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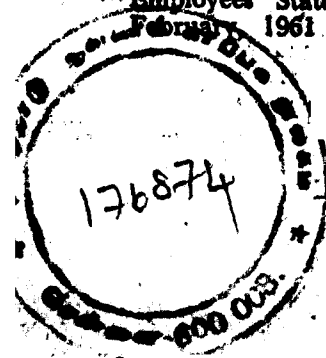
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THE MADRAS LABOUR GAZETTE

Vol. III] MARCH 1961 [No. 3

ARTICLES

ROLE OF TRADE UNIONS IN INDIA'S FUTURE DEVELOPMENT

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The role trade unions play in raising productivity can prove the most vital factor for future economic development. They can inspire workers and minimise waste of raw materials, better distribution of workloads and help in the improvement of discipline. The Stakhanov movement which contributed so much to the success of Soviet planning was nothing but workers' participation in finding out the ways and means of raising productivity and reducing cost through better division of work and careful technical suggestions.

If trade unions in India wish to play a role worthy of them, they have to identify themselves completely with the objectives of the Constitution and the needs of planning. The endeavour in India at present is to take the country speedily to the take-off stage. Since trade unions have a stake in the future economic growth, they can do no better than vigorously help in this process.

Each civilisation has its own characteristic institutions. The agrarian rural society in India had its panchayats; the industrial urban civilisation of the West its trade unions. Whether by force of circumstances or deliberate choice, the latter too have come to India, for they are a concomitant of the industrial civilisation towards which this country is moving rapidly.

As is the case with most human institutions, they come into being because of their potentialities to satisfy certain basic human requirements; and if they gravitate to other directions, the fault does not lie with them, but with those who direct them, the environment in which they function or a distorted understanding of their purpose.

A trade union is such an institution. Its potentialities for serving those in its orbit and the community for socio-economic good are enormous. But for all this a clearer understanding of its role is indispensable.

Social and Economic Objectives

The Webbs defined a trade unions as "a continuous association of wage-earners for the purpose of maintaining or improving the conditions of their working lives". When one compares this definition to the objective of planning in India, namely, "to initiate a process of development which will raise living standards and open out to the people new opportunities for a richer and more varied life", it starts a chain of ideas. That the objectives of both, in one case that of the entire community and in the other that of a socio-economic institution, are in essence the same, means that the institution has to assimilate itself completely with the common aims and that union, rather than conflict is inherent in the relationship of the two. Social and economic justice: right to an adequate means of livelihood, balanced distribution to serve the common good; and ensuring non-concentration of resources, these are some of the directives of the Constitution that the planning Commission has to fulfil. And since trade unions too have more or less similar wider aims, which are the basis for the future development of the country, their role in this behalf is apparent.

Trade Unions Today

In order to understand the position of trade unions today, it is necessary to take a bird's eye view of the progress of trade unionism in India. Its active beginning dates back to 1918, the Indian Trade Unions Act was passed in 1926. Between 1927-28 and 1946-47, the number of registered trade unions increased from 29 to 1,833 and their total membership from 100,619 to 13,31,962. Since then there has been a steady increase both in the number of organisations and in membership. Trade unions have since 1952-53 registered progress as indicated in the following table:

	Registered Workers Unions.	Unions Submitting Returns.	Membership of Unions submit- ting Returns.
1952-53	4,878	2,690	20,94,035
1953-54	5,909	3,258	21,06,042
1954-55	6,557	3,517	21,66,855
1955-56	8,016	3,968	22,69,679
1956-57	8,477	4,370	23,73,278
1957-58	9,868	5,460	30,06,183

The number of federations whose objects are not confined to one State had risen from 12 with 502 affiliated unions in 1947-48 to 48 with 1,587 affiliated unions in 1957-58.

This upward curve of numbers does not, however, give an entirely correct picture. For, there has been a haphazard promotion of small unions, which means quantitative progress without corresponding qualitative advances. Certain problems continue to retard their all round progress.

Current Problems

Trade Unionism was legally recognised in India in 1926, and became eligible for Government support and encouragement. But although Indian trade unions worked for the protection of the workers, they were, till 1947, strong allies of the political movement because of their strategic position. They had reason to believe that without political power, social and economic advance is difficult. No useful purpose will be served by probing as to whether the main central organisations of workers in India are even now tied to or affiliated to different political parties. The fact remains that there are, today, four such central organisations and that they do not always see eye to eye with each other even in pure trade union matters. This division, in several instances, percolates right from the national level to the level of individual undertaking. It is ordinary human nature that so long as multiplicity of unions exist, each will have a spirit of competition with the others. Even progressive employers who have all sympathy for growth of a strong and healthy trade union movement find themselves frustrated owing to multiplicity of unions. The less enlightened of those employers who are hostile can make the multiplicity of unions as a ready and convenient excuse. In particular, this is the main hurdle against more effective use of the machinery for collective bargaining as the very term collective assumes complete unity among all the workers. Parenthetically, when, on the basis of experience of other countries, a plea is made that the legal provision relating to compulsory adjudication should be removed from the Statute Book, the answer is apparent. So long as complete trade union unity is not achieved, the power vested in Government is to the advantage of the workers themselves.

It is, however, a happy sign of the times that the common ground among different central organisations of workers is gradually increasing, though one might like to see the pace of this advance more rapidly. So long as multiplicity of trade unions and consequent rivalry are not almost wholly banished, it is inevitable that collective bargaining cannot gain full strength; the small trade unions will remain poorly organised with unsteady membership and precarious finances.

Towards Strength and Self-Reliance

It is commonly said that trade unions in India have been spoon-fed for a long time now. How can this situation be changed to one in which they are strong and self-reliant? The State in India is anxious that they should be in a position of strength so that they can bargain independently with individual employers or groups of employers for improvements in the conditions of employment. There are certain difficulties in the situation which stand in the way. The more important of these are: (1) low wages, and hence difficulty in paying even a moderate union subscription regularly (2) prevailing unemployment, which lowers the bargaining power of the individual worker and consequently of the unions (3) illiteracy which makes it difficult for an average member to appreciate the real object of union membership and (4) divided loyalties because of regional, religious, caste differences, which prevent workers from making their union an integrated whole.

There is also a brighter side of the picture. Although trade unionism is quite young in India compared to the countries in Europe and North America, the revolutionary times in which it was born and has developed has made it today an accepted feature of the industrial system. It did not have to go through all those troubles which trade unionism in the West had to suffer, and it could profit by the ready-made and accumulated experience of trade unions the world over. Ever since trade union representatives started attending the International Labour Conference, their role in policy-making through legislatures and membership of commissions and committees has been well-recognised. With the establishment of the tripartite Indian Labour Conference, Standing Labour Committee and Industrial Committees, this role has been stabilised. The result, therefore, is that where all workers are union members or not, whether all employers have anything to do with trade unions or not, workers view point plays a part in shaping labour policy in India.

If there are still some sections of the community who are unable to appreciate the role of trade unions or are even hostile to their legitimate activities, the responsibility rests partly on trade unions themselves for they have not risen to the stature expected of them.

Problems like union shop have still not risen in India. for trade union membership is even now a small percentage of the total labour force. Certain steps taken by Government in recent years to help the growth of trade unionism towards self-reliance are briefly as follows:

(1) During the sixteenth session of the Indian Labour Conference, held in May 1958, the representatives of INTUC, AITUC, HMS and UTUC held a meeting and agreed to observe certain principles for maintaining harmonious inter-union relations. These are, among others, the recognition of the freedom of every worker to join a union of his choice, democratic functioning of trade unions and eschewing violence, coercion, intimidation, or personal vilification in inter-union dealings.

(2) The same tripartite conference arrived at some agreed criteria for the recognition of trade unions. The main points among those criteria are that a union claiming recognition should cover at least 15 per cent of the workers in the establishment concerned (25 per cent in the case of a representative union for an industry in a local area), and that where there are several unions in an establishment or industry, the union with the largest membership should be recognised.

(3) A bill amending the Indian Trade Unions Act, 1926 was introduced in Parliament recently, which has made provisions, inter alia, for facilitating registration of trade unions and prescribing a membership fee of 25 pP per month.

Managements and Trade Unions

The above is an account of what the State has done in order to help trade unionism. It may seem paradoxical, but perhaps managements can also help the process of unionisation among their workers.

Industry has entered the age of automation. The process of economic growth in future will be different from what it has been in the past. According to Rostow, continued growth requires that the society should "organise itself as to continue to apply tricks of manufacture" in an unending flow of changing composition". As time passes, competition becomes intense and markets shrink, utmost cooperation will be required between managements and workers. Managements, on their part, are well-organised. But they cannot deal with their own workers individually. The best method of securing the active cooperation of workers in all schemes of modernisation is to have handy a trade union which can speak with authority on workers' behalf, put forward their view-point objectively and dispassionately, keeping in view the current problems and aspirations of their workmen and the future of the undertaking or the industry. The union should also be in a position to get the fullest cooperation of workers in its agreements with the management.

No continuance is possible in conditions of conflict or armed truce. Team spirit is essential on the shop floor. Discipline in the past was obtained with the big stick of authority to hire and fire. Ownership is informal today. In the rung of management, employees go up quite high. Workers are no longer a docile lot. Disciplining today can be secured best when it is assumed as a responsibility by the union in return for the best the management can do for workers collectively. That, at least, is the trend in industrially advanced countries. In India, a beginning has been made for apportioning responsibility between managements and trade unions through the Code of Discipline in Industry formulated after a good deal of discussions and consultations in tripartite labour bodies. Since this Code is an epitome of the rights and responsibilities of managements and trade unions in their relationship to each other it is worthwhile giving a summary of the Code here.

According to the Code, representatives of management and unions should agree to encourage constructive cooperation between their representatives at all levels and as between workers themselves. There should be no strikes and lock-outs without notice, and neither party should have recourse to coercion, intimidation, victimisation or go-slow tactics as also litigation and sit-down and stay-in-strikes.

The managements agree not to increase work loads without prior settlement, not to support or encourage any unfair practice, and to take prompt action for (a) settlement of grievances, and (b) implementation of settlements, awards, decisions and orders. They also agree to take appropriate disciplinary action against any of their supervisory staff responsible for precipitate action by workers leading to indiscipline.

The unions agree, on their part, not to engage in any form of physical duress or demonstration which is not peaceful, to eschew unfair labour practices and to take prompt action to implement agreements and awards. They agree to disavow any action on the part of any union official which is contrary to the spirit of the Code.

Wage Policy

A criticism that is usually levelled against trade unions is that they keep on asking for higher wages and that higher wages start the vicious circle in which wages and prices go on chasing each other. There may be

some truth in this criticism, but it is not wholly charitable, for workers ask for higher wages when their real wages start shrinking in the wake of rising consumer price indices.

When planned development of a country is a foot in order to bring prosperity to everyone including the workers, trade unions may perhaps have some duty in weighing carefully their demand for higher wages and the likely repercussion of such demands.

There are three possible alternatives on wage questions in the planning stage: (1) wage freeze (2) no-strike for wage increases, and (3) higher wages only as part of the share in higher productivity by collective bargaining. A wage freeze is not acceptable to trade unions for that removes from under their feet the very ground on which they stand, and it is only natural that they cannot abdicate their basic function. The same consideration applies to no-strikes issue. As regards linking wages to higher productivity, this question is being dealt with a little later.

The process of wage fixation through wage-boards has been initiated in India; but such fixation, through worth-while as a stop-gap, is likely to deflate incentive for higher efficiency, and it is not likely to be conducive to the growth and strengthening of trade unionism.

Modernisation and Trade Unionism

An important question connected with the future development plans of this country is that of modernisation of the industry. This has come up for animated public discussion in connection with the installation of automatic looms in the textile industry. The replacement of old looms by automatic looms would cause redundancy, wage adjustments, changes in working conditions, need for training facilities, etc. In India capital is scarce while labour is plentiful in the first flush, therefore, one may conclude that modernisation plans should not be acceptable to the working classes. On a detailed consideration, however, it would appear that this question cannot be settled so easily. The textile industry, like many others, is of international importance. To countries like India this is important not only because it can supply the home market, but it has acquired an increasing importance in the export market. If India continues to produce cloth with out-of-date machines not only will the cost be prohibitive as far as export potentialities are concerned, but the quality of the products will be out-of-date as far as changing tastes and fashions go.

Trade unions have thus to formulate policies with regard to modernisation with great care, keeping in view not only the interests of workers but also the future of the industry and the national interests.

Higher Productivity

In the world of modern industry, higher productivity has become the key to all round progress - higher living standards for the workers, higher profits to the capital and lesser prices to the consumer. There is no doubt that trade unions cannot in their own interest, oppose plans for higher productivity, but differences may arise in connection with sharing the

benefits of higher productivity. In order that trade unions may not appear to stand in the way of these plans, they have to formulate their attitude on this question. According to an article in a recent issue of the International Labour Review, ways of sharing out the benefits of higher productivity should have the following characteristics:

- (1) they must be fair and acceptable to all economic agents involved.
- (2) they must not be likely to entail either inflation or a contraction of
- (3) more generally, they must not compromise the prospects of continued economic growth.

The most obvious advantages that can accrue to workers from higher productivity are: higher wages, more leisure or both. Higher wages in undertakings where productivity has gone up may have repercussions by giving rise to demands for wage increases in other units and may also attract labour from them. A general wage rise may lead to inflation while the second development may cause distortions in the labour market. Trade unions have, therefore, to realise that while workers have a legitimate share in the benefits from higher productivity, irrational distribution of these benefits in which wages take the lion's share might have long-term consequences which are not beneficial to the interests of working classes.

The role trade unions play in raising productivity can prove the most vital factor for economic development. They can inspire workers to minimise waste of raw materials, better distribution of workloads and help in the improvement of discipline. The Stakhanov movement which contributed so much to the success of Soviet Planning was nothing but workers' participation in finding out the ways and means of raising productivity and reducing cost through better division of work and careful technical suggestions.

Other Lines of Action

In the interest of social and economic development of the country from which workers stand to gain as much as other sections of the population, trade unions can make contributions in a variety of ways. Some of those are briefly as follows:

(1) The existence of strong well-knit trade union organisations can in itself help a good deal in instilling confidence in the minds of workers about the security of their jobs and this can reflect in confident efforts for the future development of the country. By strengthening their organisation, therefore, trade unions can make effective contribution for the future of the country.

(2) Trade unions can develop their own workers' education, programmes and welfare programmes besides supporting the programmes run under the auspices of the State or by the employers. Thus, by attending to the educational, health and cultural needs of their members they can improve the general atmosphere for progress.

(3) Trade unions can help in small savings drive of the Government and capital formation in the public sector, thus helping in the production of more goods and expanding opportunities for employment.

(4) Cooperation among workers can be encouraged by trade unions, which besides inculcating habits of thrift, can improve the economic condition of the workers.

The Road to Progress

The advance of modern technological development is making serious inroads into the structure of traditional institutions and it would not be easy to sustain them for long. The vacuum created by the disappearance of the old will be occupied by new institutions in which new relationships will be knit together. The trade union is such an institution, but having been born in earlier times it has also to adjust itself to the speed and efficiency that is required in all institutions at present.

If trade unions in India wish to play a role worthy of them, they have to identify themselves completely with the objectives of the Constitution and the needs of planning. The endeavour in India at present is to take the country speedily to the take-off stage. Since trade unions have a stake in the future economic growth, they can do no better than vigorously help in this process. They can do this by (1) creating confidence through their own strength (2) guiding workers to refrain from anything that retards the country's progress (3) supporting all those plans which lead the country to a self-generating economy, and (4) initiating activities of self-discipline, self-help and self-endeavour to improve social, economic and cultural status of the workers. If trade unions can embark on this four-fold plan of action, they would be able to play a worthy role for the future development of the country.

(Reproduced from 'Productivity'-Journal of the National Productivity Council-Vol.2 No.2-Dec. 1960-Jan. 1961).



INDUSTRIAL RELATIONS IN A DEVELOPING ECONOMY

Over the past decade, India has endeavoured through her Five Year Plans to harness her natural resources and the energies of her people to the tasks of national development. During the period of the Second Five Year Plan the accent has been on the development of industry, both in the public as well as in the private sector, in view of its crucial importance in achieving as quickly as possible an adequate increase in the employment potential of the nation's economy and a reasonable measure of rise in the levels of wages and living standards.

The rapid growth of population, the slow rate of capital formation and the short supply of foreign exchange underline the urgency of maximising production with the available resources of men, machinery and capital in industry. And good industrial relations is one of the cardinal factors necessary to promote and achieve this goal of optimum industrial production.

The achievement of a socialistic pattern of society through an industrial democracy is an avowed objective of our social policy. This aim has influenced the formulation of the labour policy which lays emphasis on human values and has been shaped in response to the economic and social needs of the community in consultation with representatives of both sides of industry in the country.

We have telescoped during the last decade or so a wide range of labour legislation which has been spread over a much longer period in the industrial countries of the West. This is to be expected because we have the avowed objective of catching up with the rest of the progressive nations of the world in economic development and formulation of schemes relating to public well-being. Comprehensive laws pertaining to safety, health and welfare of workers in factories, mines and plantations have been passed by Government. Statutory fixation of minimum wages in industries in which wages are low and collective bargaining capacity of labour weak has been provided for by law. The Employees' Provident Fund Act, 1952 and the Employees' State Insurance Act, 1948 are measures of social security which have brought to our Industrial Labour benefits like provident fund, cash payment and medical attention in respect of sickness, maternity, etc.,

Consultative machinery has been provided for at every level to ensure that adequate opportunities become available for both sides of industry to come together to resolve differences and to cooperate creatively in achieving higher production. The Works Committees functioning at the unit level are intended for exchange of information between management and workers in an undertaking and for considering suggestions for improvement of safety, health, welfare and increase of productive efficiency. The outcome of discussions therein frequently takes the form of recommendations on which the final decision is left to the management, the emphasis being mainly on co-operation based on common interest.

The Labour Advisory Board at the State Level and the Indian Labour Conference and the Standing Labour Committee at the National level are tripartite bodies representing Government, employers' and workers' organisations and the views of these bodies are taken into consideration in

the formulation of Labour policy. The Wage Boards and the industrial Committees function similarly at the level of industry.

Conflicts naturally arise between management and workers in industry and machinery for the resolution of such conflicts has been evolved differently in different countries in accordance with the pattern and pace of industrial development, and the prevailing legal system and the social psychology of the people concerned. In Britain, with its comparatively long history of industrial development and trade union movement, collective bargaining and voluntary arbitration have evolved as the primary modes for resolving employer-employees differences and for determination of wages and working conditions. In India owing to low levels of education and organisation of workers, the Government has had to play a more positive role in the regulation of industrial relations. In the interregnum between the two wars, machinery for conciliation and for appointment of courts of inquiry was provided for on the basis of the system obtaining in Britain in the matter. But during war years, with a view to prevent interruption of production disputes were referred for adjudication under the Defence of India Act and strikes of workers prohibited. Provision for adjudication of industrial disputes has also been embodied in the Industrial Disputes Act, 1947.

With the growth of the trade union movement and the build up of a considerable volume of case law on important problems arising in employer-employee relations, it has been increasingly realised that adjudication is not the most satisfactory method of resolving disputes in view of the element of compulsion implicit in such a measure and further industrial litigation that it leaves room for. As peaceful relations between labour and management depend upon the skill, determination and good-will of the parties concerned and a settlement achieved through negotiation or conciliation promotes good human relations conducive to maximum productivity in industry, a climate has been generated for increasing resort to negotiation, conciliation and arbitration as means for settling industrial disputes. To this end, the Industrial Disputes Act, 1947 was amended in the year 1956 to provide for enforceability of bipartite agreements as well as for reference of disputes for voluntary arbitration on a joint application by the parties to the dispute.

The Code of Discipline in Industry which applies both to the public and private sector has been accepted by all the central organisations of employers and workers and has been in operation since the middle of 1958. The code based on specific obligations for the managements and workers has the object of promoting constructive co-operation between the representatives at all levels the avoidance of work stoppages as well as of litigation and the settlement of disputes and grievances by mutual negotiation, conciliation and voluntary arbitration. It provides for the formation of adequate grievance machinery at the level of the undertaking. It aims to assist the free growth of trade unions, the discouraging of careless operation or negligence of duty on the part of workers and the elimination of coercion and violence in the industrial relations. The importance of this experiment lies in that it works on the moral plane and not in the shadow of any penal law. Being a new concept with far reaching aims in a difficult field, it presents a challenge to both sides of industry to get it firmly established in practice.

