura Mills Co., Ltd., Maduri.	1. Whether the suspension of worker R. Appaswami No. O.S. 18 (New Mills) from 17-11-59 for one mouth is justified and if not to what relief he is entitled.	G. O. Ms. No. 5911, I.L. & C. (Lab), dated 24-12-60.
	2. To compute the relief if any, awarded in terms of money, if it can be so computed.	

(1)	(2)	(3)
6. Rahiman Tannery, Dindigul.	1. Whether the non-employment of Sri Swamidoss is justified, and if not to what relief he is entitled?	G. O. Ms. No. 5912, I.L. & C. (Lab), dated 24-12-60.
	2. To compute the relief if any awarded in terms of money, if it can be so computed.	
7. S. R. V. & Company Tholilalar Scented Tobacco Compay, Dindigul.	1. Fixation of the quantum of bonus to the workers for the year 1959-60.	G. O. Ms. No. 5913, I.L. & C. (Lab), dated 24-12-60.
Tiruchirappalli District:		
8. Cauvery Spinning and Weaving Mills Ltd., Cauverynagar.	1. Whether the non-employment of Sri S. A. Deivasigamani, Bundling secttion, is justified and to what relief he is entitled?	G. O. Ms. No. 5910, I.L. & C. (Lab), dated 24-12-60.
	2. To compte the relief, if any, awarded in terms of money, if it can be so computed.	
Madurai District:		
9. Pandian Mills, Madura Mills Co., Ltd., Madurai.	1. Whether the suspension of worker Sriramalu Naidu, MOS 21, Pondyan Mills for 6 weeks from 21-8-59 is justified and if not what relief he is entitled.	G. O. Ms. No. 49, I.L. & C. (Lab), dated 4-1-61.
10. Madura Mills Co., Ltd., Maduri.	1. Whether the claim of worker Sri S. M. Santiagu, Gate-Keeper MOS 2 of Madura Mills co., Ltd., Madura Mills Co., Ltd., Madurai for promotion to subedar's post is justified and to what relief the worker is entttled.	G. O. Ms. No. 50, I.L. & C. (Lab), dated 4-1-61.
	2. To fix the rank and seniority of Santiagu.	
	3. To compute the relief if any, awarded in terms of money if it can be so computed.	
11. Bakalam Oil Mills, Mahalipatti, Madurai.	1. To fix the quantum of bonus for the year 1959-60.	G. O. Ms. No. 54, I.L. & C. (Lab), dated 4-1-61.
Labour Court, Madras		
Madras District.		
12. N. R. V. Rayal Press, Madurai.	1. Whether the non-employment of 9 workmen referred to in the G. O. is justified and if not to what relief they are entitled.	G. O. Ms. No. 53, I.L. & C. (Lab), dated 4-1-61.
	2. To compute the relief, if any, awarded in terms of money, if it can be so computed.	

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

Sl. No. (1)	Name of the concern. (2)	Page and date of Gazette. (3)	G.O. No. and date in which the award was Published. (4)
	Industrial Tribunal, Madras		
	Chingleput District.		
1.	Western India Match Company Madras-10	23-27 11—1—61	G. O. Ms. No. 88 (Lab) I.L.C. dated 4-1-61
	Coimbatore District.		
2.	Stanmore Estate, Valparai P.O. Coimbatore	7-8 25—1—61	G. O. Ms. No. 206, (Lab) I.L.C. dated 16-1-61
	Madurai District.		
3.	Bombay Company (P) Limited, Madras	10 4—1—61	G. O. Ms. No. 2228, (Lab). I. L. C. dated 23—12—60
4.	Sri Ganesha Engineering Works Madras	11 4—1—61	G. O, Rt. No. 2239, I. L. C dated 24-12-60
5.	B & C. Mills Limited Madras	12-12 4—1—61	* G O. Ms. No. 5885 I. L. C. dated 23-12-60
	North Arcot District		
6.	Sri Lakshmi Saraswathi Motor Transport, Company, Limited, Vellore	12-13 4—1—61	G. O. Ms. No. 5899 I. L. C. dated 24-12-60
	Salem District.		
7.	Sri Dwarakanathan Bank Limited. Salem	10-11 4—1—61	G. O. R. No. 2238 I. L. C. dated 24-12-60
8.	R. P. David and Company,	8 25—1—61	G. O. Ms. No. 286, (Lab) I. L. C. dated 18-1-61
	Labour Courts		
	Coimbatore District		
9.	Sivaraj Transports Sathyamangalam Tiruppur, Coimbatore	14-15 11—1—61	G. O. R. No. 4, I. L. C. dated 3-1-61
10.	Solayar Group of Estates, Solayar Anamalais, Coimbatore	15-20 11—1—61	G. O. Ms. No. 36, I. L. C. (Lab) dated 3-1-61
11.	Salaliparai Estate, Valparai P. O.	20-21 11—1—61	G. O Ms. No. 37 (Lab) dated 3-1-1961.
12.	Uralikal Estate, Valparai P. O.	22-23 11—1—61	G. O. Ms. No. 79, I. L. C. (Lab), dated 4-1-1961.