Inter-union rivalry has hampered healthy growth of the trade union movement and the successful evolution of collective bargaining as the primary mode for resolving disputes. It is to be hoped that the Code of Conduct which was drawn up and accepted by representatives of workers' organisations over two years ago would contribute to lessen the intensity of such rivalry if not eliminate it.

Failure to implement awards and agreements has been a common complaint on both sides. As such failure would be contrary to the spirit of the code, an "Evaluation and Implementation" machinery has been set up at the Centre and in the States to supervise and ensure compliance with the obligations stemming from laws, agreements, awards and the code of discipline.

Constructive co-operation between management and labour at all levels and the elimination of industrial litigation requires the development of strong and self-reliant trade unions of enlightened workers. With a view to assist workers in this regard, a Scheme of Workers' Education has come into operation through the initiative of the Government of India and it is hoped that this would help to educate workers in their role as trade unionists and members of an industrial society and contribute to the building of trade unions on sound lines and the elimination of inter-union rivalry.

To stimulate interest in higher productivity and to instil a sense of participation in the minds of the workers, a form of workers' participation in management has been evolved and joint management councils set up in some industrial units. These councils would have the right to obtain information regarding the working of the undertakings concerned and have direct administrative responsibility for matters concerning workers' welfare, training and allied matters. The main function will be to bring about mutual consultation between employers and workers over many important issues which affect industrial relations. It is hoped that this scheme will extend progressively in industry until it becomes a normal feature of the industrial system.

It is proposed to work out a code of efficiency and welfare of workers with a view to help in the cultivation of positive attitudes on the part of management as well as of workers in raising industrial efficiency and productivity and to define in concrete terms the responsibility of both sides in this regard. Better utilisation of equipment, improved work methods and management techniques will undoubtedly increase the national product and contribute to the strengthening and expansion of the Indian economy.

At the level of the undertaking, a contented labour force is a prerequisite of happy industrial relations. Stability of employment, satisfactory working and living conditions, adequate earnings, proper payment for overtime, welfare work, provision for the future, respect for workers' dignity and development of common interest between employers and employees are some of the measures which have to be secured. Without any danger to the highest standards of efficiency and discipline, the worker has to be assured of his position as an honoured partner in production and not left with the feeling that he is a mere soulless machine or raw material of industry. To this end, an enlightened employer will need to organise

his plant properly, have a well-organised welfare and personnel department and promote active participation by the workers in the machinery of joint consultation. The workers must also realise the urgency of developing strong and self-reliant trade unions imbued with a zeal to improve the working conditions of the members and possessed at the same time of the capacity to relate their demands to the larger interests of the community.

The challenging tasks of economic development call for the best of every citizen. In the modern technological world this means in essence maximisation of our efforts towards rapid industrialisation and optimum utilization of all our resources. In this task, good industrial relation becomes a *sine qua-non*. The achievements in this sphere in the past decade have no doubt been significant. And with our past experience, I have no doubt that in the critical years to come we as a nation would meet the further course of this challenge adequately so that our children and our children's children will have a better world to live in.

(Talk broadcast by Sri T. N. Lakshminarayanan I.A.S., Commissioner of Labour and Director of Employment, Madras, From the All India Radio, Madras—Reproduced by the courtesy of the All India Radio.)

INDUSTRIAL SAFETY

BURNS CAUSED BY FINGER RING

Low voltage is often considered to be harmless, particularly when it is supplied by accumulators. An unusual accident occurred recently, however, when a fitter-working on the starter of a lorry was tightening up the lead to the starter switch. The nut which he was tightening was connected directly to the 24 volt accumulator. The spanner was in good connection with this, and also with the ring on his finger. When his hand became jammed against the chassis the outside of this ring was in good contact with the chassis which completed the circuit. The resultant current, which might well be several hundred amperes, was sufficient to fuse the ring and almost severed his finger.

A considerable number of accidents occur when working on or near motor car electrical equipment. It is always a wise precaution to remove the earth connection. The wearing of finger rings in industry is a hazard which should not be overlooked.

SAFETY EQUIPMENT SAVES LIFE

When so many accidents occur in which there is cause for criticism as regards the safety measures it is pleasant to record an incident in which, though injury resulted, a life was undoubtedly saved because the danger of the job was appreciated and appropriate safety equipment was provided.

A worker was trimming coal in a bunker containing more than 1,000 tons. A wall of coal collapsed, several tons swept down upon him and he was buried. However, because he was wearing safety harness attached to a life line and because an attendant on the line acted promptly, he was hauled clear and suffered only an injury to one knee and, of course, shock.

The employers in this case had recognised the inherent dangers of coal bunker work and what would certainly have been fatal otherwise proved to be only a relatively small accident. A life line and an attendant fully trained in his job should always be part of such work where a man must stand on the material in a bunker.

No one should be allowed to go on to material in a storage hopper or bunker, no matter how firm and solid the surface may appear to be, unless it is absolutely essential to do so and until all other methods of doing the necessary work have proved impracticable. The use of vibrators, either in the material or fixed to the side of the bin or hopper, can often ensure that the material flows properly, that cavities do not form, and thereby the need for anyone to stand on the material can be avoided.

(Reproduced from 'Accidents', London—Number

45—October 1960—pp 27 & 37).

PUNCH PRESS ACCIDENT

Recently a 35 year old man suffered the complete loss of all fingers on his right hand and loss of the first joint of the thumb on the same hand when involved in a punch press accident.

Investigation disclosed that a 100 ton press was involved. The treadle, on the machine was a board which extended across the front of the press. The treadle was well guarded with a treadle guard. When in a previous location, this particular press had been run by a man with a hernia condition, and to make the job easier, the treadle had been counter-balanced with a piece of steel on a bar at the back of the press. Immediately preceding the above accident the victim was notching pieces 6" x 10" out of steel plates 24" x 36" in size. The press was being operated without any die guard, and the man was reaching into the dies to remove the blanks. Vibration caused the counter-balance at the back of the machine to fall off and block the treadle in the down position. This caused the press to repeat as the victim reached in for a blank with the above most unfortunate results.

You may not have special conditions provided for someone with a hernia, but are there some other temporary situations in your work area which could suddenly go wrong, as in this case, with similar unfortunate results?

This is another example of the point-of-operation guarding.

(Accident prevention, Toronto, July, 1960).

WHEEL ON SWING GRINDER BURSTS

A man was operating a swing frame grinder fitted with a 16 in. dia. x 2 in. thick wheel. While he turned away from the machine to carry out a task associated with its operation, the wheel burst, fortunately causing only slight damage to plant and no personal injury.

Subsequent investigation showed that, although the makers' recommended safe working peripheral speed for the wheel was between 2,150 and 2,270 r. p. m., in actual fact it had, for some time, been operated at a speed of 2,850 r. p. m. There is no doubt that continuous operation of the wheel beyond the safe peripheral speed contributed greatly to its disintegration.

It is a requirement of the regulations for the grinding of cutlery and edge tools, and for the grinding of metals (miscellaneous industries), that a notice specifying the safe working peripheral speed of every class of grindstone and abrasive wheel in use, must be permanently affixed in every room in which grinding is carried on. The notice must also specify the speeds of the shafts or spindles on which the grindstones or abrasive wheels are mounted, and the diameters of the pulleys on such shafts or spindles necessary to secure such safe working peripheral speeds.

(Industrial Accident Prevention Bulletin, Lond. July 1960)

GASSING

Many accidents due to gassing or poisoning arising from the manufacture, processing and handling of toxic material are reported every year to H. M. Factory Inspectorate. But the number of cases involving slight injury must be many times greater, as an accident is reported only if it proves fatal, or disables the injured person for more than 3 days from earning full wages at the work at which he is employed. A great danger lies in the cases of chronic poisoning occurring over a long period of time, when the concentration of gas or vapour is insufficient to cause any immediate sign of injury and the illness produced may be passed off as general malaise.

In order that the danger can be recognised it is necessary to ensure that all containers used for toxic materials are correctly marked so as to indicate the hazards involved. The system of labelling often breaks down when large containers are repacked into smaller ones. Whenever this operation is carried out it is of paramount importance to ensure that the original labelling system is perpetuated.

The user, on receipt of toxic materials should immediately take steps to ensure that adequate precautionary measures are adopted. The possibility of utilizing a less hazardous or non-toxic substance should always be considered first. Where this is impracticable, the precautions must obviously aim, as with mechanical dangers, at preventing contact between the worker and the toxic agent. The best method of combating danger is to use totally enclosed plant, preferably operated under reduced pressure so that any leakage occurs into and not out of the plant. If manipulation is necessary, the well-known chemists' fume cupboard should be used, that is, an enclosure having openings as small as possible for manipulation of the work and connected to a suitable exhaust system so as to maintain an efficient inward draught over all the openings. Only when it is impossible to apply this principle should local exhaust hoods be used. Moreover, this latter method is generally more expensive to operate. General ventilation should never be relied upon as a means of removing toxic materials from the air of a workroom.

Respirators should not, in general, be used as a routine precautionary measure to prevent a toxic substance being inhaled. They may be considered as a last line of defence and their use should normally be restricted to special operations such as the cleaning or maintenance of the plant where the application of the methods mentioned above would be inappropriate. It must also be remembered that in a confined space, or where there may be a deficiency of oxygen, only breathing apparatus with a self-contained air supply or connected by air line to fresh air should be used. Canister respirators should never be used in such circumstances.

Certain types of breathing apparatus will be necessary where plant containing toxic gases or vapours is involved, for example, in rescue or other emergency work. Care should be taken to see that the correct type is chosen and that any person who may at any time have to use the apparatus is adequately trained and fully aware of its limitations.

In spite of all the precautionary measures which can be provided, it must be remembered that success in preventing injury lies in their correct use. The dangers involved should be explained to the operatives, together with the precautions necessary to combat them. The need to exercise vigilance and care should be emphasized and every effort made to obtain the willing co-operation of all persons who may be exposed to danger. All untoward incidents and any signs of illness, however, slight, should be thoroughly investigated without delay. In this way serious danger may be avoided.

(Accidents, London, January, 1960)

(Reproduced from 'Industrial Safety and Health Bulletin - Vol.III, No. 4 - October-December, 1960.)

தொழில் துறையில் உடல் சோர்வு

(Industrial Fatigue)

சு. பரமநாயகம்

உயிரில்லாத பொருள்களைத் துருவி அணுகுண்டு போன்ற ஆராய்ச்சி களில் தீவிரமாக முனைந்து நிற்கும் விஞ்ஞான உலகம், ஒரு மனிதன் இந்த அளவுக்கு மேல் வேலை செய்ய இயலாது என்று வரையறுத்துக் கூறும் உடற்சூறு நூல் தரும் உண்மைகளை ஆராய்வதில் ஆர்வம் காட்டுவதில்லை. மனிதன் தன்னுடைய அறிவு, ஆற்றல், தொழில் செய்யும் நுட்பம் ஆகிய இவைகளில் எவ்வளவு முன்னேறி நின்றாலும், தன்னுடைய உடற்சூறு வகுக்கும் வரையறைக்கு மேலாக வேலை செய்யத் திறமையும் வழியும் கண்டுபிடிக்க வில்லை. தன்சக்திக்கு ஏற்ப, ஒரு குறிப்பிட்ட அளவு வேலைக்கு மேல் பாடுபடத் துவங்கும்போது, உடல் சோர்வு ஏற்படுகின்றது. உடல் சோர்வைத் தவிர்க்க வழி உண்டா? உடல் சோர்வு ஏற்படாத முறையில் பணி செய்யும் முறையை மாற்றியமைக்க வழி உண்டா?

தொழில் புரிவது வாழ்க்கையின் உயிர்நாடி. தொழில் புரியாவிடில் மனிதனுடைய உடலும் உள்ளமும் நசித்து விடும் என்பது யாவரும் அறிந்தது. வாழ்க்கை நடக்கத் தேவையான ஊதியம் பெறவும், வாழ்க்கை வளமாக வாழத் தேவையான ஆரோக்கியம் பெறவும் வேலையில் ஈடுபட வேண்டுவது அவசியம். பொருள் வசதி பெற்றவர்களுள் ஆரோக்கியம் கருதி அலுவல் புரிகிறார்கள். வேலை செய்யும் நேரத்தைக் கட்டுப்படுத்தும் வகையில் செய்யப்பட்டுள்ள சட்டங்கள் உடல் சோர்வைத் தடுத்து முப்பது வயதில் வாலிபப் பருவத்தில் இருக்கவேண்டிய மனிதனை வயோதி கப் பருவத்திற்கு மாற்றாமல் இருப்பதற்கு உதவி செய்கின்றன என்பது உன்னிப் பார்ப்பவர்களுக்குத் தெரியும்; ஏனெனில் உடல் சோர்வு மனித னுடைய ஆரோக்கியத்தை அணு அணுவாகப் பாதித்து இளமையிலேயே முதுமையில் சோர்வை விளைக்கக் காரணமாக அமைகிறது என்று உடல் கூறு நூல் வல்லுநர் கண்டுள்ளார்கள்.

உடல் சோர்வு (Fatigue) என்றால் என்ன? தொழிலாளர், தங்கள் உடலில் தேங்கியுள்ள சக்தியை, ஒரு வேலை செய்வதில் செலவழித்த பின்னர், அவர்களுடைய உடல் அடையும் நிலை, உடல் சோர்வு என்று கூறலாம். வேலை செய்யும் சக்தியில் குறைவு வேலை செய்வதில் ஏற்படும் ஆனந்தம், ஆர்வம் இவற்றில் ஏற்படும் குறைவு. வேலை முடிந்த பின் வீட்டுக்குச் சென்று தான் ஈடுபடும் வேடிக்கை கேளிக்கைகளில் காட்டும் ஆர்வத்தில் குறைவு ஆகிய இவைகளே உடல் சோர்வின் அறிகுறிகள்.

உடல் சோர்வு இருவகைப்படும். ஒன்று தவிர்க்க முடியாத வேலை களைச் செய்வதால் ஏற்படும் சோர்வு; மற்றொன்று தவிர்க்கக்கூடிய வேலை களைச் செய்வதால் ஏற்படும் சோர்வு. தொழிற்சாலைக்கு நடந்து செல்வது, தொழிற்சாலையில் நிற்குகொண்டு வேலை செய்வது, கைவண்டியில் தூக்கிச் செல்லக்கூடிய பளுவை முதுகில் தாங்கிச் செல்வது ஆகிய வேலைகளில் உடல் சோர்வு இரு காரணங்களால் உண்டாகிறது. நடந்து செல்வதிலும் நின்ற கொண்டிருப்பதிலும் பளுவைத் தாங்குவதிலும் உடலின் சக்தி

பிரயோகமாகிறது. எஞ்சியுள்ள உடல் சக்தியே தவிர்க்கமுடியாத வேலை செய்ய உதவுகின்றது. தவிர்க்கக்கூடிய வேலை செய்வதில் வீணாகும் உடலின் சக்தியை மற்ற வேலைகளைச் செய்வதில் பயன்படும்போது வேலை செய்யும் அளவு அதிகரிக்கும்; வேலை செய்த பின் ஏற்படும் சோர்வு குறையும்.

எனவே தொழிற்சாலையில் நடக்கும் பல்வேறு தொழில்களைப் பரிசீலனை செய்து தவிர்க்கக்கூடிய உடல் சோர்வைத் தவிர்க்கக்கூடிய வேலைகள் எவை, உடல் சோர்வைத் தடுக்க இயலாத வேலைகள் எவை என்று பாகுபடுத்தி தவிர்க்கக்கூடியவைகளை நீக்குதல் வேண்டும். உடல் சோர்வு தவிர்க்க முடியாத வேலைகளிலும் உடல் சோர்வைக் குறைப்பதற்கு மார்க்கம் உண்டா என ஆராய்தல் வேண்டும். முதுகில் தாங்கிச் செல்லும் பளுவை வண்டியில் ஏற்றிச் செல்வதினால் உடல் சோர்வை குறைப்பது ஒரு சான்று. வண்டியைத் தள்ளிச் செல்வதால் ஏற்படும் சோர்வு தவிர்க்க முடியாதது. சோர்வு என்பது உடலில் நிரந்தரமாக இருக்கக்கூடிய ஒரு நிலை அல்ல. சோர்வுற்ற அவயவங்களுக்கு ஓய்வு அளித்தவுடன் சோர்வு நீங்கி, அவைகள் மறுபடியும் உழைக்கத் தயாராகின்றன. தொடர்ந்து வேலை செய்வதால் ஏற்படும் சோர்வு "ஒரு மணி நேரம் படுத்துறங்கினால் தான் இந்தச் சோர்வு போகும்" என்ற நிலைமை ஏற்படா வண்ணம் வேலை நடுவில் வேலை செய்யும் உறுப்புகளுக்கு இடை இடையே தகுந்த ஓய்வு கொடுக்கும் வாய்ப்பு இருத்தல் வேண்டும். ஏற்பட்ட சோர்வை எவ்வளவு துரிதமாகத் துடைக்க முடியுமோ அவ்வளவு துரிதமாகப் போக்குவதற்கு உரிய உபாயங்களை வகுத்து அவைகளை நடைமுறையில் கொண்டு வர வேண்டும்.

சோர்வு ஏற்படுவதற்கு முன் ஒரு மனிதன் இந்த அளவு வேலையைச் செய்ய முடியும் என்று வரையறுத்துக் கூற முடியுமா? இத்தனை மணி நேரம் வேலை செய்த பின் அல்லது இந்த அளவு வேலை செய்த பின் தான் சோர்வு ஏற்படும் என்று கூற முடியுமா? இது தொழில் புரிபவனுடைய ஆரோக்கியம், அவனுடைய உடல் கூறில் ஏற்படும் மாறுதல். தொழிற்சாலையில் அமைந்துள்ள வேலை செய்யும் சூழ்நிலை; செய்ய வேண்டிய வேலையைச் செய்யும் முறை, இடையிடையே தேவையான போது ஓய்வு பெறுவதற்கு அளிக்கப்பட்டுள்ள வாய்ப்பு இவைகளைப் பொறுத்திருக்கிறது. வேலைக்குத் தகுந்த ஆள்; ஆளுக்குத் தகுந்த வேலை என்பதை அனுசரித்து வேலைகளுக்கு ஆட்களை நியமிக்க வேண்டும். கண் கோளாறு காரணமாக அடிக்கடி தலைவலி வரும் ஒருவனைக் கடிக்கார றுப்புக்கள் போல் நண்ணிய பொருள்களைச் சேர்த்துப் பொருத்தும் வேலையில் வைப்பதால் அவனுக்கு துரிதமாகச் சோர்வு ஏற்படுகிறது. கண் வேலை அதிகம் இல்லாத ஒரு வேலையை அவனுக்குத் தேடித் தரவேண்டும். சதா தும்மல் போடும் நுரையிரல் கொண்ட ஒருவனைத் தூசி எழும் சூழ்நிலையில் வேலை செய்யச் சொன்னால், அவனுடைய உடல் சக்தி தும்மல் போடுவதில் அதிகமாகச் செலவழியுமே தவிர, வேலை செய்வதில் பயன்படாது. அவனுக்குச் சோர்வு வெகு விரைவில் ஏற்பட்டு விடும். வேலை செய்வதால் ஏற்படுவதல்ல சோர்வு; தும்மல் போடுவதால் ஏற்படுவது:

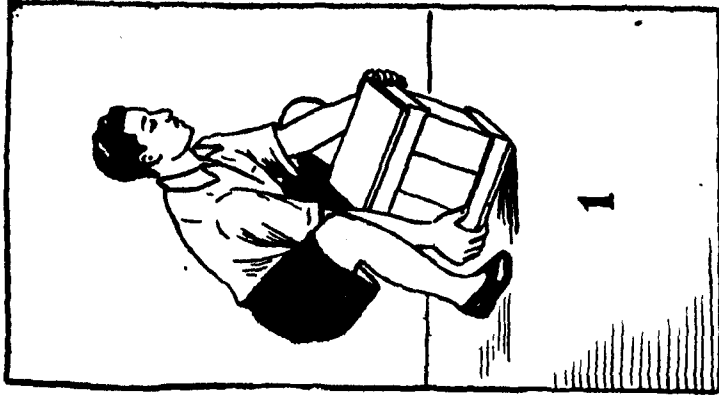
தொழிற்சாலைகளில் வெப்பம் அதிகமாக உள்ள அறைகளில் வேலை செய்பவர்கள் சீக்கிரமாகச் சோர்வடைகிறார்கள். வெப்பம் அதிகமாக இருப்பினும் காற்றோட்டம் இருக்குமேயானால் அந்த அறையில் வேலை செய்பவர்கள் சோர்வடையக் கொஞ்சம் தாமதமாகிறது என்று கண்டுபிடித்

திருக்கிறார்கள். வியர்வை அதிகமாக ஏற்படக்கூடிய சூழ்நிலையுள்ள அறையில் வேலை செய்வோர் சீக்கிரமாகக் களைப்புறுகிறார்கள். அறையிலுள்ள காற்றின் சீத உஷ்ண நிலையை அனுசரித்து வியர்வை அதிகமாகவோ குறைவாகவோ உண்டாகும் என்பது தெரிந்ததே. கண்களை உபயோகித்து செய்ய வேண்டிய வேலைகள் நடக்கும் இடத்தில் போதிய வெளிச்சம் இல்லாமையாலும் தேவைக்கு அதிகமாக வெளிச்சம் இருப்பதாலும் கண்களைச் சார்ந்த நரம்புகள் சீக்கிரம் தளர்ச்சியுறுகின்றன. பின்சார விளக்குகளிலிருந்து வரும் ஒளிக்கதிர்கள் வரும் கோணங்கள் கண்கூச்சம் (glare) ஏற்பட ஏதுவாக அமைந்துள்ளமையால், கண்கள் சோர்வுறுகின்றன. வேலை செய்யும் மெஷின்களில் பொருத்தி வைக்கப்பட்டுள்ள பாகங்கள் பிரகாசம் தரும் நீக்கல் போன்றவைகளால் செய்யப்பட்டுள்ளதால், அவைகளிலிருந்து எழும் எதிரொளி கண்கூச்சம் உண்டாக்கலாம். இது போல் தொழிற்சாலையின் சூழ்நிலையில் சோர்வு உண்டாக்கும் அம்சங்கள் பலஉள்.

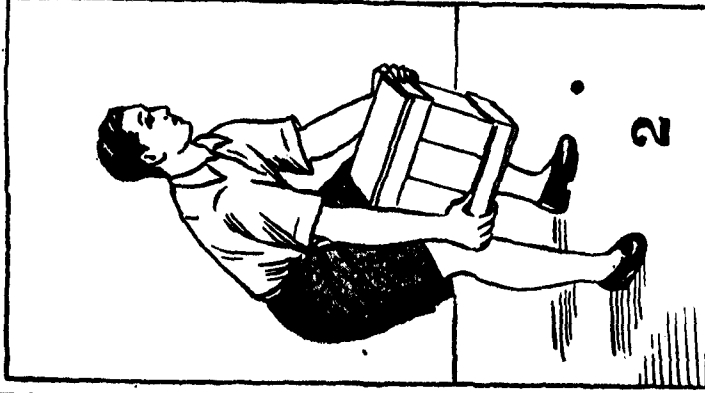
எந்த வேலையைச் செய்தாலும் அதிக சோர்வு ஏற்படாத முறையில் வேலை செய்யும் முறை ஒன்று உண்டு. சிலர் இலகுவில் செய்யக்கூடிய வேலையையும் உடலை வருத்தி மிகவும் கஷ்டப்பட்டுச் செய்யும் சபாவம் உடையவர்கள். அதே வேலையைச் சுலபமாகச் செய்யும் முறையைப் பழகிக் கொள்ள அவர்கள் முன் வரவேண்டும். உதாரணமாக, ஒரு தொழிற்சாலையில் ஒருவருக்கு மெஷினில் வந்து விழும் காகிதங்களை எடுத்துச் சென்று அவைகளை முடிக்கும் வேலை மெஷினில் காகிதம் விழும் இடத்திற்கும் அவர் வேலை செய்யும் இடத்திற்கும் உள்ள தூரம் அவர் எத்தனை தடவை எட்டு மணி நேரத்துக்குள் அந்த தூரத்தை நடந்து செல்லவேண்டியிருக்கிறது என்ற இவைகளைக் கணக்கிட்டுப் பார்த்ததில் அவர் ஒரு வாரத்தில் 20 மைல் நடக்கவேண்டியிருப்பதாகத் தெரிந்தது. காகிதம் முடிக்கும் மேஜையை மெஷினுக்கருகில் போட்டுக் கொண்டால், இந்த 20 மைல் நடையும், அதனால் ஏற்படும் அயர்வும் அவசியம் இல்லை அல்லவா. கனமான பளுவை எந்த முறையில் தூக்கினால், அதனால் ஏற்படும் உடல் சோர்வு குறைந்த அளவாய் இருக்கும் என உடல் கூறு வல்லுநர் கண்டுள்ளார்கள். சரியான முறை படத்தில் காட்டப்பட்டுள்ளது.

ஆனால் சாதாரணமாக முதுகை வளைத்துக் குனிந்து நின்று பாரம் தூக்கும் முறையில் பழகியவர்களுக்கு அம்முறையை மாற்றுவதற்கு மனம் வருவதில்லை. இது வரையில் தாங்கள் பழகிவந்துள்ள முறையே சிறந்த முறை மற்றவை யாவும் தவறானவை என்றும் கருதுகிறார்கள். அதற்குக் காரணமும் உண்டு. ஒரு முறையில் எட்டையைத் தாங்கிச் சென்று பழகியவர்கள் ஒரு புது முறையைக் கையாள முற்படும்போது அது கஷ்டமாகத் தோற்றமளிப்பது இயல்பு. பழகிய பின் தான் அது எவ்வளவு எளிது, எவ்வளவு சிரமமில்லாமல் உடலை வருத்தாமல், உடலில் உள்ள உறுப்புக்களை வாட்டாமல் வேலை செய்ய உதவுகிறது என்பது புலனாகும். இன்னொரு உதாரணம் கொல்லன் பட்டரை உலை தரைமட்டத்தில் போட்டு, இரும்பைக் காய்ச்சி தரைமட்டத்தில் நிறுவப்பட்டுள்ள (anvil) பனை மேல் இரும்பை வைத்து தரையில் காலை மடக்கிய வண்ணம் அமர்ந்து கொண்டு சம்மட்டியால் அடிப்பது தான் கிராமங்களில் காணும் காட்சி. இதையே உலையை மூன்று அடி உயரமுள்ள மேடையீது அமைத்து அதே போல் (anvil) பனையையும் மூன்றடி உயரத்தில் அமைத்து நின்று கொண்டே சம்மட்டியால் அடிக்க ஏதுவாகச் செய்தால், காலை மடக்கி வைத்துக் கொண்டு இருப்பதால் காலின் உறுப்புகளுக்கு ஏற்படும் சோர்வு இரத்த வோட்டம் கால் பாகங்களில் தடைபடுவதால் நரம்பு மரத்துப் போகும் நிலை, ஆகியவைகளை நீக்கலாம்.

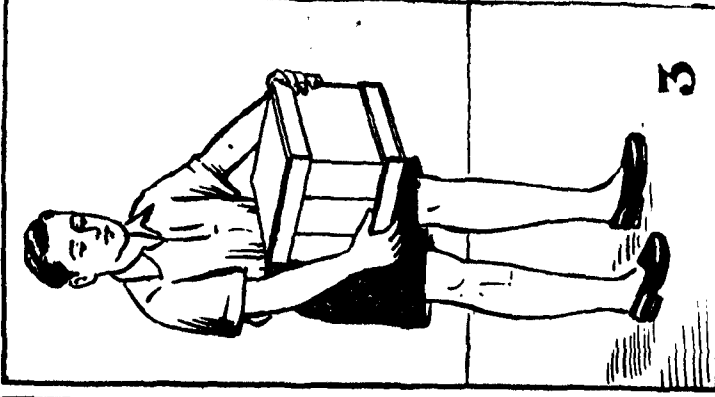
எடை தூக்கும் நுட்பம்
எடை உடலுக்கு அருகில்
இருப்பது கவனிக்கவும்.



பாதி அமர்ந்த நிலையில், கால்
கீழ் அகட்டி வைத்துக்கொண்டு,
எடையின் எதிர் முனையை
இரு கைகளும் தடிக்க எடை
தூக்குதல் முறை.



எடையின் பளுவைக் கால்
கனம் தாங்குவதால் தூக்கும்
சிரமம் குறைகிறது.



எவ்வளவு சுலபமாகத்
தூக்கிவிட்டான்?

தொழிலாளர்களின் உடல் நலம் குன்றாமல் பாதுகாக்கப்பட வேண்
டும் என்ற உயர்ந்த அடிப்படைக் காரணத்தை முன்னிட்டே, வாரத்தில்
ஒரு தொழிலாளி 48 மணி நேரத்திற்கு மேல் வேலை செய்ய அனுமதிக்கக்
கூடாது. வாரம் முழுதும் வேலை செய்து சோர்வடைந்துள்ள உடல்
உறுப்புகளுக்கு வாரத்தில் ஒரு நாள் தவறாமல் ஓய்வு அளிக்கப்பட வேண்டும்
என்று தொழிற்சாலை சட்டம் வகுக்கப்பட்டுள்ளது ஆனால் தொழில் அதிபர்
சிலர் "அதிக நேரம் வேலை செய்தால் அதிக அளவு வேலை செய்ய முடியும்.
அதிக அளவு வேலை செய்வதன்மூலம் உற்பத்தியைப் பெருக்கலாம். தொழி
லாளர்களின் சுபிட்சமும் உற்பத்தியைப் பெருக்குவதில் தானே அடங்கி
யுள்ளது" என்று கூறுகிறார்கள். தொழிலாளர்களும் தங்களுக்குத் தேவை
யான அதிக ஊதியம் பெறுவதற்கு அதிக நேர வேலையின் இரட்டிப்புச்
சம்பளம், வார விடுமுறையில் வேலை செய்தால் கிடைக்கும் சம்பளம்
இவைகளைக் கிடைக்க முடியாத நிலையில் அமைந்துள்ள சட்டம் தங்களுக்கு
என்ன பயன் என்று நினைப்பதுண்டு. ஆனால் யுத்த காலத்தில் யுத்த தள
வாடங்களின் உற்பத்தியைப் பெருக்கும் அவசரம் அவசியமாக இருந்த
நாளில் மேல் நாடுகளில் வார வேலை நேரம் நாற்பது மணி நேரமாக இருந்
ததை வேலை நேரம் நாற்பத்தெட்டு மணியாக அதிகரித்து வேலை செய்தார்
கள். வாரத்திற்கு நாற்பது மணி நேரம் வேலை செய்யும் தொழிலாளர்கள்
ஒரு மணி நேரத்தில் தயார் செய்யும் அளவை விட, வாரம் நாற்பத்தெட்டு
மணி நேரம் வேலை செய்பவர்கள் ஒரு மணி நேரத்தில் தயார் செய்யும் உற்
பத்தியின் அளவு குறைவதைக் கண்டார்கள். உதாரணமாகப் பெட்டி
செய்யும் தொழிலை 2½ வருடம் பரிசீலனை செய்து, வாரத்தில் 48 மணி நேரம்
வேலை செய்யும் போது கிடைத்த உற்பத்தி அளவு, வாரத்தில் 40 மணி நேர
வேலை செய்யும்போது கிடைத்த உற்பத்தி அளவு இரண்டையும் ஒப்பிட்டுப்
பார்த்ததில், கீழ்க்கண்ட புள்ளி விவரங்கள் கிடைத்தன.

வாரம் வேலை செய்யும் நேரம்	ஒரு வாரத்தில் தயாரான அளவு	ஒரு நாளில் தொழிலாளர் ஒரு மணி நேரத்தில் தயார் செய்யும் அளவு.
1. 40	34,737	868
2. 48	38,100	794

வாரம் நாற்பது மணி நேரம் வேலை செய்பவர்கள் ஒரு மணி நேரத்தில்
868 பெட்டி தயார் செய்கிறார்கள் என்னால் நாற்பத்தெட்டு மணி நேரத்தில்
41,664 பெட்டிகள் செய்வார்கள் என்று பெருக்கல் கணக்குப் போடுவது
தவறு. உடற்கூறு வகுக்கும் வரையறைக்குட்பட்டு செய்யக் கூடியது
என்னவோ 38,100 தான்.

தொழிற்சாலைகளில் விபத்துக்கள் எண்ணிக்கை அதிகமாக வளர்வ
தற்கு முக்கிய காரணங்களில் ஒன்று உடல் சோர்வு. உடல் சோர்வினால்
வேலையில் கவனக்குறைவு ஏற்படுகிறது. உடல் உறுப்புகளைக் கட்டுப்
பாடு செய்த நிலையில் பணி செய்யும் மனப்பான்மைக்குறைய இடமேற்
படுகின்றது. தொழிற்சாலையில் விபத்துகள் நிகழும் நேரம் எது என்று
கவனித்துப் பார்த்தால், காலை 10 மணி முதல் 12 மணிக்குள் மாலை 4
முதல் 5-க்குள் என்பது புள்ளி விவரக் கணக்கு தரும் உண்மை. பாது
காப்பு இல்லாத எந்திரம், எந்திரங்கள் இயங்கும் வேகம் வேலை செய்யும்
இடத்தில் அமைந்துள்ள குழந்தை, சீத உஷ்ண நிலை, வெளிச்சமின்மை,

கண் கூச்சம் ஏற்படும் நிலையில் வெளிச்சம் வருவது. இவைகள் யாவும் விபத்துக்கள் ஏற்பட அடிப்படைக் காரணம் என்று நாம் சலியாது சொல்கிறோம். இதே சூழ்நிலையில் வேலை செய்யும் தொழிலாளர்கள் பலரில் ஒரு வருக்கே அபாயம் ஏற்படுகிறது. மற்றவர்கட்கு ஏற்படுவதில்லையே என்பதைக் கவனிக்கும்போது, தொழிலாளரின் உடற்கூறு பதப்படுத்தப்படாமல் வேலை செய்யுந் தன்மை, வேலை அநுபவம், மந்தமாக இல்லாமல் விழிப்புடன் எப்பொழுதும் ஐரூராக இருக்கும் தன்மை உடல் சுகம், மனநலம். இவைகள் யாவும் ஒன்று கூடியிருப்பின் அந்தத் தொழிலாளி விபத்துக்குள்ளாகும் வாய்ப்பு மிக மிக அரிது. வேலை செய்யச் செய்ய உடலில் தேங்கியுள்ள சக்தி செலவாகிப் போவதால் கொஞ்சநேரம் வேலை செய்த பின் நரம்புத் தளர்ச்சி ஏற்பட்ட உறுப்புக்கள் மந்தமாக இயங்குகின்றன. ஆகவே வேலையில் கவனக்குறைவு ஏற்படுகின்றது. இந்த நிலையில் தான் விபத்துக்குள்ளாக நேரிடும் என்ற உண்மையை உடல்நூல் வல்லுநர் கண்டுபிடித்துள்ளனர். ஆகவே தான் பகல் 10 மணி முதல் 12 மணி வரையிலும் மாலை 4 மணி முதல் 5 மணி வரையிலும் விபத்துக்கள் பொதுவாக நிகழ்கின்றனர். வேலையில் தன்மையை ஆராய்ந்து ஐந்து மணி நேரத்துக்கு ஒரு முறை அரைமணி நேரம் ஓய்வு அளிப்பதற்குப் பதிலாக, துரிதமான கால இடைவெளிக்குள் இடைவேலைகளை அமைத்து வேலை செய்வதன் மூலம் உடல் சோர்வு ஏற்படுவதையும் அதனால் ஏற்படும் விபத்துக்களையும் தடுக்கலாம். 2887 விபத்துக்களைப் பரிசீலனை செய்து பார்த்ததில் அவைகளில் 2203 விபத்துக்கள் உடல் உறுப்புகள் சோர்வடைந்த நிலையில் வேலை செய்யும்போது ஏற்பட்டவை என்று கண்டிருக்கிறார்கள். உடல் சோர்வைத் தடுப்பதால் 2203 விபத்துக்களை அதாவது 100 க்கு 82.2 சதவிகிதம் விபத்துக்களை ஏற்படாமல் தடுத்திருக்கலாம் என்றும் இந்த 2203 விபத்துக்களில் 2162 விபத்துக்கள் காலை 10 மணி முதல் 12 மணிக்குள்ளாகவோ அல்லது மாலை 4 மணி முதல் 5 மணிக்குள்ளாகவோ ஏற்பட்டன என்றும் கண்டிருக்கிறார்கள்.

எனவே மனிதனுடைய தசை, சாவி கொடுக்கப்பட்ட அலாரம் கடி காரம்போல் என்று கூறலாம். சாவி முறுக்கு இருக்கும் வரையில் கடிகாரம் அலாரம் ஒலிக்கும். அதன் பின் அலாரம் நின்று விடும். அலாரத்தில் சாவி முறுக்கு அதிகமாக உள்ளபோது, அலாரம் ஒலி கனமாகவும், சாவி குறையக் குறைய ஒலியின் வேகமும் கனமும் குறைவதுபோல், மனிதனுடைய தசையில் சேமித்து வைக்கப்பட்டுள்ள சக்தி உழைப்பால் குறையும்போது, வேலை செய்யும் திறமையும் நிர்தானமும் குறையும். அதனால் உற்பத்தித் திறனின் அளவும் குறையும். அவ்வாறு தசைகள் வேலை செய்யும் போது உடலில் ஏற்படும் கழிவு பொருள்கள் துரிதமாக உடலில் வெளியேற்றப்பட வேண்டும். வியர்வையின் மூலம் அந்தக் காரியம் பெரும்பாலும் நடக்கிறது. கழிவு பொருள்கள் வெளியேற்றப்படும் வேகத்தை விட கழிவு பொருள்கள் உடலில் ஏற்படும் வேகம் அதிகமானால், களைப்பு, மயக்கம் போன்ற நிலையில் உடல் சோர்வு கொண்டுபோய்ச் சேர்க்கிறது. உழைப்புக்கு நடுவே ஓய்வு எவ்வளவு அவசியம் என்பது இதனால் புலனாகின்றது. இவ்வாறு உடலில் கழிவு பொருள்களின் தேக்கம் அதிகமாகும்போது வியாதி தலை காட்ட ஆரம்பிக்கிறது. செய்யும் வேலையின் உற்பத்தியின் அளவு குறைகிறது. செய்யும் வேலையில் தவறுகள் மலிகின்றன. விபத்துக்குள்ளாகும் சூழ்நிலை உடலுக்கு அமைகிறது. திடகாத்திரமாய் இருப்பவர்களை விட உடலில் ஜீவசத்து அதிகமாய் இல்லாமல் காணப்படுபவர்கள் உடல் சோர்வுக்கு அடிக்கடி ஆளாகிறார்கள். எனவே தான் தொழிற்சாலைகளில் காண்டின் வசதிகள் மூலம் புஷ்டியான உணவுகளைத் தொழிலாளர்களுக்குக் கிடைக்குமாறு செய்யவேண்டும். ஆண்டுக்கொரு முறை தொடர்

தாற்போல் விடுமுறை அனுபவித்து உடலுக்கு ஓய்வு அளித்தல், வாரத்திற்கு ஒரு நாள் உடலுக்கு ஓய்வு கொடுத்தல், வேலை நேரத்தை எட்டு மணி கால அளவுக்கு மேம்படாமல் அமைத்தல், அதற்கிடையே போதிய இடைவேளை ஓய்வு பெற அளித்தல் ஆகியவைகளைச் சட்ட ரீதியாக வரையறுத்துள்ளார்கள். அதிக அளவு வேலையைச் செய்வதால் உடல் சோர்வு ஏற்படுகிறது என்பது மட்டுமல்ல. தொடர்ந்தாற்போல் வேலை செய்யும் போதும் உடல் சோர்வு ஏற்படுகின்றது. ஒரு தொழிற்சாலையில் நடந்த 1300 விபத்துக்களைப் பரிசீலனை செய்து பார்த்ததில் அதில் நாலில் ஒரு பங்கு உடல் சோர்வு ஒரு காரணத்தாலேயே ஏற்பட்டது என்ற முடிவுக்கு வந்தார்கள்.

தொழிற்சாலையில் ஒரேநிலையில் நின்று கொண்டிருப்பதாலும் அல்லது டீக்கார்து கொண்டிருப்பதாலும், ஒரே விதமான வேலையைத் திரும்பத் திரும்பச் செய்வதாலும், ஒரே விதமான ஓசையைத் தினமும் கேட்டுக் கொண்டிருக்கும்படியாக ஏற்படுவதாலும் கூடச் சோர்வு ஏற்படுகின்றது. வேலை செய்வதால் ஏற்படும் சோர்வு மட்டுமின்றி. இத்தகைய பல காரணங்களாலும் சோர்வு ஏற்படலாம். கவலை, வேலையில் நிரந்தரமில்லாமை, போதிய பணமின்மை, திருப்தியில்லாமை இருப்பதும் இவ்வாததுமான குறைகளை உருவகப்படுத்தி ஏங்குதல் இத்தகைய மனநிலையும் சோர்வு ஏற்பட அடிப்படைக் காரணமாக அமைகின்றன.