(1)	(2)	(3)	(4)
	Madras District:		
14.	Varan Industrial Corporation, Guiddy Madras.	1-1 4—1—61	G. O. R. No. 2221, I. L. C. dated 12-12-1960.
14.	Aruna Metal Industries, Madras	5-7 4—1—61	G. O. Ms. No. 5988 (Lab), dated 26-12-1960,
15.	Vinodhan Press, Madras	2-3 25—1—61	G. O. R. No, 45 I. L. C. dated 12-1-61.
	Madurai district.		
16.	Lenox Photo Mount Manufacturing Company Madurai	3-5 25—1—61	G. O. Ms. No. 51 (Lab), I.L.C. dated 4-1-61.
17.	A. V. S. Soundarapandian & Bros. Sadacharam Vilas Rice Mills, Maduri.	1-2 11—1—61	G. O. R. No. 2257 I. L. C. dated 29-12-60.
18.	do	2 11—1—61	G. O. R. No. 2258 I. L. C. dated 29-12-1960.
	Salem District.		
19.	Salem Erode Electricity Distribution Co., Ltd., Salem.	2-3 4—1—61	G. O. Ms. No. 2234, (Lab), I. L. C. dated 4-11-60.
20.	Pullicar Mills Limited, Tiruchengode, Salem	3-5 4—1—61	G. O. Ms. No. 5916, (Lab). I.L. C. d/ 28-12-60.
21.	Sri Sarojini Bus Serviee, Krishnagiri, Salem,	7-8 4—1—61	* G. O. Ms. No. 5945, (Lab) I. L. C. d/ 26-12-60.
22.	do	8-9 4—1—61	G. O. Ms. No. 5946, (Lab), I. L. C. d/ 27-12-60.
23.	do	13-14 11—1—61	G. O. Ms. No. 5988, (Lab) I. L. C. (Lab), dated 31-12-60.
	South Arcot District:		
24.	Sri Selva Vinayagar Bus Service Cudalore	3-4 11—1—61	* G. O. R. No. 2259 I. L. C. dated 29—12—60
25.	-do-	4-13 11—1—61	G. O. Ms. No. 5980 1. L. C. (Lab) dated 31-12-61
	Tiruchirapalli district.		
26.	Ambigai Talkies, Karur	4, 4—1—61	G. O. R. No. 2223 I. L. C. dated 21-12-61
27.	Southern India Tanneries Sombattu	1-2 25—1—61	G. O. R. No. 9, I. L. C. dated 5-1-61
28.	Raja Industrials Palakarai, Tiruchy	5-6 25—1—61	* G. O. Ms. No, 233, I. L. C. dated 17-1-61

N. B: * Denotes the awards under Section 33 (A) of the Industrial Dispute 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 January 1961.

Sl. No.	Name of the Concern.	Industry.	No. of workers involved.	Closures. Began.	Closures. Ended.	Cause.	Compensation paid to workers.
1	2	3	4	5	6	7	8
1.	Glenvens Factory, New Hope P.O. Nilgris.	Plantation	25	2-1-61	...	To complete the erection work in the factory.	Alternative work has been given to all the workers.
2.	Craigmore Tea Factory, Kullekamby P. O. Nilgris.	do	82	16-1-61	...	Annual repairs of the Factory.	...