உடல் சோர்வைத் தவிர்க்க பல உபாயங்களை கையாளுதல் அவசியம். தொழிலாளர்களை உடல் நிலையை டாக்டர்களால் பரிசீலனை செய்து அவர்கள் உடல் நிலைக்கேற்ற வேலையை அவர்களுக்குக் கொடுக்க வேண்டும். வேலையில் அமர்ந்த பின்னும் அவ்வப்போது அவர்கள் உடல் நிலையைப் பரிசீலனைக் கொடுக்க ஏற்பாடுகள் இருத்தல் வேண்டும்.

தொழிலாளர்கள் வாழும் சூழ்நிலை வாழ்க்கைக்கு உகந்ததாக இருக்க வேண்டும். காற்றோட்டமான வீடு, புஷ்டியான ஆகாரம், ஆரோக்கியகரமான சூழ்நிலை, ஓய்வெடுக்கும் வசதிகள், கேளிக்கை விளையாட்டுக்கள் போன்ற நேரம் போக்கும் வசதிகள், இவைகளைப் பெருக்குவதன் மூலம் உடல் சோர்வு குறையும்.

வியாதிகள் பீடிக்காமல் தடை செய்தல், வியாதிக்குட்பட்டவர்கள் அவைகளைப் போக்கத் தகுந்த வைத்திய வசதிகள் அதிகரிப்பதன் மூலம் தொழிலாளர்களின் வேலை செய்யும் வயது அதிகரிக்கும்.

வேலை நேர அளவை வரையறுத்தல். வேலை நேரங்களுக்கிடையே போதிய ஓய்வு அமைத்தல். காற்றோட்டம், வெளிச்சம், சீத உஷ்ணநிலை, ஓசை இவைகளை நல்ல முறையில் அமைப்பது உடல் சோர்வைக் குறைக்க உதவும்.

வேலை செய்யும் முறை. வேலை செய்யும்போது உடலை வருத்தாமல் இருக்க அமரும் வசதிகள் போன்றவை பெரிதளவு நடைமுறையில் ஏற்படுத்த வேண்டும்.

இவைகளைச் செய்வதன் மூலம் தொழிலாளர்கள் உடல் சோர்வைத் தடுப்பது மட்டுமன்றி, வருங்கால தொழிலாளர் உலகம் கேகாரோக்கியத்துடனும் உற்சாகத்துடனும் கேசிய முன்னேற்றப்பணிகளில் ஈடுபட வழி வகுத்த பெருமையும் நமக்குச் சேரும்.

INDUSTRIAL RELATIONS

February 1961.

The labour situation in the State was satisfactory. There were twelve strikes during the month of February 1961. Of these ten related to Textile Mills and two to undertakings in other industries affecting 2,899 and 1,796 workers respectively. The mandays lost as a result of the stoppages were 15,455 and 12,592 respectively. The details of more important strikes are as follows :

Textiles

About 266 workers of Sri Karunambigai Mills Ltd, Somanur, Coimbatore struck work from 27-1-61 as a protest against the management for not conceding their demands for extra wages for acting period, wages to inter-tenters as per the award etc, The strike still continues.

About 817 workers of the Lotus Mills Ltd, Sundarapuram, Coimbatore, staged a stay-in-strike from 4-2-61 as the management refused to grant annual leave with wages to a section of workers. The workers resumed work on 9-2-61 on the advice of the Labour Officer.

About 77 workers of the Kasturi Mills Ltd., Singanallur, Coimbatore, who staged a stay-in-strike from 1-2-61 called off the strike and voluntarily resumed work on 3-2-61. The reasons for the strike are not known.

About 544 workers of the Kaleeswarar Mills Ltd., Coimbatore who staged a stay-in-strike from 3-2-61 resumed work on 8-2-1961 on the advice of the Labour Officers. The reason for the strike was that the workers refused to work as directed by the management.

About 487 workers of Sri Kannabiran Mills Ltd., Coimbatore, struck work from 4-2-61 protesting against the appointment of two outside women workers in the cone-winding section. Subsequently the management declared a lockout of the mill from 4-2-61. The lockout was lifted by the management at 7-00 a.m on 9-2-61 on the union tendering a letter of apology to the management on the advice of the Labour Officer.

About 238 workers of Mettur Spinning Mills, Mettur Dam, Salem, who struck work from 8-2-61 demanding increased wages etc, called off the strike on 9-2-61 on the mediation by the Labour Officer.

About 40 workers of the Sivananda Mills Ltd, Ganapathy P O., Coimbatore who staged a stay-in-strike from 20-2-61 resumed work voluntarily on the same day. The reasons for the strike are not known.

About 245, 67 and 118 workers of Sri Balasubramania Mills Ltd., Singanallur, Coimbatore, Varadharaja Textiles Ltd, Peelamedu, Coimbatore

and Prakash Mills Ltd., Peelamedu, Coimbatore respectively struck work on 13-2-61 to attend a conference convened by the Hind Mazdoor Sabha. The strike was called off and the workers voluntarily resumed work on the morning of 14th February 1961.

Other Industries

About 1776 workers of the Western India Match Co., Madras struck work from 23-2-1961 as a protest against the suspension of six workers. The strike continued at the end of the month.

About 20 workers of the Mysore Insecticides Co., Madras struck work from 18-2-1961 as a protest against the action of the management in suspending a worker. The strike was called off on 27-2-1961 on the advice of the Labour Officer.

Central Sphere

1. Conciliation: Nil

2. Strikes and Lockouts: Nil

3. Threatened strikes and lockouts: (a) The Thenkulam Vattara Quarry Workers Union, Thenkulam (Tinnevely District) has been threatening to resort to strike action on or after 18-3-1961 if the demands of the workers employed in M/s. Agricultural Farms Ltd., Krishna Mines and J. M. B. Roche Mines such as reinstatement of certain workers, issue of duty cards, confirmation of workers etc, are not conceded. As the demands have already been discussed and a report regarding failure of conciliation was submitted to the Government by the conciliation officer (C) Madras. The situation is being watched.

(b) Sri P. Srinivasan, an employee of the National Insurance Co., Ltd, Madras-who had threatened to go on hunger strike for one day on 3-3-1961 did not carry out the threat in view of the assurance given him by management that they would look into the grievances and discuss them with the accredited representatives of the union.

4. Particulars regarding disputes received etc :-

(a) No of industrial disputes received : 3

(b) No of industrial disputes settled : Nil

(c) No. of threatened strikes : 2

(d) No. of strikes which materialised : Nil

(e) No. of draft standing-orders certified. Nil

State Sphere

Conciliation Under the Industrial Disputes Act, 1947

The Conciliation Officers enquired into and settled 762 disputes during the month of February 1961. Of these 52 were industrial disputes in

which settlements were recorded 52 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 19 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.

Nineteen 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 February 1961.

Welfare

A short review on the working of the National Employment Service during the month of February; 1961.

There has been a decrease in employment in the State during the month of February 1961 as compared with the position in the previous month.

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

Stenographer
Tamil Typist
Trained Malayalam Teacher
Blue print Operator
Librarian
Physical Director/Instructress
Pharmacist.
Draughtsman
B. E. (Mechanical, Civil and Electrical)
Maths/Science B. T. Assistant.
Moulder
Health Visitor.
Electrician.
Engineering Instructor.
Tailor
Sanitary Inspector
Medical Officer
Armature Winder
Turner.

Surpluses continued to exist in the clerical and unskilled categories. The following manpower schemes under the Second Five year Plan were in progress during the month,

(a) The Employment Market Information Scheme

The enquiry for the quarter ended 31-12-1960 is in progress. The response received from employers, as on 15-2-1961 for the enquiry is as under :-

	No. of Live Establishments	Number responded	Percentage of response
Public Sector.	2,733	1,665	60.9
Private Sector.	23,093	7,298	31.6

The construction of Employers' Registers in Madras City where the survey was extended to the Private Sector was finalised.

(b) Occupational Research and Analysis Scheme

Under this Scheme original work regarding the analysis of occupations in the family of "Spinners, Weavers, Knitters, Dyers and Related workers" was completed.

(c) Youth Employment Service/Employment Counselling Scheme

The Youth Employment Service and Employment Counselling unit attached to the District Employment Office, Madras, gave group guidance to 517 youths and individual guidance to 32 youths during the month. This unit also gave guidance information to 240 candidates. The Youth Employment Service and Employment Counselling Unit attached to District Employment Office, Madurai, gave group guidance to 166 youths, individual guidance to 13 youths and guidance information to 155 candidates.

(d) General

The two Employment Information and Assistant Bureaux are one at Sankarankoil Block in Tirunelveli District and another at Paramakudi Block in Ramanathapuram 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 1108 houses has been completed and the construction of 66 houses has reached the roof level. 114 houses have also been constructed upto plinth level. The construction of 412 houses has not yet been started.

Employers' Provident Funds Act, 1952

During the month of February, 1961, 179 establishments were brought under the Employees' Provident Funds Act, bringing the total number of covered establishments to 1474.

A sum of Rs. 24,70,452.81 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 2,93,456.

CONFERENCES, COMMITTEES, ETC.

The Commissioners of Labour, Madras, attended the State Liaison Committee meeting held on 6-2-1961 at the Secretariat as a member of the committee.

The 33rd meeting of the State Housing Board was held at the Secretariat on 2-2-61 to review the progress of the various housing schemes.

The fourth meeting of the Local Committee on Workers' Education of which the Commissioner of Labour is the Chairman was held on 2-2-1961. The expansion of the scheme of workers' education to Coimbatore and Madurai, community development in rural areas, the selection of worker teachers for the second course of training, etc., were among the subjects discussed.

The Standing Labour Committee will meet in New Delhi on 28 and 29 April 1961. The following are among the subjects on the agenda:-

1. Industrial Accidents.
2. Workers' Education Scheme.
3. Extension of Joint Management Councils.
4. Sanctions under the Code of Discipline.
5. Abolition of Rickshaw Pulling.
6. Functioning of Works Committees.
7. Organisation of All India tours for Industrial workers.

Sri R. Venkataraman, Minister for Industries and Labour will be attending the meeting, Sri R. Tirumalai, Additional Secretary to Government, Industries, Labour and Co-operation department, being his adviser.

CENTRAL GOVERNMENT EMPLOYEES

Implementation of certain recommendations of the pay Commission.

The Government of India have accepted in principle the recommendations of the Second Pay Commission that a scheme of educational assistance similar to the one in operation in the Railways may be introduced for the Central Government employees whose salaries do not exceed Rs. 300/-p.m.

The Government of India have also accepted in principle the recommendation that industrial staff and their families should have the same facilities for medical care and treatment as non-industrial staff.

The Government of India have also under consideration a proposal to set up machinery for a joint consultation on the lines of Whitley Councils in the United Kingdom.

The Government of India have accepted the recommendation that on promotion to a higher post up to and inclusive of those from the present Class II level to Class I the pay of an employee should first be increased by one increment in the lower scale and then fixed in the higher scale at the stage next above. No distinction should be made for this purpose on the ground that the lower post was held in a quasi-permanent or temporary and not permanent capacity.

Emoluments of Part-time employees of the Post and Telegraph Department : Government's decisions on recommendations.

The Government of India have announced their decisions on the bulk of the recommendations of the Inquiry Committee on the extra-departmental system in the Posts and Telegraphs Services, affecting the emoluments and conditions of work of nearly 125,000 employees of the department. Implementation of these decisions will mean to the Government an initial additional expenditure of 5 million rupees per annum. In the case of extra-departmental branch postmasters, the Committee proposed a basic allowance ranging from Rs. 13 to Rs. 35 which has been accepted by the Government. Extra-departmental sub-postmasters will get an allowance ranging from Rs. 52 to Rs. 72 as against the current minimum and maximum of Rs. 37 and Rs. 67. With regard to extra-departmental stamp vendors, pending the decision on the introduction of a commission system, it has been decided that they should be paid an allowance ranging from Rs. 32 to Rs. 47 per month. For other categories of extra-departmental staff, for whom there is at present no fixed minimum, a minimum allowance of Rs. 20 has been fixed.

CO-OPERATIVES

Industrial Co-operatives

The Government of India have granted licences for the organisation of eight new sugar factories in the Madras State, each to have a crushing capacity of about 1000 tons per day. Of these, three will be in the co-operative sector, one at Mohanur in Salem district, one in Kallakurichi in South Arcot District and one in Samayanallur in Madurai district.

ECONOMIC SURVEYS

Reserve Bank of India's Survey of the Indian Economy for the period July 1959-June 1960

According to the report of the Central Board of Directors of the Reserve Bank of India for the year 1 July 1959 to 30 June 1960, the principal features during the year had been a substantial increase in the rate of growth of industrial production, some decline in agricultural output, a modest increase in aggregate investment, further and marked rise in the general price level, a rise in the rate of expansion of the money supply and bank credit, an intensification of the stock market boom and a further, though small, fall in the foreign exchange reserves (which was accounted for by special payments to the I.M.F.). It is against the background that the Reserve Bank adopted further measures of credit restraint consistently with the policy of ensuring an adequate flow of credit for productive pur-

poses, particularly to sectors which need special assistance. The Bank continued to operate, with suitable modifications the existing selective controls in respect of foodgrains, sugar and groundnuts and brought within their purview all other oilseeds (except cotton seeds).

According to the report, overall agricultural production, which had declined sharply during 1957-58, recorded a substantial rise of 14.3 per cent in 1958-59. The average general index of industrial production (base: 1951-100) for 1959 worked out to 151.1 or an increase of 8.2 per cent as compared to 1.7 per cent in 1958 and 3.5 per cent in 1957. The price situation, however, continued to cause concern during the year under review. The general index of wholesale prices (base: 1953-52=100) recorded an almost continuous rise from 115.6 in the last week of June 1959 to touch a peak of 120.0 for the week ended 10 October 1959, thereby surpassing the previous peak of 116.9 touched during the week ended 13 September 1958. Over the year there was a net rise of 6.3 per cent as compared to a rise of 2.0 per cent in 1958-59. The report reviews, among other things the monetary situation, government finances, capital market, and balance of payment position of India during the year.

Economic Survey for 1960-61

The economic survey for 1960-61 has underlined the need to ensure that in the coming year, the creation of fresh purchasing power, either through fiscal operations or through the banking system, is kept down and undue increases in consumption or any speculative additions to stocks are held firmly in check.

The survey, reviewing the major developments in the Indian economy during the last financial year presented along with the budget in the Parliament observed that while the economy registered a continuing advance in several directions, the rise in prices and the strain on the balance of payments were indicative of a deficiency of the resources available relatively to the demands on them.

Over the last few years, the economy had gained greatly both in terms of performance and of the potential for further growth.

With continued increase in the industrial production the situation in respect of supplies in the coming year should show an improvement.

EMPLOYMENT

OCCUPATIONAL PATTERN IN MANUFACTURING INDUSTRIES IN INDIA.

A table showing the distribution of personnel in different occupational categories in manufacturing industries in India has been published separately in the statistical supplement. These data have been tabulated on the basis of the findings of a nation-wide Sample Survey conducted in 1956 under the auspices of the Planning Commission in collaboration with the Indian Statistical Institute.

The analysis indicates that the total number of persons covered in different occupational categories in manufacturing industries numbered 31,45,036 and that out of these the largest number were in the textile mill products and apparel groups being about 42%. Food and kindred products coming in next accounted for about 14%. In the group professional, technical and related workers, the textile mill group accounted for about 20%, the fabricated material products and machinery for 15%; the food products group for 11%. In the category of clerical and related workers, the textile group accounted for about 28% followed by about 16% in the food and kindred products group and about 12% in the fabricated material products and machinery group. In the category of craftsmen, production workers and labourers numbering 28,27,563, the textile group accounted for 44%, the food products group accounting for 14%.

HOUSING

State Housing Board Act, 1960.

With the rapid pace of industrialisation during the two five year plan periods, the problems of industrial housing has gained in importance and urgency. The need for an agency to coordinate the activities of the various housing schemes having been acutely felt a non-statutory Housing Board, was formed with an ex-officio Chairman, and the heads of departments concerned with various housing schemes as members. But necessary powers for the effective implementation of the various housing schemes could not be delegated as this was only a non-statutory body. It was therefore considered desirable that if a statutory authority having jurisdiction throughout the State is constituted the proper execution of the various housing schemes in this state could be ensured.

The Government have therefore piloted in the current session of the Legislature "The Madras State Housing Board Act, 1960". Under this Act, the Madras State Housing Board would be created having jurisdiction throughout the state and would have non-official members, and eleven official members concerned with the formulation of various housing schemes, and a Chairman appointed by the Government. The Chairman and the non-official members shall hold office for three years from the date of appointment, but would be eligible for reappointment also. The Chairman would be a whole time officer of the Government. So far as Madras City is concerned, this Board will eliminate the C.I.T. and all its assets and liabilities would be transferred to the Board and every whole time employee of the C.I.T. would become an employee of the Board and hold office at the same remuneration and on the same terms and conditions.

The Board will have the following functions:

- (1) To plan and co-ordinate all housing activities in the state and to ensure expeditious and efficient implementation of housing schemes.
- (2) To provide technical advice and scrutinise all projects under housing or improvement schemes sponsored or assisted by the Central or State Governments.

(3) To maintain, allot, lease, and otherwise use plots, buildings and other properties of the Board or the Government and to collect rents from the properties under the control and management of the Board and repay loans to the State and Central Governments.

(4) To set up a research section in collaboration with the National Buildings Organisation for the purpose of expediting the construction of and cheapening the cost of buildings; and

(5) To organise and run a Central stores for stockpiling and supply of building materials required for housing or improvement schemes.

Further the Board may acquire any land for housing schemes under the L. A. Act and impose a betterment levy payable in respect of land in the area, after giving due notice. A Tribunal consisting of a person not below the rank of subordinate judge shall be appointed for the purpose of performing the functions of the court with reference to the acquisition of land for deciding disputes relating to levy or assessment of betterment fee and for deciding such other matters as may be prescribed. The Board will have its own funds and will receive loans, grants, subventions, donations and gifts from the Central or State Government or local authority. The expenditure to the Government will be by way of grants-in-aid or loans.

INTERNATIONAL LABOUR ORGANISATION

I.L.O. Asian Regional Seminar on the Vocational Rehabilitation of the Disabled

A Seminar attended by 25 participants from India, Pakistan, Japan etc., was held in Manila in November, 1960, on the vocational rehabilitation of the disabled. The demonstration of the need for and the importance of vocational rehabilitation, the examination of the range of services necessary for an effective programme and the importance of resettlement of disabled person in suitable employment were among the objectives that inspired the seminar. Social and economic background to vocational rehabilitation, problems peculiar to Asian countries, methods and techniques to be developed in providing vocational rehabilitation, guidance and resettlement more particularly problems of the blind, deaf and tuberculous, and training of personnel were among the questions discussed. It was decided that a comprehensive vocational rehabilitation programme should become part of a country's programme, special legislation being enacted where necessary and services organised suitably, the Government taking the responsibility for the policy, planning and execution of the programme. Advisory councils at national, regional and local levels should be established and public, employers and trade unions educated to appreciate the importance of tackling the problem of the disabled. It was suggested that rehabilitation centres should be organised providing physical restoration, social services, assessment, vocational training placement and follow-up. It was also suggested that vocational guidance officers should have a wide knowledge of industries and handicrafts as well as of human behaviour in industry and employment. The need for job

appraisal to effect selective placements, follow-up of the disabled after placement, the widening of employment opportunities for the disabled including self-employment where possible through provision of working capital, tools, etc., were among the recommendations agreed on.

The seminar also recommended that the training for vocational rehabilitation may include the following:-

- (i) Pre-service and in-service training;
- (ii) Inclusion in the curricula of social study courses at universities, etc., of subjects appertaining to vocational rehabilitation;
- (iii) Fellowships from international organisations for study abroad;
- (iv) By periodical transfers of personnel within the country and exchange between countries under an internationally organised scheme for the exchange of personnel.
- (v) Utilising the services of experts from countries where such services are more developed.

In any Asian country which has not yet started a vocational rehabilitation programme, a beginning could be made by establishing one or more pilot projects with the help and advice of experts from countries with developed schemes; any existing services should continue to be expanded even if this means utilising relatively untrained personnel.

In addition, the participants recommended that as a special measure, a Training Institute for Vocational Rehabilitation Personnel should be set up in the Asian region under the auspices of the I.L.O. It was suggested that this should provide on a continuing basis courses on various aspects of rehabilitation work.

INTERNATIONAL VOCATIONAL TRAINING INFORMATION CENTRE SET UP

The I.L.O. Governing Body has given its approval to the setting up at Geneva of an International Vocational Training Information and Research Centre.