7. Particulars of complaints received and investigated and settled by the Labour Officers in the State of Madras during the month of January 1961.

Sl. No.	Labour Officer.		Wages and allowances.	Bonus.	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave and hours of work.	Others (not classifiable.)	Causes not known.	Total.	Complaints investigated and settled. (including those pending previously).
1	2		3	4	5	6	7	8	9	10	11
1.	Labour Officer,	Coimbatore I	12	6	21	...	5	27	...	71	71
2.	Labour Officer,	Coimbatore II	4	...	16	...	4	19	...	43	43
3.	do	Coonoor	10	4	43	...	2	16	...	75	75
4.	do	Madras-I	7	5	18	2	...	11	...	43	40
5.	do	Madras-II	10	11	38	...	...	...	...	59	79
6.	do	Madras-III	14	5	23	2	3	4	...	51	46
7.	do	Madurai	13	1	12	...	9	6	...	41	41
8.	do	Nagercoil	1	1	4	...	...	2	...	8	8
9.	do	Pollachi	15	1	15	1	...	9	...	41	41
10.	do	Salem	2	2	5	...	...	8	...	17	42
11.	do	Tiruchirapalli	5	1	12	4	2	9	...	33	33
12.	do	Tirunelveli	9	3	12	35	4	11	...	74	66
13.	do	Vellore	5	5	3	5	...	6	...	24	30
	Total		107	45	222	49	29	128	...	580	615

Industrial Employment (Standing Orders) Act 1946

8. **Statement showing the No. of standing orders certified during the month of January, 1961.**

Number of standing orders certified as on 1—1—1961.	...	1073
Number of standing orders certified during the month of January 1961	...	42
Total	...	1,115
Number of amendments to standing orders certified during the month of January, 1961.	...	1

9. **The Workmen's Compensation Act. 1923.**

Statement of accidents reported and amounts of compensation paid for the month of January, 1961.

Number of accidents resulted on		* Amount of compensation paid under each head.
		Rs. nP.
(a) Death	27 ...	33,196 09
(b) Permanent disablement	17 } ...52	935 95
(c) Temporary disablement	35 }	
	Total	34,132 04

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

10. **Workmen's Compensation Act, 1923.**

Statement showing the number of cases filed and disposed of during the period from 1—1—1961 to 31—1—1961.

Nature of cases. (1)	Number previously pending. (2)	Number received. (3)	Total. (4)	Number disposed of (5)	Balance. (6)
1. *Application under Section* 10 :					
(a) Fatal ...	58	7	65	5	60
(b) Non-fatal.					
(i) Permanent disablement ...	87	3	90	13	77
(ii) Temporary disablement ...	3	1	4	...	4
2. *Deposit under Section* 8 (1)					
(a) Fatal ...	59	11	70	14	56
(b) Persons under legal disability...	9	2	11	2	9
3. *Deposit under Section* 8 (2) ...	1	...	1	1	...

(1)	(2)	(3)	(4)	(5)	(6)
4. *Memorandum of Agreement.*					
(a) Permanent disablement ...	10	13	23	5	18
(b) Temporary disablement ...	5	3	8	4	4
5. *Recovery under Section* 31 ...	2	...	2	...	2
6. *Indemnification under Section* 12 ...	1	...	1	1	...
Total ...	235	40	275	45	230

11. **Payment of Wages Act. 1936.**

Statement for the period from 1—1—1961 to 31—1—1961.

(1) No. of applications pending at the beginning of the month		159
(2) No. of applications filed during the month	...	38
(3) No. of applications disposed of during the month	...	38
(4) No. of applications pending at the end of the month	...	159

12. (a) **Appeals under section 51 of the Madras shops and Establishments Act 1947.**

Pending as on 1—1—1961	...	6
Received during the month of January 1961	...	Nil
Disposed of during the month of January 1961	...	Nil
Pending as on 1—2—61	...	6

(b) **Appeals under section 41 of the Madras shops and Establishments Act 1947.**

Pending as on 1—1—1961	...	273
Received during the month of January 1961	...	33
Disposed of do	...	33
Pending as on 1—2—1961	...	273

(c) **Appeals under section 19 of the Madras Catering and Establishments Act 1958.**

Pending as on 1—1—1961	...	230
Received during the month of January 1961	...	61
Disposed of do	...	38
Pending as on 1—2—1961	...	253

13. (a) List of Trade Unions Registererd under the Indian Trade Unions Act, 1926, During the month of January, 1961.

S. No. (1)	R. No. (2)	Date of registration. (3)	Industry. (4)	Name and address of the Trade Union. (5)
1.	3044	2—1—61	Motor Transport ...	Coimbatore Motor Transport Co-operative Society for Ex-servicemen Ltd., Staff Association, 96, Kadalaikara Lane, Avanashi Road, Coimbatore.
2.	3045	do	Construction ...	Tamilnad Anaikattu Thozhilalar Munnetra Sangam, 14/47, Teppakulam, St., Coimbatore.
3.	3046	do	Textiles ...	Pettai Spinning Mills Workers Union, 237, Sengunthar Big St,, Tirunelveli-6.
4.	3047	do	Mineral and Mineral Products ...	Indian Hume Pipe National Labour Union, 26-B, Chinnakodal St., Tiruchirapallt-2.
5.	3048	do	Loading and Unloading ...	Trichy District Leadman Labour Union, Mailamchandai, Tiruchirapalli.
6.	3049	do	E. G. W. and Sanitary Services ...	Coimbatore District Scavengers Union, M. G. R. Padippagam, 29th Ward, Coimbatore.
7.	3050	10—1—61	Chemical & Chemical Products ...	Magnesite National Labour Union, Sandhaipettai Road, Karuppur Post, Omalur Taluk, Salem District.
8.	3051	do	Miscellaneous ...	Salavai Thozhilalar Sangam, Muniamman Koil St., Kazhugumalai Road Sankarankoil.
9.	3052	do	Transport ...	District Motor and Lorry Transport Workers Union, 6-a, Parasakthi Buildings, Madura Road, Tirunelveli.
10.	3053	do	do ...	Pudukottai Motor Transport National Workers Union, 363, East Main St., Pudukottai.
11.	3054	12—1—61	Printing Publishing & Allied Industries ...	Swadesamitran Employees Union, 7, Gulammurthusa St., Ellis Road, Madras-2
12.	3055	do	Textiles ...	Komarapalayam Kaithari Nesavu Thozhilalar Desiya Sangam, 27/60, Kathalaipettai, Komarapalayam.
13.	3056	19—1—61	Textiles ...	Komarapalayam Silk and Yarn Handloom Workers Union, B. Komarapalayam, Salem District.
14.	3057	do	do ...	Nathella Sampathu Chetty Son & Co., Employees Union, 8, Narasingapuram St., Mount Road, Madras-2.
15.	3058	do	Iron & Steel ...	Ramakrishna Kulwantrai Steel Rolling Mill Employees Union, Tiruvottiyur, Madras-19.
16.	3059	do	Textiles ...	Handloom Weavers Union Mudalaipatty, Namakkal Post, Salem Dist.
17.	3060	20—1—61	Mining & Quarying ...	Tiruchy District Gypsum Mines Workers Union, Moongilpadi Village, Perambalur Taluk, Trichy District.
18.	3061	do	Cement ...	Cement Workers Progressive Union, Dalmiapuram.
19.	3062	do	Miscellaneous ...	Tanjore Taluk Pothu Thozhilalar Sangam, 12, Mattu Maistry Lane, Tanjore.

13 (b) List of Trade Unions Amalgamated during the Month of January, 1961

1.	2219	12—1—61	Printing, Publishing & Allied Industries.	Swadesamitran Ltd., Staff Union, Madras.
2.	2548	do	do	Swadesamitran Workers Union, Madras.

13 (c) List of Trade Unions Cancelled during the month of January, 61 Nil.