The financing of the Centre would be assured mainly by the Council of Europe. Its function will be to conduct research on vocational training and to provide interested organisations with information.

The information and research work of the Centre will be concerned with the various groups of personnel requiring vocational training, whether basic or supplementary. Information will thus be collected on the subject of training programmes and practices relating to, for instance, unskilled, specialised and skilled industrial personnel, office staff and supervisors. It will also include the training of personnel at the corresponding levels for repair and maintenance of agricultural equipment, and as a second step for other agricultural tasks including work in the forestry industry. Moreover, the Centre will study basic as well as continued and

further training of young persons and adults, undertaken with a view to upgrading and promotion.

All types of training, whether provided in undertakings, specialised centres, or in other training institutions will be included in the scope of the centre. The Centre will collect and analyse information about methods and programmes of selection and training personnel and of teachers and instructors.

MADRAS LABOUR ADMINISTRATION

Review by the Minister of Labour

In moving for the grant of a sum not exceeding Rs. 35,79,800 for labour in the budget, Sri R. Venkataraman, Minister for Labour explained some of the achievements of the labour administration. He estimated that during the second Plan period about 7.5 lakh additional jobs would have been provided by the private and public sector undertakings in the State. Out of this, the public sector alone accounted for over 1.5 lakhs of jobs. These figures did not, however, include employment in agriculture.

During the Second Plan period, the number of factories covered by the Factories Act rose from 4,200 to 5,884 and the number of workers employed therein went up from 3,04,616 to 3,22,449. The small increase in the number of workers employed was due to the fact that many workers had been taken out of the purview of the Factories Act by special enactments like the Madras Beedi Industrial Premises (Regulation of condition of work, Act and the Madras catering Establishments Act. He observed that the number of fatal accidents in factories had gone down from 32 in 1959 to 17 in 1960, while the figure for non-fatal accidents were 18,087 in 1959 and 16,568 in 1960 and that safety measures had been tightened up.

He said that the number of persons placed in employment through the District Employment Offices in the State rose from 26,730 in 1958 to 34,778 in 1960.

As for the sphere of industrial relations, the Minister said that during the year 1960 the number of mandays lost on account of strikes and lock-outs had gone down considerably compared to the previous year. During the year, there were 331 strikes and lock-outs and the number of mandays lost was 7,65,990. The break-up of these figures would show that in the bulk of the cases workers had gone on strike either on flimsy grounds or without the consent of the trade unions concerned. Sri Venkataraman requested trade union leaders to take steps to see that this kind of strikes and the consequent loss in mandays were avoided. He expressed satisfaction that, in general, industrial peace had been well maintained in the State during the year and said that both labour and the employers deserved congratulations thereon.

In replying to the discussions on the demand on 'labour' Sri R. Venkataraman, Minister for Industries announced the decision of the Government

to extend the benefits of the E.S.I. scheme to the families of workers in moffusil centres from 15 August 1961. He also observed that these centres would include Ranipet, Cauverynagar, Tiruchirappalli, Mettur, Rajapalayam, Sivakasi and Dalmiapuram.

A note circulated to members on the subject explained that the salient features of the Government's labour policy during the two plan periods had been the effective administration of labour laws, improvement of the real wages of workers, and the implementation of social security schemes. Great emphasis was laid on the strengthening of the trade union movement, mutual negotiation and voluntary arbitration for settlement of disputes, increased association of labour with management, encouragement of the system of payment by results, constitution of appropriate Wage Boards for settling wage disputes and the widening of the functions of employment exchanges to meet employment opportunities in an increased measure. The need for joint consultative bodies for this purpose at various levels had been recognised and such bodies had been constituted.

MADRAS PRODUCTIVITY COUNCIL

The Madras Productivity Council and the National Productivity Council Propose jointly to conduct a course on Personnel Management at Madras from 17 April 1961 to 12 May 1961. The programme will include a review of the responsibilities of Personnel Departments through discussion on selection and placement of employees, maintenance of personnel records and forms and working out of suitable programmes, job evaluation etc., the devising and adoption of suitable grievance procedures handling of people and the increasing of productivity, etc.

The participants will be enabled to have in-plant studies on problems, talks, group discussions, films, case studies, demonstration etc. The participants will include Welfare Officers, Labour Officers and all those engaged in supervisory and personnel work. Mr. Wilbur G. Eklund (George Fry and Associates), Management Consultants, Chicago, Technical Co-operation Mission, U.S.A. will be the Director of the Course.

A FAMILY BUDGET SURVEY OF WORKING JOURNALIST IN CALCUTTA

A sample survey of conditions of Working Journalists in Calcutta carried out in September 1956 by the Indian Journalists' Association, Calcutta revealed some interesting facts which are given below:-

The number of working journalists in Calcutta at the time of survey was about 400. The size of the household of an average journalist was 6.3 in the income group of Rs. 51 to Rs. 100; 7. to 7.3 in the income group of Rs. 151 to Rs. 400, 10.4 in the income group of Rs. 401 to Rs. 500; and 11.4 in the income group above Rs. 500.

There were 1.4 earners in a journalist household, with 4.6 dependents per earner. The pattern of working journalists did not differ appreciably from other sections of the middle class.

"46.1 per cent of the total expenditure was spent on food, 8.8 percent on housing, 7.3 per cent on clothing 3.1 percent on fuel and light and 34.7 percent on miscellaneous items. "Hunger competed with education" and in the middle class families, particularly in the families of the working journalists, education and learning have sometimes better claim, appropriating 12.4 per cent of the total expenditure. The income groups did not differ in the pattern of expenditure to any significant extent upto an income of Rs. 500/- the income group Rs. 401-500 spending 49.3 per cent on food. Only the group above Rs. 500 spends 37.5 percent on food, indicating a slightly better standard of life, and only this group had a surplus budget.

"The average income of a working journalist household was Rs. 349 with a per capita income of Rs. 43.8 against a per capita expenditure of Rs. 50-9; thus expenditure exceeded income by 16 per cent 81.5 per cent of the budgets were deficit as against 77 per cent in the case of Government of India employees in Calcutta in 1945. The gap between expenditure and income was higher in the low income groups and diminished almost constantly as the income rose. Thus the excess of expenditure over income was 76 per cent in the group Rs. 151 to-200, 12 per cent in the group Rs. 301 to-400, 6 per cent in the group Rs. 401 to-500, and 2.5 per cent in the group above Rs. 500.

"Indebtedness resulting from real deficit or for consumption purposes accounted for 26 per cent of the debt, ceremonials for 16 per cent, house building for 43 per cent and miscellaneous for 14 percent and 87 percent of the households were in debt".

SEMINAR ON INDUSTRIAL RELATIONS

Dr. Paul N. Prasow, an American Specialist in Industrial Relations and Personnel, Management led the discussions at a two-day seminar organised by the Madras Productivity Council and the Madras Institute of Management at Hotel Dasaprakash on 20 and 21 March, 1961 Dr. Prasow at present a lecturer in Industrial Relations at the School of Business Administration, University of California has wide experience as an impartial arbitrator in the settlement of Industrial disputes. Representatives of both sides of industry and local officers of the Labour Departments of the Madras Government as well as of the Central Government participated in the Seminar. Sri R. N. Basu, the Regional Labour Commissioner presided.

Surveying the system of industrial relations in the United States, he observed that collective bargaining in that country was a dynamic and complicated process involving not merely the negotiation of a contract, but the day to day administration of the terms and conditions of employment and resolution of differences as and when they arose in regard to application of the terms of employment contracts. He observed that arbitrations may be judicial or legislative. Judicial arbitration involved interpretation of the terms of employment contracts relating to wages, hours of work, changes in conditions of work, etc. Legislative arbitration laid down the terms that will govern the relationship between the employer and the workers on issues in dispute. An arbitrator's finding was final

and there could be no judicial review except in regard to flaws in procedure, etc. This position had been confirmed by decisions of the Supreme Court. Clarifying a point raised, the speaker observed that while an arbitrator was not tied down by precedents, such precedents may prove of value in enabling him to arrive at his decisions. He also observed that generally contracts of employment included clauses providing for arbitration and that generally the costs of arbitration were shared equally by management and labour. Arbitrators in the U. S. A. were mostly drawn from private citizens, professors, lawyers, retired judges, members of the clergy, etc. and did not work for the Government, either State or Central. He observed that about 10,000 disputes were referred for arbitration every year in the United States and this number probably compared favourably with the total number of cases going into all the Civil Courts in the U. S. A. He also observed that in most undertakings there was a well developed grievance procedure at the level of the undertaking.

He dwelt on the National Labour Relations Act, 1940 and elucidated the functions of the National Labour Relations Board as being primarily to certify unions as exclusive bargaining agents and secondly to prevent unfair labour practices. In this connection, he traced the background leading to the constitution of this board. To illustrate his observation about checking unfair labour practices, he cited a dispute in which the management refused to negotiate with the exclusive bargaining agent at the level of the undertaking on the issue relating to the age of retirement in the view that it was a management function. The National Labour Relations Board had given directions to the management to negotiate with the union on the issue. The management going on appeal, the Supreme Court upheld the decision of the National Labour Relations Board. The Taft-Hartley Act was a comprehensive piece of legislation enacted in the year 1947 and this introduced provisions relating to unfair labour practices by trade unions also. It ruled as unfair labour practice action on the part of a trade union to restrict the exercise by an employee of his right to organise or refrain from joining a union.

The speaker explained the prohibition of the closed shop, the prevalence of the union shop and the trade union philosophy of industrial workers in the United States. He observed that workers were generally suspicious of Government and of employers and sought to be independent of their influence and also that the trade union leaders were almost always persons with a background of experience as industrial workers. Trade Unions, however, employed economists, statisticians and legal experts to assist in regard to collective bargaining, the policy issues, however, being decided by the trade union leadership.

Answering a query of some participants, Dr. Prasow observed that Government employees in the U. S. did not have the right to strike and this prohibition had been specifically written into the Taft-Hartley Act, 1947. Government was a non-profit organisation and over the years protective benefits, grievance procedures etc., had been evolved through the civil services regulations. The Civil Service Commission was a permanent body with several Committees of hearing officers with which into issues relating to working conditions of public servants and made recommendations to the relevant departments. He cited in this connection the

large number of Government employees in such organisations in the public sector as the Tennessee Valley Authority etc. There were organised unions of Government employees, the postal employees union being one such. The main technique adopted by these unions was advisory. They also lobbied in the Congress by securing representatives to give evidence before congressmen, etc.

On questions raised, Dr. Prasow explained the social security measures in vogue in the United States. He observed that social security did not fall within the domain of the industrial relations laws and that in some cases employees may chance to enjoy a State benefit, a pension scheme of the undertaking, and a private insurance scheme he participated in. Generally the retirement age was 65 but in coal mining, airlines etc., it was suitably advanced through collective bargaining. In some universities the age of retirement was 70. After explaining the function of the mediation and conciliation services of the United States Government, he dwelt on the workers' education schemes, organised by unions, the programmes of workers' education developed in close contact with employers and trade unions in universities such as of Harvard, etc.

AWARDS AND AGREEMENTS

GLEANINGS OF INDUSTRIAL CASE LAW

Between

The managements of Dhanalakshmi Bus Service Tirukoilur.

and

The workers of Dhanalakshmi Bus service represented by the Motor Workers' Union, Tiruvannamalai.

TERMS

1. The management agrees to pay basic wages as scheduled below with effect from 1-1-1961.

Driver Rs. 45-2-55-2½-80-3-110.

Conductor Rs. 35-2-45-2½-95.

2. A dearness allowance of Rs. 27/- shall be paid to all the drivers and conductors, from 1-1-61.

3. No special house-allowance shall be paid to any of the workers.

4. Bonus: The management agrees to pay one month's basic wages as on 1-1-61 to all the drivers and conductors for the calendar year ending December 31, 1960. The management also agrees to pay a bonus representing one-and-a-half months' basic wages to all its workers for the calendar year 1961. Workers with a total service of 180 days in the calendar year 1960 alone shall be eligible for the bonus to be paid for the year 1960.

5. Dress: One set of dress shall be supplied to the drivers and conductors in February, 1961 and the second set shall be supplied to the workers in June, 1961.

6. A leather bag shall be supplied to all the conductors to be regularly used by them on duty.

7. All workers shall be granted 15 (fifteen) days' casual leave annually.

8. The following workers shall be confirmed with effect from 1-1-1961.

DRIVERS.

1. Sri Periathambi
2. „ Kather
3. „ S. N. Kather
4. „ Jaffar Baig
5. „ Dharmaraja Iyer
6. „ Kunjuraman Nair

CONDUCTORS.

1. Sri Radha
2. „ Parthasarathy
3. „ Annamalai
4. „ Perumal
5. „ V. Munuswamy
6. „ Kumaran
7. „ Govindarajalu.

9. Overtime: This demand is treated as not pressed and consequently dropped.

10. Daily allowance: The management agrees to pay a daily batta of Rs. 2.25 (Rupees Two and naye paise twenty-five only) to all the workers with effect from 1-2-1961.

11. Introduction of Provident Fund: The Union does not press this issue in view of the proposed legislation by the Government on the subject.

12. The management agrees to pay gratuity of one month's basic wage for every completed year of service to workers:

- (a) on the death of the employee while in service
- (b) when the employee is mentally or physically incapacitated.
- (c) on the employee voluntarily resigning or retiring after a continuous service of five years.
- (d) on the termination of service by the employer other than for misconduct.

13. The terms and conditions of service and the interest shall remain unaltered in case of transfer of the management to new hands.

14. The management agrees to re-employ discharged workers Sri D. Radha, (2) Sri D. Parthasarathy, (3) Sri P. Govindarajan with effect from 5-2-1961 and they shall be given due seniority taking into account their total service. In respect of Driver Kothandam, the management will re-employ him after a ballot taken by the management if the workers only desired so; otherwise he shall not be re-employed.

15. In respect of workers M/s. N. Govindaswamy, (2) Somasundaram (3) Thambu Reddiar (4) S. A. Gaffar, (5) Nallamuthu and (6) K. Ramaswamy preference shall be given to the seniors in total service from April, 1960 to make the conductors' strength to Nine permanent workers.

16. The term workers shall mean drivers and conductors only.

17. All other demands are dropped as withdrawn and not pressed.

18. All moneys due to these workers on account of this settlement shall be paid on or before 28 February 1961.

FORM B

(RULE 25 (8))

MEMORANDUM OF SETTLEMENT

Names of parties

Representing Employers:

Mr. Z. C. Gavalla, Branch Manager,
Messrs. Rallis India Limited, Madras.

Representing Workmen:

President Sri M. S. Pasupathi Pillai
Jt. Secretaries Sri. O. Sylvester
Sri M. S. Panchapakesan of Rallis and
Associated concerns Employees' union,
Madras.

Number and broad description of the categories of workmen covered by the settlement:

160 clerks, subordinate staff, electricians, mechanics, fitters drivers and mess staff at the Madras Headquarters.

Short Recital of the Case:

WHEREAS by a letter dated 14th July 1960 the Union made a claim on the Management in respect of revision of the scales of pay for the Madras Headquarters staff after giving notice of terminating the Consent Award in I.D.23/59 and WHEREAS subsequently the parties have had mutual discussions with a view to settle all outstanding and enter into a binding agreement for a period of three years from the date of signing the Agreement and Whereas the parties have reached an agreement in respect of the Scales of Pay for the Madras Headquarters staff which is the only pending issue in the manner hereinafter contained.

Terms of Settlement

Basic Wages

Lower Scale

65 - 4 - 85 - 6 - 115 - 7½ - 160

Upper Scale

85 - 6 - 115 - 8 - 155 - 10 - 205

Selection Grade

205 - 10 - 235 - 15 - 250

Head Clerks

215 - 12½ - 240 - 15 - 330 - 20 - 350

Stenographers

'B' - 65 - 6 - 101 - 7 - 150 - 10 - 160

'A' - 100 - 8 - 140 - 10 - 200 - 12½ - 275

Telephone operator

Draughtsman

Electrician

Mechanic

65 - 4 - 85 - 6 - 115 - 7½ - 160

Subordinate Staff

Peons, Watchmen, Liftman, Glass Cleaner, Packers

30 - 2 - 50 - 2½ - 60

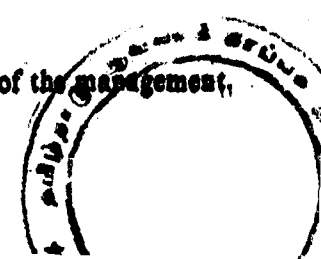
Smart and deserving peons will receive as hitherto a special allowance for stripes at the revised rates as follows:

1 Stripe - Rs. 4/-

2 Stripes - Rs. 8/-

3 Stripes - Rs. 12/-

These stripes will be awarded at the discretion of the management.



Car Driver

50 - 2 - 60 - 2½ - 75 - 3 - 90 - 5 - 100

Butler

35 - 1 - 40 - 2 - 60

Cook, Canteen Bearer

35 - 1 - 40 - 2 - 50

Dishwasher, Sweepers

30 - 1 - 40

Fitter

50 - 3 - 71 - 4 - 95 - 5 - 100

Head Fitter 105 - 5 - 130

Fitment. Each employee will be stepped up to the next higher point in the revised scale nearest to his salary as on the 31st August 1960 and those with less than 7 years service on the 1st September 1960 will be given one increase in the revised scale and those with more than 7 years service will be given two increases in the revised scale subject to the proviso that no employee with such adjustment and/or increase will receive more than what he is entitled to as a maximum salary in the category to which he belongs.

Seven Selection Grade staff, One Telephone Operator and one Sweeper whose names are mentioned in this annexure to this Agreement will be brought up to the revised minimum of the respective grade and they would not be entitled to any service weightage.

The revised scales are with retrospective effect from 1st September 1960 and the difference due for the 4 months September/October/November/December 1960 will be paid in full less the ad hoc amount of Rs. 5/- paid along with the December 1960 salary which as agreed will be recovered.

The ad hoc payments made for the 3 months September/October/November 1960 will not be recovered.

It was agreed that there will be no scale of pay for the category of Assistant Engineer but that the Management will adjust his salary at their discretion now along with the others.

Dearness Allowance and provident fund will be calculated on the payment due and income-tax deduction will be reckoned where necessary.

It is hereby agreed that the terms and conditions of this Agreement shall be effective and shall be binding on the parties for a period of 3 years from the date of signing the Agreement.

It is further agreed that during the duration of this settlement there will be no further claims or demands from the Union in respect of revision of SCALES OF PAY and other matters mentioned in the Memorandum of Government No. 38 L1/59 dated 22nd January 1959 and the demands not pressed at the Conciliation Proceedings as set out in the Conciliation Officer's report to Government dated 9-12-1958 with the exception of Bonus, Provident Fund and Gratuity for the Madras Headquarters staff (excluding the Supervisory Grade).

✓ **GLEANINGS OF INDUSTRIAL CASE LAW****IN THE SUPREME COURT OF INDIA**

(Civil Appeal No. 353 of 1959, dated 22 November 1960)

In the above case, the Supreme Court declared that when a Tribunal is considering a complaint under Section 33A of the Industrial Disputes Act and it has finally to decide whether an employee should be reinstated or not, it is not open to the Tribunal to order re-instatement as an interim relief, for that would be giving the workman the very relief which he could get only if on a trial of the complaint the employer failed to justify the order of dismissal.

A worker in the Delhi Cloth General Mills was transferred from the night-shift to the day shift in the mills department. A dispute between the management and workers being pending, the worker appealed under Section 33A pleading that the transfer in shift amounted to alteration in the conditions of service which was prejudicial and detrimental to his interest. The management explained that the transfer was a managerial function and so the application was untenable. In the meanwhile, the worker failing to comply with the orders of transfer, a domestic inquiry was held and in view of the findings and past records of the worker the Management decided that he should be dismissed. A dispute being pending, an application was made to the Industrial Tribunal under Section 33. In the meanwhile, Sections 33 and 33A were amended, the amendments coming into effect from 10 March 1957. Under the amendment, where the matter in regard to which the employer wants to take action in accordance with the standing orders applicable to a workman was not connected with the dispute pending between the employer and his workers, the employer could take such action as he thought proper provided in case of discharge or dismissal, one month's wages were paid and an application made to the Tribunal before which the dispute was pending for the approval of the action taken against the employee by the employer. In the view that the mis-conduct of the worker was unconnected with the pending dispute, the management passing orders of dismissal after paying one month's wages to the worker made an application to the Tribunal for approval of their action. Thereupon the worker made an application under Section 33-A, for relief. On this application the Industrial Tribunal passed an interim order by which as a measure of interim relief the appellants were ordered to permit the respondent to work and it was also ordered that if the management failed to take the respondent back, the later should be paid full wages if he reported for duty. This was challenged by the mills and when the matter again came up before the Tribunal, the Tribunal, passed an interim order permitting the respondent to resume work. The writ petition filed by the mills against this order was turned down by the High Court which justified and upheld the order of the Tribunal. The mill authorities went in appeal to the Supreme Court. After considering all the relevant aspects of the matter, the Supreme Court observed that the order of the Industrial Tribunal in granting re-instatement and in lieu of that full wages for the period of re-instatement as interim relief could not be passed in law as that would amount to giving the respondent at the outset the relief to which he would be entitled only if the employer failed in the proceedings under Section 33A of the Industrial Disputes Act. The Court further observed

that ordinarily interim relief should not be the whole relief that workmen would get if they succeed finally. In this view, the Supreme Court found the order of the Industrial Tribunal manifestly erroneous, allowed the appeal and set aside the orders of the High Court as well as of the Industrial Tribunal granting interim relief.