ABSTRACT

1.	Total No. of Trade Unions as on 1—1—61	...	1,106
2.	-do- registerd during the period	...	19
3.	-do- cancelled ,,	...	..
4.	-do- amalgamated ,,	...	2
5.	Total No. of -do- as on 31—1—61 ,,	...	1,123

14. Particulars of Inspections made by the Inspectors during the month of January 1961.

No. (1)	Particulars. (2)	Factories Act. (3)	Payment of Wages Act. (4)	Madras Maternity Benefit Act. (5)	Madras Shops and Establishments Act. (6)	Madras Catering Establishments Act. (7)	• Minimum Wages Act. (8)
1	No. of establishments inspected.	394	1,364	66	46,985	2,470	597
2	* Nature of irregularities noticed	38	103	29	467	234	31
3	No. of cases warned	28	39	...	639	217	10
4	No. of prosecutions launched.	5	...	...	22	61	...
5	No. of convictions obtained.	5	...	...	9	57	...
6	Amount of fines levied in Rupees.	210	...	...	118	518	...

* 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 January 1961.

Districts.	At the Beginning. 2 (m) (i) Other than Hotels and restaurants.	2 (m) (i) Hotels and restaurants.	Section 2 (m) (ii).	Section 85 (1).	Registered. 2 (m) (i) Other than hotels and restaurants.	2 (m) (i) Hotels and restaurants.	Section 2 (m) (ii).	Section 85 (1).	Removed. 2 (m) (i) Other than hotels and restaurants.	2 (m) (i) Hotels and restaurants.	Section 2 (m) (ii).	Section 85 (1).	Total. 2 (m) (i) Other than hotels and restaurants.	2 (m) (i) Hotels and restaurants.	Section 2 (m) (ii).	Section 85 (1).	Remarks.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
1. Madras	653	...	69	188	2	...	...	...	11	...	4	6	644	...	65	182	Note :
2. Chingleput	180	...	29	53	3	...	...	...	5	...	...	1	178	...	29	52	
3. South Arcot	109	...	16	67	...	...	...	...	...	...	...	...	109	...	16	67	
4. North Arcot	126	...	144	113	...	...	1	...	...	...	...	...	126	...	145	113	
5. Thanjavur	302	...	28	90	...	...	...	...	3	...	1	1	299	...	27	89	
6. Tiruchirapalli	217	...	23	275	4	...	...	...	...	...	...	6	221	...	23	269	
7. Madurai	359	...	48	101	...	...	...	...	...	...	...	...	359	...	48	101	
8. Ramanathapuram	204	...	66	136	...	...	...	...	...	...	...	...	204	...	66	136	
9. Tirunelveli	241	...	52	145	...	...	2	...	2	...	...	1	239	...	54	144	
10. Kanyakumari	38	...	5	29	...	...	...	...	...	...	...	5	38	...	5	24	
11. Salem	372	...	23	122	2	...	...	...	5	...	...	...	369	...	23	122	
12. Coimbatore	868	...	81	190	6	...	...	...	5	...	...	10	869	...	81	180	
13. Nilgiris	107	...	1	15	2	...	...	...	...	...	...	...	109	...	1	15	
Total	3776	...	585	1524	19	...	3	...	31	...	5	30	3764	...	583	1494	

15 (b). Numerical list of Plantations covered by the Plantations Labour Act, 1951 for January, 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)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	Coffee ...	122	28,604·39	...	...	...	...	122	28,604·39
2.	Tea ...	124	62,389·78	...	...	...	...	124	62,389·78
3.	Rubber ...	15	7,525·68	1	10·00	...	...	16	7,535·68
4.	Cinchona ...	3	9,406·00	...	...	...	...	3	9,406·00
5.	Cardamom ...	3*	2,173·20	...	...	...	...	3	2,173·20
	Total ...	267	1,10,099·05	1	10·00	...	...	268	1,10,109·05

* In valparai area cardamom is grown in tea and or coffee estates. There are no cardamom estates. The area under cultivation alone is included in column 4.

Note :—A. Number of Plantations.

B. Total acreage under cultivation.

16. (a) Statement of Accidents for the month of January, 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).	...	2
20.	Food except beverages ...	...	26
21.	Beverages ...	...	...
22.	Tobacco ...	...	1
23.	Textiles ...	...	278
24.	Footwear, other wearing apparels and made-up textile goods.	...	...
25.	Wood and cork except furniture ...	...	...
26.	Furniture and fixtures ...	...	3
27.	Paper and paper products ...	...	...
28.	Printing, publishing and allied industries ...	...	9
29.	Leather and leather products (except foot-wear).	...	3
30.	Rubber and rubber products ...	...	28
31.	Chemicals and Chemical products ...	1	142
32.	Products of petroleum and coal ...	...	12
33.	Non-metallic mineral products (except Products of Petroleum and coal).	...	24
34.	Basic Metal industries ...	...	17
35.	Metal products (except machinery and transport equipments).	...	33
36.	Machinery (except electrical machinery) ...	...	126
37.	Electrical Machinery, apparatus, appliances and supplies.	...	21
38.	Transport equipment ...	...	453
39.	Miscellaneous industries ...	...	12
51.	Electricity, Gas and Steam ...	...	1
52.	Water and Sanitary Services ...	...	9
83.	Recreation services (Cinema Studios) ...	...	4
84.	Personal Services (laundries, dyeing and cleaning).	...	...
	Total	1	1,204

16. (b) Statement of Accidents in Cotton and Jute Mills for the Month of January, 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.	2	...	...	...	...	...
2. Card Room Machinery	22	...	...	...	...	...
3. Drawing Frames	4	...	...	...	...	...
4. Speed Frames	18	...	...	...	...	...
5. Spinning Machinery	68	...	...	...	...	...
6. Weaving Machinery	19	...	...	...	...	...
7. Finishing Machinery	1	4	...	...	...	...
8. Flying Shuttles	5	...	...	...	...	...
9. Other Miscellaneous Textile Machinery	17	3	...	...	...	...
10. Miscellaneous Non-Machinery Accidents.	112	3	...	...	...	...
Total ...	268	10	...	...	...	...
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 January, 1961.

Name of the factories or establishments (1)	*Section from which exempted* (2)	*Duration of exemption* (3)	*Authority* (4)
EMPLOYEES' STATE INSURANCE ACT, 1948			
1. (a) Special Maintenance sub-Division, Madras Electricity System, Distribution Branch, Mylapore, Madras-4. (b) Regional workshop M.E.S. Distribution Branch, Mylapore, Madras-4.	All chapters except chapter V-A	Further period of 1 year from 27—1—1961	G.O. Ms. No. 66, Industries Labour and Co-operation (Lab) dated 4-1-61 published as Notification II-1 No. 354 of 1961 at page 126 of Part II Section 1 of the Fort Saint George Gazatte dated 25-1-61
2. All the foctories situated within the limits of the Revenue Villages of the taluk and districts specified in column 2 of the Trble given in the G.O. which are exclusively engaged in the manufacturing process specified in column 1 of the Table in the G.O.	do	From 29-1-61 & ending with 31-12-61	G.O. Ms. No. 323, Industries, Labour and Co-operation (Lab) dated 19-1-61 published as Notification II-1 No. 357 of 1961 at page 127 of Part II Section 1 of the Fort Saint George Gezatte dated 25-1-61
3. Certain factories engaged in the manufacturing process of Re-drying unmanufactured leaf tobacco Rice Milling, Cold storages salt Manufacturing, oil mills etc., at Tiruchy and North Arcot Districts.	do	From 29-1-61 & ending with 30-9-61	G.O. Ms. No. 323, Industries, Labour and Co-operation (Lab) dated 19-1-61 published as Notification II-1 No. 358 of 1961 at page 127 of Part II Section 1 of the Fort Saint George Gazette, dated 25-1-61

18. Consolidated Statement of Prices of Cotton and Yarn for January, 1961.

For the Week Ending.	*Price of Cotton per Candy of 784 lbs.*	
	Cambodia.	Karunganni.
7—1—'61	850/980	750/870
14—1—'61	-do-	-do-
21—1—'61	-do-	-do-
28—1—'61	-do-	-do-