(Labour Law Journal-vol-2, December 2, 1960, Pp.712-715)

IN THE SUPREME COURT OF INDIA

(Civil Appeals Nos. 32 and 33 of 1960, dated 15th December, 1960)

In the above appeals arising out of the decision of the Industrial Tribunal in a dispute between the management of Bata Shoe Company (Private) Limited and its workmen, the Supreme Court observed that the provisions of sub-sections 2 and 3 of section 12 of the Industrial Disputes Act as it stood at the time of the reference read with section 18 of the said Act, make it clear beyond doubt that a settlement under section 18 is one arrived at in the course of conciliation proceedings, with the assistance and concurrence of the conciliation officer who had the duty to induce the parties to come to a fair and amicable settlement of the dispute. The Court observed that the mutual agreement arrived at between the appellant and the union was without the assistance of the conciliation machinery and so was not a binding settlement under section 18 as in force then as presumed by the Industrial Tribunal.

Certain workers who participated in a strike had been chargesheeted. The charge-sheets were also displayed on the notice boards inside and outside the factory gate. On the same day the charge-sheets were sent by registered post to the workers concerned. The management had issued notices in certain newspapers that some of their workmen had engaged in an illegal strike under a common understanding, that they were liable to strong disciplinary action that in consequence they have been charged under standing orders and rules of the company and that such chargesheets had been sent to them individually by registered post and also been displayed on the notice board inside and outside the factory gates and that they should submit their explanation by a specified date. These notices did not contain the names of the workmen to whom the charge-sheet had been sent. Further, the standing orders did not provide for service of charge-sheets through display on the notice board of the appellant. In the circumstances, the Court held that the notice issued in the newspapers should have specially specified the names of the workers concerned on receipt of the unserved registered notices and the newspaper should have been one in the regional language. This not having been done, the Court upheld the findings of the Industrial Tribunal that the concerned workman had no notice of the charges against them and the duty by which they had to submit their explanations as well as the date of the enquiry.

Memorandum of settlement under section 12 (3) of the Industrial Disputes ACT, 1947 Reached-Before Sri V. Srikantan, B. A., Labour officer: Madras III on the 2nd day of February, 1961.

Parties to the dispute:	The management of Dhana lakshmi Bus Service, Tirukoilur and their workmen represented by the Motor Workers' Union, Tiruvannamalai.
Representing the employer:	Sri R. K. Dhanakotti Mudaliar, Proprietor, Dhanalakshmi Bus Service.
Representing the employees:	Sri K. R. Vaithilinga Mudaliar, Secretary, Motor Workers' Union, and Sri M. Kolanthaivelu, General Secretary, Madras Provincial Motor Transport and General Workers' Federation, Madras.
Number and brief description of workmen covered by the settlement:	ABOUT TWENTY-TWO.

Short Recital of the Case

The Motor Workers' Union, Tiruvannamalai raised a dispute putting up a charter of demands on the management of Dhanalakshmi Bus Service, Tirukoilur by their letter dated 21st January, 1961. The union also served a strike notice the same day on the management. I met the representatives of the management and the union finally on 2-2-61 and the following terms of settlement were agreed to:-

Terms of Settlement

Term 1:-	The management agrees to pay Basic Wages as scheduled below with effect from 1-1-1961 Driver 45... 2.... 55-2½- 80- 3- 110. Conductor 35... 2... 45-2½- 95
Term 2:-	A Dearness Allowance of Rs.27/- shall be paid to all the Drivers and Conductors, from 1-1-61.
Term 3:-	No special house allowance shall be paid to any of the workers.
Term 4:-	Bonus:- The management agrees to pay one month's basic wages as on 1-1-61 to all the Drivers and Conductors for the calendar year ending December 31, 1960. The management also agrees to pay a bonus representing one-and-a-half months' basic wages to all its workers for the calendar year 1961: Workers with a total service of 180 days in the calendar year 1960 alone shall be eligible for the bonus to be paid for the year 1960.

- Term 5:-** Dress:- One set of dress shall be supplied to the drivers and conductors in February, 1961 and the second set shall be supplied to the workers in June, 1961.
- Term 6:-** A leather bag shall be supplied to all the conductors to be regularly used by them on duty.
- Term 7:-** All workers shall be granted 15 (Fifteen) days Casual Leave Annually.
- Term 8:-** The following workers shall be confirmed with effect from 1...1...1961.
- | Drivers : | Conductors : |
|-------------------------|-----------------------|
| 1. Sri Periatthambi | 1. Sri Radha. |
| 2. Sri Kather. | 2. Sri Parthasarathy. |
| 3. Sri S. N, Kather. | 3. Sri Annamalai. |
| 4. Jaffar Baig. | 4. Sri Perumal. |
| 5. Sri Dharmaraja Iyer. | 5. Sri V. Munuswamy. |
| 6. Sri Kunjuraman Nair. | 6. Sri Kumaran. |
| | 7. Sri Govindarajalu. |
- Term 9:-** Overtime :- This demand is treated as not pressed and consequently dropped.
- Term 10:-** Daily Allowance :- The management agrees to pay a daily batta of Rs. 2.25. (Rupees Two and naye paise twenty-five only) to all the workers with effect from 1-2-1961.
- Term 11:-** Introduction of Provident Fund :- The union does not press this issue in view of the proposed legislation by the Government on the subject.
- Term 12:-** The management agrees to pay gratuity of one month's basic wage for every completed year of service to workers:
- (a) on the death of the employee while in service.
 - (b) when the employee is mentally or physically incapacitated.
 - (c) on the employee voluntarily resigning or retiring after a continuous service of five years.
 - (d) on the termination of service by the employer other than mis-conduct.
- Term 13:-** The terms and conditions of service and the interest shall remain unaltered in case of transfer of the management to new hands.

- Term 14:-** The management agrees to re-employ discharged workers (1) Sri D. Radha (2) Sri D. Parthasarathy (3) Sri P. Govindarajan with effect from 5-2-61 and they shall be given due seniority taking into account their total service.
- In respect of Driver Kothandam, the management will re-employ him after a ballot taken by the management if the workers only desired so; otherwise he shall not be re-employed.
- Term 15:-** In respect of workers Messrs (1) N. Govindaswamy, (2) Somasundram (3) Thambu Reddiar (4) S. A. Gaffar (5) Nallamuthu and (6) K. Ramaswamy preference shall be given to the seniors in total service from April, 1960 to make the conductors' strength to NINE permanent workers.
- Term 16:-** The term workers shall mean Drivers and Conductors only.
- Term 17:-** All other demands are dropped as withdrawn and not pressed.
- Term 18:-** All monies due to these workers on account of this settlement shall be paid on or before 28th February, 1961.

CURRENT LABOUR LITERATURE

List of important books and articles Published

BOOKS.

- Labour Literature; A Bibliography Vol. 5.—Government of India, Ministry of Labour and Employment, New Delhi, 1961.
- Proceedings of the Eighth meeting of the State Labour Advisory Board, Orissa (3rd and 4th May, 1960) Secretary, State Labour Advisory Board, Orissa, 1960.
- Report of Survey on the condition of Labour in Beedi Industry in Rajasthan for the year 1958-59 —Labour Department, Rajasthan, Jaipur.
- The Third Five Year Plan — A Draft Outline (Tamil) —Government of India, Planning Commission.
- The Third Five Year Plan — A draft Outline (English) —Government of India, Planning Commission.
- Year Book of Labour Statistics, 1960 —International Labour Office, Geneva.

ARTICLES

- Definition of Strike by Ram Narain Sharma—The Indian Worker 13 February 1961 P. 8.
- Function of the Mediator in Collective Bargaining by Arthur S. Meyer—Ceylon Labour Gazette—January 1961—PP. 1-8.
- Job Evaluation by A. Das Gupta — Industrial Relations Nov.-Dec. 1960—PP. 252-257.
- Job Satisfaction by Ruby Chatterjee—Industrial Relations Nov.-Dec. 1960 PP. 262—264.
- Question of Bonus—A note by G.D. Ambekar—Trade Union Record, Feb. 5, 1961 pp. 6—8 and 5.

NOTIFICATIONS

Constitution of Local Committees under Employees' State Insurance (General) Regulations.

RAJAPALAYM AREA

Fort St. George, February 18, 1961.

H-1 No. 1029 of 1961—The following notification, dated 21st October, 1960 of the Regional Director, Employees' State Insurance Corporation, is republished:—

MR/CO- 3(5)/60(3)—It is hereby notified that a Local Committee consisting of the following members has been set up for Rajapalayam area (where Chapters IV and V of the Employees' State Insurance Act, 1948, are in force), under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, with effect from the 8th October 1960:—

Chairman

Under Regulation 10-A (i) (a).

1. District Medical Officer, Ramanathapuram.

Members

Under Regulation 10-A (i) (b)

2. Labour Officer, Tirunelveli.

Under Regulation 10-A (i) (c)

3. Medical Officer-in-charge, State Insurance Dispensary, Rajapalayam.

Under Regulation 10-A (i) (d)

4. Shri S. N. Subramanian, B.A., B.T., Welfare Officer, Rajapalayam, Mills Ltd., Rajapalayam.
5. Shri P. V. Rajan, Factory Manager, Sree Karpagambal Mills Ltd., Solapuram (P.O.), Rajapalayam.
6. Shri S. Ponnuchamy, Manager, Gowrihouse Metal Works, P. B. No. 13, Rajapalayam.

Under Regulation 10-A (i) (e).

7. Shri K. Guruswami Chettiar, National Textile Workers Union, Bhupalrajapatti Street, Rajapalayam.
8. Shri A. Srinivasan, General Secretary, Mill Workers' Union, Duraiswamypuram, Rajapalayam.
9. Shri S. P. Ramakrishna Raja, National Engineering Workers' Union, Bhupalrajapatti Street, Rajapalayam.

Under Regulation 10-A (i) (f)

10. Manager Local Office, Employees' State Insurance Corporation, Rajapalayam (Secretary).

SIVAKASI AREA

MR/Co-3 (5)/60 (4)—It is hereby notified that a Local Committee consisting of the following members has been set up for Sivakasi area (where Chapters IV and V of the Employees' State Insurance Act, 1948, are in force), under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, with effect from the 8th October 1960:—

Chairman

Under Regulation 10-A (i) (a)

1. District Medical Officer, Ramanathapuram.

Members

Under Regulation 10-A (i) (b)

2. Labour Officer-in-charge, Tirunelveli.

Under Regulation 10-A (i) (c)

3. Medical Officer-in-charge, State Insurance Dispensary, Sivakasi.

Under Regulation 10-A (i) (d)

4. Shri P. S. Dharmarajan, Manager, The Hind Matches P. B. No. 38, Sivakasi.
5. Shri S. Annamalaisamy, Manager, The Pioneer Match Works, P. B. No. 45, Sivakasi.
6. Shri V. S. V. Senthappa Nadar, Manager, The National Litho Press, Railway Feeder Road, P. B. No. 30, Sivakasi.

Under Regulation 10-A (i) (e)

7. Shri Thondar S. Duraiswamy, Secretary, Theepetti Thozhilalar Sangam, 10-1-40, Navetti Nadar Street, Sivakasi.
8. Shri A. Srinivasan, President, Press Workers' Union, 10-1-40, Navetti Nadar Street, Sivakasi.
9. Vacant.

Under regulation 10-A (i) (f)

10. Manager, Local Office, Employees' State Insurance Corporation, Rajapalayam (Secretary).

Amendment to Payment of Wages (Railways) Rules

Fort St. George, February 27, 1961.

S.R.O. No. A-3263 of 1961: The following notification of the Government of India, Ministry of Labour and employment, dated New Delhi, the February 1961, is republished:—

S.O. 359 PWA/Rlys/Rules/Adm. (I)/61:— In exercise of the powers conferred by sub-sections (2), (3) and (4) of Section 26, read with section 24, of the Payment of Wages Act, 1936 (4 of 1936), the Central Government hereby makes the following rules to further amend the Payment of Wages (Railways) Rules, 1938, the same having been previously published as required by sub-section (5) of the said section 26, namely:

AMENDMENT

1. These rules may be called the Payment of Wages (Madras) Amendment Rules, 1961.
2. In the Payment of Wages (Railways) Rules, 1938, in sub-rule 2 of Rule for the words and figures "or by a contractor employing on an average 20 or more persons daily in any one month in the preceding 12 months" the words and figures "or by a contractor who either employs 20 or more persons on any day or employed 20 or more persons on any day of the preceding 12 months", shall be substituted.

Amendments to Notifications Regarding Revision of Jurisdiction of Labour Officers.

(G.O. Ms. No. 884, Industries, Labour and Co-operation (Labour) 13th February 1961)

II-1 No. 923 of 1961: In exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to Industries, Labour and Co-operation Department Notification S.R.O. No. A-4763 of 1959, dated the 1st August 1959, published at pages 1147-1148 of Part-I of the Fort St. George Gazette, dated the 5th August 1959.

AMENDMENT

In the said notification, for the entry in column (3) of the Table, against item 8 "Labour Officer, Coimbatore-I" in column (1), the following entry shall be substituted, namely:—

"Cotton Textiles, Engineering, Cement Industries and Transport Industry in general including the automobile workshops".

Certain Officers Specified as Officers Competent to Exercise Functions of Inspectors of Factories in Certain Territories Transferred from Andhra Pradesh for purposes of Madras Maternity Benefit Act

G.O. Ms. No. 1041, Industries, Labour and Co-operation, 21st February 1961.

II-1 No. 926 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 officers specified in column (1) of the table below appointed under section 8 of the Factories Act, 1948 (Central Act LXIII of 1948), to be the officers competent to exercise the functions of the Inspectors of Factories under the Madras Maternity Benefit Act, 1934 (Madras Act VI 1935), (as in force in the territories specified in the Second Schedule to the first mentioned Act) within the areas specified in the corresponding entries in column (2) thereof.

TABLE

Officers. (1)	Areas. (2)
1. Chief Inspector of Factories.	The territories specified in the Second Schedule to Central Act 56 of 1956.
2. Inspector of Factories, Madras. II.	Parts I to III of the Second Schedule to Central Act 56 of 1959.
3. Inspector of Factories, Vellore.	Parts IV to VIII of the Second Schedule to Central Act 56 of 1959.

Revision in minimum rate of wages for employment in any oil mill, flour mill, or dhall mill under Minimum Wages Act.

G.O. Ms. No. 1091, Industries, Labour and Co-operation (Labour) 22nd February 1961.

II-1 No. 910 of 1961: In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) the Governor of Madras hereby revises the minimum rates of wages fixed in the Industries, Labour and Co-operation Department Notification No. 914, dated the 30th December 1955, published at page 1 of Part-I of the Fort St. George Gazette. Extra ordinary dated the 31st December 1951 and S.R.O. No. A-3968 of 1959, dated the 22nd June 1959, published at page 953 of Part-I of the Fort St. George Gazette, dated the 8th July 1959, as shown in column (2) of the schedule below in respect of the classes of employees specified in the corresponding entries in column (1) thereof and employed in any oil mill, the same having been previously published as required by clause (b) of sub-section (1) of the said section 5 and the Advisory Board also having been consulted as required by the proviso to sub-section (2) of that section.

This notification shall come into force on the 1st March, 1961.

SCHEDULE

Employment in any oil mill.

Class of employees. (1)	All inclusive minimum rates of wages as revised. (2)
	Rs. nP.
1. Electrician.	2 25 per day.
2. Engine driver.	2 25 -do-
3. Expeller Maistries.	2 25 -do-
4. Carpenters.	2 00 -do-
5. Fitters	1 75 -do-
6. Pressman	1 50 -do-
7. Firemen.	1 50 -do-

(1)	(2)
8. Cake carriers.	1 50 -do-
9. Mazdoors.	1 50 -do-
10. Filtermen.	1 50 -do-
11. Oiler.	1 50 -do-
12. Watchmen.	1 50 -do-
13. Sweepers.	1 25 -do-
14. Attender.	35 00 per mensem.
15. Boilerman.	2 00 per day.
16. Clerks.	50 00 per mensem.
17. Crushers.	1 25 per day.
18. Mechanics.	1 50 -do-
19. Peons.	1 50 -do-
20. Rotarymen.	1 75 -do-

(1) Children wherever employed shall be paid half of the rates fixed above.

(2) Where the wage period is fixed as a week, the daily rates fixed above will be multiplied by six, where the wage period is fixed as a fortnight, the daily rates will be multiplied by 12 and where the wage period is fixed as a month, the daily rates will be multiplied by 26.

(G.O. Ms. No. 1092, Industries, Labour and Co-operation (Labour) 22nd February 1961).

II-1 No. 911 of 1961: In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby revises the minimum rates of wages fixed in the Industries, Labour and Co-operation Department Notification No. 915, dated the 30th December 1955, published at pages 1-2 of Part-I of the Fort St. George Gazette Extraordinary, dated the 31st December, 1955, and S.R.O. No. A-4140 of 1959, dated the 22nd June 1959, published at page 992 of Part-I of the Fort St. George Gazette, dated the 15th July 1959, as shown in column (2) of the Schedule below in respect of the classes of employees specified in the corresponding entries in column (1) thereof and employed in any rice, flour or dhall mills, the same having been previously published as required by clause (b) of sub-section (1) of the said section 5 and the Advisory Board also having been consulted as required by the proviso to sub-section (2) of that section.

This notification shall come into force on the 1st March, 1961

SCHEDULE

Employment in any rice mill, flour mill or dhall mill.

Class of employees.	All inclusive minimum rates of wages as revised.
(1)	(2)
	Rs. nP.
1. Hamalis (Bag carriers).	2 00 per day.
2. Bag weighers or kata mazdoors.	1 75 do
3. Bag stitchers.	1 75 do
4. Carriers of husk.	1 50 do
5. Carriers of rice.	1 50 do
6. Mazdoors including miscellaneous workers.	1 25 do
7. Engine driver.	2 25 do
8. Electrician.	2 25 do
9. Firemen.	1 62 do

(1)	(2)
10. Fitters.	1 75 do
11. Hullermen.	1 62 do
12. Mechanics.	2 00 do
13. Maistries.	2 00 do
14. Oilers.	1 50 do
15. Paddy boilers.	1 75 do
16. Paddy drivers.	1 50 do
17. Paddy millers.	1 50 do
18. Paddy soakers.	1 50 do
19. Sweepers.	1 25 do
20. Shellermen.	1 50 do
21. Winnowers.	1 25 do
22. Watchmen.	1 50 do
23. Water carriers	1 25 do
24. Mazdoors employed in polishing.	1 37 do
25. Rice measurers.	1 62 do
26. Mazdoors in grinding grain.	1 37 do
27. Dhall manufacturers.	1 37 do
28. Loadmen.	1 37 do
29. Clerks.	50 00 per mensem.
30. Peons.	1 50 per day.
31. Attenders.	35 00 per mensem.
32. Carpenters.	1 75 per day-
33. Varukadalai workers.	2 00 do

(1) Children whenever employed shall be paid half of the rates fixed above.

(2) Where the wage period is fixed as a week, the daily rates fixed above will be multiplied by six, where the wage period is fixed as a fortnight, the daily rates will be multiplied by 12 and where the wage period is fixed as a month the daily rates will be multiplied by 26.

Further extension for a period of six months to Sugar Industry, a public utility service in Madras State

(G.O.R. No. 245, Industries, Labour and Co-operation, 25th February, 1961).