For the Week Ending.	*Price of Yarn per Bundle of 10 lbs.* 20s
7—1—'61	20.75
14—1—'61	do
21—1—'61	do
28—1—'61	do

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

Centre.	Food.	Fuel and Lighting.	Clothing.	Houes Rent.	Miscellaneous.	cost of Living index.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
			(*Base*: Year ended June, 1936 : 100).			
1. Madras City ...	517.9	626.5	463.7	283.4	360.6	469.6
2. Cuddalore ...	510.0	489.3	385.8	349.3	479.5	478.5
3. Tiruchirapalli ...	494.2	485.8	429.1	270.3	352.3	444 1
4. Madurai ...	561.3	404.7	503.8	287.0	301.5	473.1
5. Coimbatore ...	511.8	484.4	480.4	463.6	293.5	486.6
	Food.	Housing.	Clothing.	Miscellaneous.		Cost of Living Index.
			(*Base*: August, 1939 : 100).			
6. Nagercoil ...	564.4	416.7	512.9	289.2		497.1

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

Comparative statement of the cost of living index numbers for the months of December, 1960, and January, 1961.

Zone.	*Centre.*	*Cost of living index numbers for the months of.* December, 1960.	January 1961.	*Variation.*
		(*Base*: Year ended June, 1936 : 100).		
1. Madras City and Chingleput Dt.	Madras City ...	488.0	469.6	—18.4
2. North Arcot and South Arcot Dts.	Cuddalore ...	484	479	—5
3. Tiruchirapalli & Tanjore Dts.	Tiruchirapalli ...	447	444	—3
4. Madurai, Ramanathapuram and Tirunelveli Dts.	Madurai ...	476	473	—3
5. Coimbatore and Salem Dts. ...	Coimbatore ...	491	487	—4
		(*Base*: August, 1939 : 100)		
6. Kanyakumari Dt. ...	Nagercoil ...	503	497	6

MADRAS CITY. INDEX-470.

A fall of eighteen points.

The index for the food group fell by twenty eight points to 518 due mainly to a fall in the prices of rice and vegetables.

The index for the fuel and lighting group fell by thirty two points to 627 due to a fall in the price of firewood.

The index for the clothing group fell by two points to 464 due to a fall in the prices of dhoties, shirting, uppercloth, sarees and petti-coat cloth.

The index for the miscellaneous group rose by eight points to 361 due to a rise in the price of betel leaves and tobacco for chewing.

The index for house rent remained unchanged at 283.

Group.	*Weight proportional to the total expenditure.*	*Group Index number.* December 1960	*January 1961.*
(1)	(2)	(3)	(4)
Food ...	58.23	546.3	517.9
Fuel and lighting ...	8.42	658.7	626.5
Clothing ...	6.10	466.1	463.7
House-rent ...	14.57	283.4	283.4
Miscellaneous ...	12.68	352·5	360.6
Total ...	100.00		
Cost of living index number		488.0	469.6

CUDDALORE INDEX-479.

A fall of five points.

The index for the food group fell by eight points to 510 due to a fall in the price of rice.

The group index numbers in respect of fuel and lighting clothing, house rent and miscellaneous remained unchanged at 489, 386, 349 and 480 points respectively.

TIRUCHIRAPALLI INDEX-444.

A fall of three points.

The index for the food group fell by five points to 494 due mainly to a fall in the prices of rice and chillies.

The group index numbers in respect of fuel and lighting clothing, house rent and miscellaneous remained uncharged at 486, 429, 270 and 352 points respectively.

MADURAI INDEX-473.

A fall of three points.

The index for the food group fell by five points to 561 due mainly to a fall in the prices of vegetables, chillies, and tarmatind.

The index for the miscellaneous group rose by four points to 302 due to a rise in the price of betel leaves.

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

COIMBATORE INDEX-487.

A fall of four points.

The index for the food group fell by seven points to 512 due mainly to a fall in the price of rice.

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

(Base: August 1939: 100)

NAGERCOIL INDEX-497.

A fall of six points.

The index for the food group fell by nine points to 564 due mainly to a fall in the prices of rice, vegetables, coconut and coconut oil.

The index for the miscellaneous group fell by one point to 289 due to fall in the price of tobacco for chewing.