II-1 No. 912 1961: Where as sugar industry 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 a Period of six months upto and inclusive of the 4th March, 1961, in the late Development Department Notification No. 714, dated the 30th August 1952, published at page 1339 of Part-I of the Fort St. George Gazette, dated the 10th September 1952, read with the Industries, Labour and Co-operation Department Notification No. II-1 No. 740 of 1960 dated the 11th August 1960, published at page 245 of Part-II, Section-1 of the Fort St. George Gazette, dated the 24th August 1960;

And where as the Governor of Madras is of opinion that public interest requires the extension of the said period 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 extends the said period by a further period of six months commencing on the 5th March 1961.

GOVERNMENT OF INDIA-MINISTRY OF LABOUR AND EMPLOYMENT
RESOLUTION

New Delhi, dated 23rd February, 1961.

No. WB-7 (30)/60. By their Resolution No. WB-7 (2) dated the 26th December, 1957, the Government of India appointed a Central Wage Board for the sugar industry with the following composition and terms of reference:

I Composition

Chairman

Shri Bind Basni Prasad

Independent Members

- (1) Shri H. C. Dasappa, M. P.
- (2) Dr. P. S. Lokanathan.

Members representing employers

- (1) Shri Gulabchand Hirachand.
- (2) Shri R. P. Nevatia.

Members representing workers

- (1) Shri Kashi Nath Pandey, M. P.
- (2) Shri Gangadhar J. Ogale.

Consequent on the resignation of Shri Gulabchand Hirachand on the 7th January, 1960, Shri Shanti Lal K. Somaiya was appointed to represent the employers.

II. TERMS OF REFERENCE :

- (a) to determine the categories of employees (manual, clerical, supervisory etc., who should be brought within the scope of the proposed wage fixation;
- (b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages;

Explanation

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

- (i) the needs of the industry in a developing economy;
 - (ii) the special features of the sugar industry;
 - (iii) the requirements of social justice; and
 - (iv) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill;
- (c) bear in mind the desirability of extending the system of payment by results;

Explanation

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

(d) to work out the principles that should govern the grant of bonus to workers in the sugar industry.

2. The Board's report was received by Government on the 28th November, 1960. A summary of the recommendations is appended.

3. After careful consideration of the Board's report, Government has decided to accept the recommendations of the Board Subject to the following:

(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 reason-

ably specific programme of implementation drawn up in consultation with the organisations of the interests 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, however, the parties concerned in 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.

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

5. The Government of India wish to express their appreciation of the great thoroughness and care with which the Board has dealt with the matters referred to it.

(P. M. Menon)

Secretary to the Government of India.

No. WB-7 (30)/60 New Delhi, Dt. 23-2-1961.

ORDER : Ordered that a copy of the Resolution be communicated to :

- I. All State Governments and Union Territories.
- ii. All Ministries of the Government of India and the Planning Commission.
- iii. All India Organisations of Employers and Workers.
- iv. The Indian Sugar Mills Association, Calcutta.

Ordered also that the Resolution be published in the Gazette of India for general information.

P. M. Menon.
Secretary,

APPENDIX

Summary of Recommendations

The investigation by the Board were decided to be confined to the vacuum pan sugar factories and not to cover khandasari industry and (open pan) gur refineries. (Para 18)

2. The workers in the allied industries carried on by sugar factories are beyond the purview of the Board. (Para 19)

3. The Board is of the view that its terms of reference do not cover the workers employed on the farms attached to the sugar factories. (Para 21)

4. Unless expressly indicated otherwise, the recommendations of the Board would apply to workmen engaged by a contractor of a factory also, if they do work connected with:

- (a) Manufacturing process as defined in section 2(k) of the Factories Act, 1948; or
- (b) Cleaning any part of the machinery or premises used for manufacturing Process; or
- (c) any other kind of work incidental to or connected with, the manufacturing process or subject of manufacturing process including handling, loading or unloading of raw materials, stores and finished product in the premises of the factory; or
- (d) repair and maintenance of machinery, building or other capital assets of the sugar factory. (Para 24)

5. All employees falling within the definition of "workmen" excepting apprentices for whom separate scheme (vide paragraph 29) has been devised, should be governed by the recommendations of the Board. (Para 25)

6. Apprentices may be taken for all highly skilled, skilled and semi skilled occupations but no apprentice should be taken for unskilled jobs. Subject to the condition that if an apprentice for a job is recruited from any of the lower jobs in the factory itself, then his emoluments would not be less than what he would be eligible for on that lower post and that the emoluments of none of the existing apprentices would be reduced, the apprentices should not be paid less than sixty percent of the minimum basic wages and dearness allowance or consolidated wages as the case may be of the occupation for which he is given the training but he would not be eligible for any bonus. (Para 29)

7. The period of apprenticeship should not exceed two years and while it cannot be made obligatory upon a factory to employ a person in the particular occupation for which he was given the training, the Board hopes that the Mills will utilise the training imparted by them to the apprentices. (Para 29)

8. Having regard to the factors of duration of season, sugar recovery percentage from cane, cost structure of sugar industry in different areas, the sugar price position, the prevailing wages in industry and other cognate matters, the following four regions were decided for purposes of wage fixation:

- | | |
|-----------------|---|
| (a) North | : comprised of the States of Punjab, U.P. Bihar, West Bengal and Assam. |
| (b) Central | : Comprised of the States of Gujarat, Rajasthan, Madhya Pradesh and Orissa. |
| (c) Maharashtra | : Comprised of the State of Maharashtra only. |
| (d) South | : Comprised of the States of Madras, Andhra Pradesh, Kerala and Mysore. |

9. It is not desirable to discriminate against the workers in East U. P. Sugar factories in the matter of fixation of wages. It is open to the sugar factories of the area to approach the Central or the State Government for grant of relief. It may well be hoped that the national Government interested as they are in the industrial development of the country would give the matter sympathetic consideration. (Para 41)

10. While, owing to limitations as to time and personnel, it was not found possible by the Board to embark upon workload study to determine labour surplusage in the mills, it strongly recommends to the Government to undertake workload study in the sugar industry at an early date. (Para 49)

11. While taking note of the subsidised rent prescribed by the Government in respect of single room tenement and the one fixed by the Cement Wage Board, the Board keeping in view the existing practice in the sugar industry, the standard of housing available, the seasonal character of employment, the Paying capacity of the industry and the over-all increase likely to result in consequence of its recommendations, recommends that the element of house rent in the emoluments of the sugar workers at the minimum wage level should be to the extent of rupees five for standard housing accommodation. (Para 147)

12. Since the minimum rent prescribed for the standard housing was below the subsidised rent fixed by the Government, the Board recommends that as total wages advance, the rates of rent should also increase.

(13) In respect of the quarters provided by the mills to its employees drawing upto Rs. 500/- the house rents in respective cases are to be inclusive of electric energy at the rate of 4 units or in lieu thereof, 2 bottles of kerosine oil per point of electricity (which in the case of single room tenement amounts to 8 units of electricity or 4 bottles of kerosine oil) as per subsidised Industrial Housing Scheme, subject to the condition that where by agreement or award higher electricity energy was provided, the system would not be disturbed. (Para 157)

(14) The rent prescribed by the Board having been fixed with reference to standard housings, the rent chargeable by the factories will be proportionately less for lesser area masonry walls) or with asbestos G. I. sheets will be half of that chargeable for standard type of housing in respective cases. (Para 157)

(15) For purposes of rent, the Board takes no cognizance of the improvised, purely temporary living arrangements in most cases set up by low paid employees in absence of suitable housing arrangement from the side of the mills.

(16) With a view to encourage construction of quarters the Board considers it essential to prescribe that where a quarter is offered to a worker and the latter does not choose to occupy the same, then 50% of the rent chargeable for the tenement will be deductible from the wage of the workmen concerned. (Para 159)

(17) Where food articles were being supplied at subsidised rates or where fuel was being supplied at concessional rates or free to certain extent, the mills would be entitled to make adjustment of concession against wages if the workers opt for the continuance of supply of these articles from the side of the mills. (Para 160, 162)

(18) While free or concessional supply of fuel can no longer be legitimately insisted upon, the factories should arrange to supply fuel at cost rates wherever a demand of that kind is made. (Para 162)

(19) While recommending the early institution of workload studies for assessment of fair workload and actual man power requirements, the Board considers it important that such studies should be preceded by reasonably specific programme of implementation drawn in consultation with the organisation of the interests concerned. (Para 192)

20. Taking all the relevant consideration into account, the Board recommends total minimum wages for unskilled workers for each region separately as follows:

Region.	Total Wages.
1. Central	66-1-71
2. North	76-1-81
3. Maharashtra	87-1-92
4. South	81-1-86

(Para (203)

21. Although the total minimum wages would necessarily vary from region to region depending on regional paying capacities of the industry, the Board considers it desirable to have basic minimum wages in the sugar industry throughout the country, as the same has several advantages. It shall be 60-1-65. The rest will be D.A. for each region. (Para 205)

22. Benefits such as bonus, gratuity, etc., usually calculable on basic wages should be calculated on full basic wages and deductions on account of housing, food and fuel etc., should not be taken into account. (Para 205)

23. The total minimum wages fixed by the Board having been conceived in reference to 123 point of cost of living index; the difference between the total wages prescribed for an occupation and its basic wage would represent the element of dearness allowance in the respective regions for 23 points of index over 1949 base (100) (Para 206)

24. In fixing the minimum wages, regard for differences in paying capacity of the industry in different regions having been made by making differences in the dearness allowance element, basic wages and dearness allowance should together be looked as integral whole. (Para 206, 207)

25. In view of the broad principle that the wages of employees in the same industry in a region should not differ and as the financial capacity of co-operative sugar factories is undisputed, the Board considers that there exists no justification for making any distinction between the wages in co-operative and other factories. (Para 215)

26. Where, in any sugar mill, a settlement in regard to wages is in force, workmen should have a right to opt between the existing wage rates and the wage structure as evolved by this Board. (Para 217)

27. The scheme of dearness allowance conceived by the Board falls into two parts. The graduated rates of D. A. comprise part I of the D. A. scheme while part II is comprised of the D. A. rates linked to cost of living index. (Para 231)

28. The regional differences in graduated D. A. rates have been devised by the Board to adjust the wage structure to the regional differences in paying capacity of the industry and in the same regional dearness allowance would vary from one class of occupations to other depending upon the scales of wages. (Para 231)

29. For rises over 123 points of the All India Average Consumer Price Index Numbers for working Class or fall below this level, the Board recommends adjustment of dearness allowance at the rate of 55 N.P. per point of cost of living index in the case of operatives upto skilled 'B' grade and clerks drawing basic wage upto Rs. 100/- p.m. while for supervisory and technical employees of not less than skilled 'A' grade and for clerks drawing basic pay of over Rs. 100/-p.m. the rate recommended is 65 N.P. per point. (Para 232.)

30. While for rises over 123 points of cost of living index or fall below this level, adjustments in dearness amount shall not be made for less than 10 whole points, when once there has been a rise or fall by 10 or more whole points, adjustments should be made for every point of the rise or fall. Once an adjustment has been made, further adjustment shall be made for further rise or fall of ten or more whole points; provided firstly — that for fall of the average cost of living index below 123 points no deduction from the graduated flat rate D. A. shall in the first instance, be made unless the fall exceeds 15 points. Provided secondly that at no stage the deduction shall go to the extent of curtailing the basic wage in the scale.

31. The adjustments in dearness allowance amount related to cost of living index, although automatic, shall be made only once a year on the basis of the average monthly cost of living index calculated over the twelve months period from 1st July to 30th June. (Para 232)

32. The Board favours the adoption of a common price index series for relating the D. A. rates as against the series maintained in different States or regions, for, apart from other things, otherwise the wage relativities as between different regions are bound to be upset and even in the same region, the wages can hardly remain uniform. (Para 237)

33. There is no justification for whittling down the dearness allowance of sugar employees on the assumption that the prices of goods and services stipulated as entering into the consumption of industrial workers are cheaper in rural areas. (Para 239)

34. Since wages should be fixed with reference to distinguishable jobs with known functions or duties, the Board found it essential to standardise more common of the occupational nomenclatures, enumerate as many of the prevailing designations as could be available, classify the operatives jobs on basis of skill and to further grade them according to basic job factors. (Para 253 & 261)

35. While in a large majority of cases fitment of incumbents of different occupations in to the standardisation scheme is likely to present no problem because it is to be done with reference to the duties performed by persons and not merely by designations some difficulties may, no doubt, come to be experienced where the duties performed by the incumbent of a job do not, for various reasons fully conform to the descriptions, given in the Board's scheme. There may, besides be some border line cases where inside an occupation gradations have been made. Given necessary good-will, the Board hopes that most of these would be resolved between the parties, failing which a suitable tripartite machinery devised by the Government should deal with it on reference. (Para 263)

36. The Board recommends as below, eight basic wage scales for operatives, six for clerks and four for supervisory employees receiving upto Rs. 500/-

Classes.	Basic Wage Scales.	
	For Central, North and South Regions.	For Maharastra Region.
Operatives.		
Unskilled.	60—1—65	60—1—65
Semi-skilled B	65—1.50—74	66—2—86
" A	68—2—80	73—3.50—108
Skilled C	75—8—96	80—4—120
" B	90—4—110—EB—3—135	95—5—120—EB—5—145
" A	105—6—135—EB—7—170	115—7—150—EB—7—185
Highly Skilled B	135—7—170—EB—9—215	150—9—195—EB—9—240
A	180—8—220—EB—10—270	180—10—230—EB—10—280

NOTIFICATION

Clerks.	72—3—93	77—3—107
VL	77—3—98	87—4—107—EB—5—132
V.	87—4—107—EB—5—132	105—6—135—EB—7—170
VL	105—6—135—EB—7—170	130—7—165—EB—8—205
III.	130—7—165—EB—8—205	200—8—240—EB—12—300
II-B.	200—8—240—EB—12—300	250—20—350—EB—25—475
II-A.	250—20—350—EB—25—475	
I.		
Supervisory.	200—10—250—EB—10—300	200—10—250—EB—10—300
	200—15—275—EB—15—350	200—15—275—EB—15—350
	250—20—350—EB—20—450	250—20—350—EB—20—450
	300—25—425—EB—25—600	300—25—425—EB—25—600

(Para 289 and table XVI)

37. In so far as the basic wages structure is concerned it is common in respect of three regions viz., Central North and South and allowance for differing paying capacity of the industry in different regions has been made in the graduated D.A. rates. But a departure from this was found necessary to be made in the case of Maharashtra region, for otherwise the amount of graduated dearness allowance would have come to form unduly large proportion of the total wages, while the Board's view was that the bulk of the total wages should consist of the basic wages. (para 289).

38. As for medical and educational staff, it is recommended that subject to the condition that no one's emoluments shall be reduced and those of compounders, nurses and midwives among the medical staff and the primary school teachers among the educational staff will not be less than the minimum of the lowest grade clerk in the mills, the medical staff excepting ward boys, sweepers, and such other unskilled manual workers as may be employed and the educational staff shall receive emoluments (viz., basic wage, D.A. and such other allowances) not less than what may be in force for similar categories of employees in the service of the Government of the State in which the mills may be situated. (Para 291)

39. Allopathic doctors possessing upto M.B.B.S. qualifications should be placed in P.M.S.II grade and those possessing over and above the M.B.B.S., post graduate or foreign qualification should be placed in P.M.S.I grade. (Para 292).

40. Ward boys and sweepers being on level with unskilled manual workers should receive similar pay. (Para 292)

41. Since the rules of appointment regarding Labour Welfare officers as framed by the respective State Governments are applicable to factories in general, the Board does not consider it advisable on its part to make invidious distinction in favour of those Labour Welfare officers who happen to be employed in sugar industry. (Para 293)

42. There being very wide variations between the functions, qualifications and existing emoluments of holders of certain designations e.g. Cane Development officer, and Assistant Works Manager, Asst. Sales Manager, Sales Manager, Purchase officer, Labour officer, Transport Superintendent and Asst. Transport Superintendent, the Board recommends that the factories concerned may fix their scales of pay and dearness allowance having regard to qualifications, experience, duties and functions and keeping in view the scales and grades applied to other employees in the sugar industry. (Para 295)

43. Apart from the few designations, the qualifications and function of the holders of which show very wide variations, the Board has deliberately left out certain stray jobs, and a few jobs may have been left out on account of information regarding these being not available with the Board. Their emoluments should be fixed by the mills in the light of the revised wage structure and the duties qualifications and experience required of the incumbents of the particular jobs. The matter can also be dealt with at the level of the Tripartite Machinery and failing a settlement on this matter, the machinery provided under the Industrial Disputes Act can be invoked. (Para 295).

44. In case of seven occupations, the Board found it necessary to prescribe weightages to be applicable generally or in a particular region only, over and above the wage scale

fixed for the respective grades under which they have been classed. Accordingly, Palledam should be allowed Rs. 5/- over and the emoluments of their grades. This would apply to all the regions. Peons, watchmen, sweepers, guest house attendants cleaners and Lab. boys in Maharashtra factories only should be allowed a weightage of Rs. 5/- per month over the wage scales for the unskilled. (Para 294)

45. As a safeguard against reduction of existing wages it is provided that in no case should the existing wages come to be reduced in consequence of deduction for any of the amenities e.g. housing fuel etc., which was being enjoyed free or at concessional rates in the past. (Para 298)

46. The Board considers it necessary to clarify that ordinarily the workers would cross the efficiency bar as a normal routine. Only in event of proved inefficiency could the increment be stopped but such cases will be reviewed by the management every year. (Para 298)

47. The Board also considers it necessary to stress that its recommendations constitute a composite scheme. Being the integral whole, they should be implemented as such. (Para 298)

48. The Board recommends that supervisory, clerical, highly skilled and skilled workmen employed on seasonal basis should be paid retaining allowance at 50% and the semi-skilled seasonal workmen at 25% of their monthly basic pay and dearness allowance subject to the condition that if immediately prior to the implementation of the recommendations of this Board any workman in any of the above classes was receiving higher amount as retaining allowance, he shall continue to receive such higher amount, until by promotion of the workman concerned, the amount calculable at the rate specified above become higher in his case. (Para 302)

49. While the specialised skill acquired by highly skilled, and semi-skilled employees make it difficult in their case to readily obtain suitable alternative employment, difficulties to such an extent do not exist in respect of unskilled seasonal employees. Further, keeping in view the substantial increase in minimum wages already recommended by the Board, it sees no justification for recommending retaining allowance in their case. (Para 304)

50. Finding force in the demand of the Sugar Technologists Association in this respect, the Board recommends that wherever the Manufacturing Chemists and Lab-Incharges have been employed on seasonal basis, they should be made permanent. (Para 306)

51. While generally agreeing with the view of the I.L.O. expert that the nature of the sugar industry imposes certain limitations on the type of the incentive schemes which would be suitable for it and that schemes of piece work type will not suit the main manufacturing operations, the Board commends to the sugar industry further study with a view to introducing incentive schemes wherever possible. (Para 310 & 311)

52. The Board considers that (i) the factories newly installed which went into production in 1959 or thereafter (ii) those having daily crushing capacity below 800 tons which suffered loss for two successive years immediately preceding the implementation of these recommendations and (iii) the units which have so long been paying total minimum wage of Rs. 50/- or less, may find it difficult to implement immediately the full recommendations of the Board. Hence as a measure of relaxation for a limited period, it is provided that for the first two years one half of the recommended D. A. rates may be applied in their case. (Para 313)

53. Subject to the condition that no workman shall cross the maximum of the scale or the grade to which he belongs, every workman, including compounders, nurses and midwives shall be so placed in the scale or grade to which he or she becomes entitled in terms of the recommendations of this Board that he or she gets an increment of at least Rs. 10/- over the basic wage and dearness allowance or consolidated wages which he or she was receiving on the 31st October 1960. (Para 315(5))

54. For fitting the workmen already in the employ on the date of implementation of the Board's recommendations into the wage structure recommended by the Board, the money value of free housing or any other amenity the cost of which has now been held by the Board as deductible from pay but which was being enjoyed free or at concessional rates in the past, shall be taken into account i.e. it would in the first instance be added in to the pay of the respective workmen to place them in to the recommended wage structure. (Para 315(2))

55. If in the process of fitting into the new wage structure, the wages of a workman come to fall between two stages of the scale or grade applicable in his case, then he should be fixed in the next higher stage of the scale or grade. (Para 315(5))

56. The full-time medical officers and teachers should, after being brought into the respective scales prescribed for similar categories of employees in the service of the Government of the State where the mills may be situated be given increments at the rate of one annual increment for every three years of service or part thereof in excess of one year, subject however to a maximum of three increments and the condition that the respective scale or grade is not exceeded. (Para 315(5))

57. In Maharashtra region the workers will be given one increment for every four years of service subject to a maximum of three increments and the maximum limit of the scales in respective cases not being exceeded. (Para 315(5))

58. Since the crushing season usually begins from November, the Board's recommendations should be effective from 1st November 1960. (Para 317)

59. In view of the desirability of there being a truce between the parties in so far as the matters covered by the Board's recommendations are concerned it recommends that at least for five years these should not be revised. (Para 318)

60. Having considered the question of gratuity for sugar mills employees in all its aspects, the Board frames a detailed gratuity scheme to apply with effect from 1st November 1960 to all permanent and seasonal workmen (with the exception of apprentices) employed in, or in connection with sugar factories. The scheme inter-alia provides for the general superannuation age of 58 years, lays down other conditions in which gratuity would be payable, and the rates of gratuity to be applicable in the case of permanent and seasonal workmen separately for different periods of service.