The group index numbers in respect of housing and clothing remained unchanged at 417 and 513 points respectively.

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

Sl. No.	Particulars	During the Month	Since last preceding 1st April
	1. *A. Registration*:		
1.	No. of workers registered	6,864	30,542
2.	Net No. of insured persons entitled to medical care at the end of month.	...	2,02,978
	B. Employment Injury Benefits:		
1.	No. of Accident Reports received.	1,314	15,152
2.	No. of Temporary Disablement Benefit payments.	1,069	9,687
3.	Amount of Temporary Disablement Benefit paid.	Rs. 20,386. 79	Rs. 1,98,620. 69
4.	No. of cases referred to Medical Board.	11	139
5.	No. of cases decided for:		
	(a) Partial Permanent Disablement.	8	104
	(b) Total Permanent Disablement.	Nil	Nil
6.	Amount of Permanent Disablement Benefit paid.	Rs. 3,377. 22	Rs. 38,275. 12
7.	No. of insured persons got fitted with artificial limb.	Nil	4
8.	No. of dependants admitted to dependants' benefit.	Nil	13
9.	Amount of Dependants' Benefit.	Rs. 1,931. 14	Rs. 17,560. 73
	C. Sickness Benefit.		
1.	No. of sickness benefit payments.	21,608	2,25,135
2.	No. of sickness benefit days.	1,27,468	13,68,872
3.	Amount of sickness benefit paid.	Rs 2,61,403 68	Rs. 27,30,581. 17

Sl. No.	Particulars	During the month	Since last preceding 1st April
4.	No. of insured persons found eligible to extended sickness benefit.	28	537
5.	Amount of extended sickness benefit.	Rs. 6,253. 80	Rs. 57,423. 54
	D. Maternity Benefit.		
1	No. of fresh maternity benefit cases admitted.	133	1,368
2.	No. of maternity benefit days.	11,967	1,07,619
3.	Amount of maternity benefit paid.	Rs. 41,214. 54	Rs. 3,58,334. 18

	Legal Action	*During the Month of January 1961* No. of cases	Amount
1.	No. of cases where recovery has been effected under Sec. 73-D of the Act and the amount so recovered.	15	5,513. 66
2.	No. of cases where recovery of Employees' contribution has been effected under Sec, 75-(2) of the Act and the amount so recovered.	4	1,443 51
3.	No. of convictions under Sec. 86 of the Act indicating, in brief the grounds for prosecution and the punishment awarded:	Nil	Nil

No. of Insured persons/ Employer conlicted- (1)	Grounds (2)	Punishment (3)
(a) 2 (employers)	Non-payment of Employers Special contribution and Employees contribution and non-submission of SC-2 and contribution cards.	Both the employer were convicted and admonished.
(b) 1 (Insured person)	Received Sickness Benefit improperly by giving false declaration.	The insured person was fined Rs. 50/-

NOTE:—Against Col, B. (3) and B (6) of Report No. 38 the figures against "Since last preceding 1st April" may be read as Rs. 1,78,233-90 nP. and Rs. 34,897-90 nP. respectively.

20. (b) Employees State Insurance Scheme, Medical Benefit, January, 1961

Sl. No.	Particulars.		
1.	Total number of Attendance:		
	New	...	53,382
	Old	...	1,58,682
2.	No. of Medical certificates issued	...	68,848
3.	No. of Domiciliary visits made	...	226
4.	No. of Injections administered	...	51,469
5.	No. of x-ray examinations	...	1,184
6.	No. of Laboratory Examinations	...	2,159
7.	No. of Specialist Investigations	...	3,384
8.	No. of Persons admitted to Hospitals	...	1,118
9.	Bed Days occupied during the month	...	9,125
Additional data for panel system.			
1.	No. of attendance-New	...	10,464
	Old	...	21,789
	Diagnostic Centres		
2.	No. of Prescriptions issued	...	9,535
3.	Payments made to :—		
	1. Chemists	...	...
	2. Insurance Medical Practitioners.	...	Rs. 2716-50

Note:—The figures furnished above does not include the figures of Ranipet Area.

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