61. In the factories where basic wage and dearness allowance were paid separately, the gratuity for period of service prior to 1st November 1960 will be calculable on basic pay immediately preceding the date of application of the new wage structure subject to a minimum of Rs. 30. But in the factories where consolidated wage system prevailed such calculation will be made on the notional monthly basic pay as shown in the schedule. (Para 327)

62. For the period of service from the date of implementation of the recommended wage structure, the gratuity will be calculable on the basic wage as may be payable in respective cases when the gratuity claim becomes due. (Para 327)

63. Having regard to the particular attitude of labour apropos balance sheets in the North, the good points of the bonus system which has prevailed in the North for thirteen years and the new support which this method of calculating bonus has gained in Central region, the Board recommends for these two regions, a bonus formula which for calculation of net profit rests on the regional cost schedule (given by Tariff Commission 1959) as adjusted to the duration of season and sugar recovery percentage attained by individual mills. (Para 356)

64. The Board recommends that in the North and Central region 22% of the profits after tax, calculable in the manner prescribed, will be paid by the mills as bonus to their employees, provided that in case of factories having daily (24 hours) cane crush of less than 1000 tons as season's average, the bonus at 20% of such profits will be paid. Saving in taxation according to clause VII of the formula on the amount distributable as bonus will be further distributed in the same proportion being relief under the Income Tax Act but it could be done only once.

65. The bonus in North and Central region mills would be subject to a ceiling of three months consolidated wages.

66. In view of the fact that the practice of settling bonus claims unit-wise by collective bargaining in the broad frame work of the full bench Labour Appellate Tribunal formula has on the whole worked satisfactorily in Maharashtra and South regions, the Board taking besides note of the fact that the Government have already announced their intention of appointing a Bonus commission, does not feel it necessary to evolve a fresh bonus formula for the sugar industry of these regions. (Paras 360 & 361)

67. In respect of Maharashtra and South regions the Board recommends that the present practice of settling bonus claims by negotiations in the back-ground of the full bench Labour Appellate Tribunal formula as recently interpreted by the Supreme court should continue. (Para 361)

STATISTICAL SUPPLEMENT

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

S. No.	Name of the Establishment.	Date of agreement.	Point in dispute.	Nature of settlement.
(1)	(2)	(3)	(4)	(5)
1.	Ambal Beedi Factory, Vellore.	15-2-61	Allotment of work.	Agreed to provide work to 106 workers for the manufacture of 1500 beedies per day per head and the remaining 6 workers will be given work for the manufacture of 1250 beedies per day per head.
2.	Maharaja Beedi Factory, Ranipet.	28-2-61	Discharge of 2 workers.	Agreed to pay a lump sum amount to each worker in full and final settlement.
3.	South Travancore Plantations Ltd., Corrimony Estate, Nagercoil.	7-2-61	Non-employment of 5 workers.	Agreed to reinstate the workers treating the period of unemployment as extra ordinary leave without wages.
4.	do	7-2-61	do	do
5.	Nagammal Mills Ltd., Nagercoil.	10-2-61	Payment of leave wages.	Agreed to pay leave wages to all the workers who have worked during the year 1959 for 240 days and more.
6.	Kothari Textiles Ltd., Singanallur.	1-2-61	Dismissal of 13 workers.	Agreed to reinstate all 13 workers.
7.	do	1-2-61	Strike by the workers.	Agreed to reinstate the suspended workers from 3-2-61 and to cut one day's wages for going on strike on 23-1-61.
8.	Khleeswarar Mills, Coimbalare.	10-2-61	Wage cut, refusal of work etc.	Agreed to distribute the wages of six workers among 9 workers and to provide reeling work to Smt. Madhani provided she gives workload as per the 1956 agreement: Also agreed to give the 8 waste pickers sweeping work in rotation.

STATISTICAL SUPPLEMENT

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(1)	(2)	(3)	(4)	(5)
9.	Sivananda Mills Ltd., Coimbatore.	14-2-61	Non-payment of occupational wages.	Agreed to pay occupational wages to 27 workers & pay difference in wages. Also agreed to give work to the 9 out of 23 unemployed workers and the cases of other workers will be considered for future vacancies.
10.	Jothi Mills, Coimbatore.	15-2-61	Occupational wages.	Agreed to pay the usual occupational wages, provided the workers turn out the workload as per 1956 agreement.
11.	Vijayalakshmi Ltd., Coimbatore.	16-2-61	Non-employment of a worker.	Agreed to pay the worker 2½ months wages in full and final settlement.
12.	The Prakash Mills (P) Ltd., Peelamedu,	17-2-61	Suspension of two workers.	Agreed to restore the wages cut imposed on the two workers provided they gave apology letter. Also agreed to leave the issue of suspension of the workers to the discretion of the management.
13.	Dharangadhra Chemical, Sahapuram.	3-2-61	Revision of Dearness allowance.	Agreed to revise and refix the rate of dearness allowance.
14.	Mangalasundri Stores, Kadayannallur.	6-2-61	Non-employment of 14 workers.	Agreed to reinstate the workers.
15.	Gomathy Mills, Virava nallur.	13-2-61	Fixation of efficiency tenters and deduction of wages to certain workers.	Agreed not to deduct any wages from the tenters and to refer the determination of efficiency of the tenters in the frame department to a tripartite committee.
16.	Emiliammal Mascarnas Boat Owner, Tuticorin.	20-2-61	Non-employment of a worker.	Agreed to pay the worker Rs. 100 in full and final settlement.
17.	Katary Group Estate, Katary P. O.,	23-2-61	Dismissal & discharge of workers.	Agreed to pay a certain sum in lieu of reinstatement to two workers and to reinstate the other 2 workers with continuity of service.

(1)	(2)	(3)	(4)	(5)
18.	Brindavan Properties (P) Ltd., Wellington Bazaar.	11-2-61	Dismissal of a worker.	Agreed to pay the worker one month's notice pay. Provident Fund in full and final settlement.
19.	Shaw Wallace and Co., Ltd., Madras-1.	3-2-61	Dismissal of a worker.	Agreed to pay the worker a sum of Rs. 250/- in full and final settlement.
20.	Pushpa Vilas, Madras.	10-2-61	Closure.	Agreed to pay the workers the amounts noted in the agreement in full & final settlement.
21.	Manitex, Gugai, Salem.	1-2-61	Non-employment of a worker.	Agreed to take back the worker should a vacancy arise.
22.	Salem Oil Mills and Products Ltd., Salem.	8-2-61	Non-employment of five workers.	Agreed to reinstate all the workers without back wages but with continuity of service.
23.	Sri B. O. Arunachala Chettiar Dyeing Factory Salem.	17-2-61	Non-employment of a worker.	Agreed to provide employment to this worker as and when the other workers are provided work.
24.	Swarnambigai Motor Service, Salem.	18-2-61	Certain demands.	Agreed to provide work to a worker without back wages but with continuity of service in the case of another worker not being pressed.
25.	do	18-2-61	Grant of increment to 6 workers.	Agreed to grant increment to all the 6 workers from 1-5-61.
26.	Swinton Estate, Nagalur.	25-2-61	Transfer of workers etc.,	Agreed to consider the request of the five workers for transfer back to Aiselaly Estate at a later date and to pay five workers the wages for the festival holidays for 1960-61 and also to pay the worker, Muniamma, w/o Appavoo a sum of Rs. 63/-.
27.	Vanguard Estate, Yercaud.	25-2-61	Payment of gratuity to three workers.	Agreed to pay the gratuity amount to all the 3 workers.

(1)	(2)	(3)	(4)	(5)
28.	Pratiba Glass Works, Kaladipet, Madras.	1-2-61	Lay off & retrenchment.	Agreed to pay the compensation to the workers who have completed 240 days of service. Also agreed to pay compensation to certain other workers.
29.	Dhanalakshmi Bus Service, Tirukoilur.	2-2-61.	Pay, Dearness allowance etc.	Agreed to fix the scales of pay of the worker as follows: Driver: 45-2-55-2½-80-3-110 Conductor: 35-2-45-2½-95 Also agreed to pay a flat rate dearness allowance of Rs. 27/- to all the workers.
30.	Bharat Pulverising Mills Private Ltd., Madras.	16-2-61	Non-employment of 54 workers.	Agreed to offer employment to the workers.
31.	The Mahalakshmi Textile Mills Ltd., Pasumalai.	13-2-61	Discharge of 2 workers.	Agreed to reinstate a worker with continuity of service, but without back wages and the case of the other worker was dropped.
32.	K.P.M. Kappan Chettiar Sons, Manganakshi Rice Mills, Uthampatti.	20-2-61	Dismissal of a worker.	Agreed to pay the worker a sum of Rs. 99/- in full and final settlement.
33.	Madura Mills Co., Ltd., Madurai.	17-2-61	Increase of workers in Engineering Dept.	Agreed that the increase shown in the annexure to the agreement should be paid with effect from 1-11-60.
34.	Satyansarayana & Co., Coimbatore.	11-2-61	Refusal of employment to 6 workers.	Agreed to give work to all the workers with effect from 15-2-61 and if there is not enough work, the workers shall be given work by rotation.
35.	Stanes Transports Private Ltd., Coimbatore.	27-2-61	Batta, uniform etc.	Agreed to raise the batta from Rs. 1-75 upto Rs. 1-87 with effect from 1-3-61 and to supply 3 sets of uniforms to the running staff.
36.	Karthikaya Rice & oil Mills, Tiruppur.	17-2-61	Issue of time card.	Agreed to issue time card to all the workers.
37.	Madheena Rice Mills, Tiruppur.	do	do	do

(1)	(2)	(3)	(4)	(5)
38. Guhan Rice Mill, Tiruppur,	do	do	do	do
39. Diamond Rice Mills, Tiruppur.	do	do	do	do
40. Vijayalakshmi Rice Mills, Tiruppur.	do	do	do	do
41. Islamia Rice Mill, Tiruppur.	17-2-61	Issue of time card.	Agreed to issue time card to all the workers.	
42. Kerala Anna Appalam, Co., Coimbatore.	8-2-61	Food allowance leave etc.	Agreed to supply food in addition to usual wages and to fall in line with regard to working hours, leave etc., under the labour Laws.	
43. Ganesh Lodge, Coimbatore.	16-2-61	Closure.	Agreed to pay each worker the amounts noted in the agreement in full & final settlement.	
44. Guhan Rice Mill, Tiruppur.	Nil	Discharge of 2 workers.	Agreed to reinstate a worker and settle the account of the other worker.	
45. Coimbatore Motor Transport Co-operative Society for exservice-men Ltd., Avanashi Road, Coimbatore.	7-2-61	Compensatory allowance etc.	Agreed to pay to the running staff a sum of Rs. 7-50 as compensatory allowance with effect from 1-1-61.	
46. Midland Cafe, Madras-2.	10-2-61	Compensation leave to workers.	Agreed to pay Rs. 4500/- in full settlement to 24 workers.	
47. Udupi coffee Centre, Madras-4.	17-2-61	Demand for increase in wages bonus etc.,	Agreed to pay one month's wages as bonus and to give increments.	
48. Provincial Transport (P) Ltd., Madras-2.	21-2-61	Non-employment of a worker.	Agreed to pay Rs. 300/- as compensation.	
49. Ramachandra Cafe, Madras-15.	27-2-61	Fixation of scales of pay, increment and bonus for 1959-60.	Agreed to pay bonus for 1959-60 and to give increments.	
50. Sri Janardhana Printing works Ltd., Kumbakonam.	4-2-61	Dismissal of Sri A. Krishna-moorthy.	Agreed to reinstate the workers from 15-2-61.	
51. Homeopathy Press, Kumbakonam.	do	Dismissal of Sri G. Krishna-moorthy.	Agreed to pay Rs. 50/- as compensation.	
52. Saradha Vilas Press, Kumbakonam.	do	Payment of bonus to one.		

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.	Kothari Textiles Ltd., Mills No. 2 K. Vadamathurai, Coimbatore.	31-1-61	Not known	Employment of one fitter in the permanent day shift in card room change in the designation of Grinder-cum-Oiler as grinder-etc.
2.	India Cements Limited, Talayuthu.	27-12-60	229	Fixation of work-load to quarry and packing department.
3.	Madura Mills Company, Limited, Ambasamudram.	3-2-61	400	Question of wages, increment and Dearness allowance to M.O.S. categories.
4.	do Tuticorin	4-2-61	90	Increase in wages and Dearness Allowance to clerical staff.
5.	do Madurai	4-2-61	Not known	do
6.	do Madurai	17-2-61	Not known	Alternative employment to 14 retrenched workers.
7.	Rajeswari Military Hotel, Madurai	17-2-61	Not known	Increase of wages and food allowance.
8.	Kothari Textile Limited, (Mill No. 2) Coimbatore District	31-1-61	—	Regarding employment of one fitter in the permanent day shift in card room change in designation of grinder-cum-oiler as grinder etc
9.	India Cements Limited, Talayuthu.	27-12-60	229	Fixation of work-load to quarry & packing Department.
10.	Madura Mills Company, Limited, Ambasamudram.	3-2-61	400	Question of wages increment D. A. to M.O.S. categories.
11.	Madurai Mills Company Limited, Tuticorin.	4-2-61	90	Increase in wages and D. A. to clerical Staff.
12.	Madura Mills Company Ltd. Madurai.	4-2-61		Increase in wages and D. A. to M.O.S.
13.	Madurai Mills Company, Limited, Madurai.	17-2-61		Alternative employment to 14 retrenched workers.
14.	Rajeswari Military Hotel, Madurai.	17-2-61		Increase in wages and food allowance.

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 February, 1961.

Name of the concern in which the dispute has arisen	Issues	G.O. No. and date of reference.
1	2	3
Industrial Tribunal, Madras		
<i>Coimbatore District</i>		
1. English & Scottish Joint Wholesale Co-operative Society Limited. Kazhikode.	Whether the staffs employed in the following seven states are eligible for additional bonus for the years 1953-54, 1954-55, 1955-56, 1957-58, and 1958-59, and if so to fix the quantum of additional bonus. 1. Iyerpadi Estate, 2. Paralai Estate. 3. Sheikalmudi Estate. 4. Lower Sheikalmudi Estate. 5. Attikuna Estate. 6. Caroline Estate 7. Murugalli Estate.	G.O. Ms. No. 311 I.L. & C. (Lab) dated 19-1-61.
<i>Madras District</i>		
2. Spencer & Co., Ltd., Madras.	1. Fixation of rate of dearness allowance. 2. Whether the demand for payment of batta in addition to the cost of conveyance to workers sent out on outdoor work during lunch hour is justified, or whether previous intimation is sufficient for the denial of the batta. 3. Whether the classification of the old workers marked "B" in Annexure II of the G.O. should be reviewed and re-fixed. 4. Whether the new workers marked "A" in Annexure II of G.O. should be classified and graded. 5. Whether the workers marked "C" in the annexure II of the G.O. who are employed in the aerated Water section should be classified as Semi-skilled from their existing status of mazdoors.	G.O. Ms. No. 403 I.L. & C. (Lab) dated 23-1-61
3. East Asiatic Co., India (P) Ltd., Madras.	Fixation of quantum of additional bonus for the year 1958.	G.O. Ms. No. 748 I.L. & C. (Lab) dated 7-2-61
<i>Salem District</i>		
4. K. Rathna Motor Service Dharmapuri and Salem Dharmapuri union Motor Service (Private) Ltd., Dharmapuri.	Whether the demand for introduction of a gratuity scheme is justified and if so to formulate a scheme.	G.O. Ms. No. 415 I.L. & C. (Lab) dated 24-1-61

(1)	(2)	(3)
<i>Tirunelveli District</i>		
5. Plantations in Valaiyar.	Whether the non-employment of 34 workmen referred to in Annexure I of the G.O. Subsequent on dissolution of the partnership of the firm is justified? If so, to what relief they are entitled? 2. To compute the relief, if any, awarded in terms of money if it can be so computed. 3. Fixation of rates of wages of the workmen employed in the above plantations.	G.O. Ms. No. 271 I.L. & C. (Lab) dated 17-1-61
LABOUR COURTS		
Labour Court, Coimbatore		
<i>Coimbatore District</i>		
6. Akkamalai Estate, Valparai P.O.	1. Whether the non-employment of the following three workers is justified and to what relief they are entitled. 1. Gnanasiromani (No. 282) 2. Selvaraj. (No. 394) 3. Chettiappan. (No. 587). 2. To compute the relief, if any, awarded in terms of money if it can be so computed.	G.O. Ms. No. 416 I.L. & C. (Lab) dated 24-1-61
<i>Nilgiris District</i>		
7. Sri Rama Gowder Lorry Owner, Adarsholai, Ooty.	Whether the non-employment of Geddan, driver is justified and to what relief he is entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G.O. Ms. No. 202 I.L. & C. (Lab) dated 12-1-61
<i>Salem District</i>		
8. K. O. Natesan Chettiar Reeling Factory and Two Other Reeling Factories at Komarapalayam.	To fix the rate of wages for the reelers who reel different counts of yarn in the following establishments. 1. Sri K. O. Natesan Chettiar, Reeling Factory, Komarapalayam. 2. Sri K. Namasivayam, Reeling Factory, Komarapalayam. 3. Sri R. Narayanan, Reeling Factory, Komarapalayam.	G.O. Ms. No. 545 I.L. & C. (Lab) dated 30-1-61
Labour Court, Madras		
<i>Chingleput District</i>		
9. Ravindra Industries, Madras-16.	Whether the suspension of K. Gopal from 4th July to September 1960 and	G.O. Ms. No. 327 I.L. & C. (Lab) dated 20-1-61

(1)	(2)	(3)
	his subsequent non-employment from September 1960 is justified and to what relief he is entitled? Whether the non-employment of the nine workers mentioned in the Annexure to the G.O. from 19th to 22nd September, 1960 is justified and to what relief they are entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	
10. Mallikarjuna Rice & Oil Mills, Tiruvottiyur.	Whether the non-employment of the 13 workmen referred to in the G.O. is justified and to what relief they are entitled? To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No 213 I. L. & C. (Lab) dated 16-1-61
<i>Madras District.</i>		
11. Ratnam Press, Madras.	1. Fixation of scales of wages for the various categories of workmen and fitment of the revised scales, if any, fixed. 2. Fixation of rate of dearness allowance. 3. Introduction of a Gratuity scheme.	G. O. Ms. No 296 I L & C. (Lab) dated 12-1-61
12. Wilfred Pereira (P) Ltd., Madras.	1. Fixation of quantum of bonus. 2. Introduction of a Gratuity scheme. 3. Whether the non-employment of Sri K. Babu, is justified and to what relief he is entitled. 4. Whether the transfer of Sri R. Krishnamurthi is justified and to what relief he is entitled. 5. To compute the relief, if any, awarded in terms of money if it can be so computed.	G. O. Ms. No. 319 I. L. & C. (Lab) dated 19-1-61
<i>Madurai District.</i>		
13. S R. V. & Co. Thozhilalar scented Tobacco Factory, Dindigul.	Fixation of quantum of bonus for 1958-59.	G. O. Ms No. 367 I. L. & C. (Lab) dated 21-1-61

(1)	(2)	(3)
14. Kadiramani Book Binding Office, Madurai.	1. Whether the non-employment of Dhanushkodi is justified and to what relief he is entitled. 2. To compute the relief if any awarded in terms of money, if it can be so computed.	G. O. Ms. No. 365 I. L. & C. (Lab) dated 31-1-61
<i>Tiruchirappalli District</i>		
15. Angalamman Transports, Musiri.	1. Whether the non-employment of M. Rathinam is justified and to what relief he is entitled. 2. To compute the relief if any, awarded in terms of money if it can be so computed.	G. O. Ms. No. 277 I. L. & C. (Lab) dated 18-1-61
<i>Tirunelveli District</i>		
16. Siriyapushpam Match Works, Kalugumalai.	Whether the non-employment of the twenty workers referred to in the G.O. is justified and to what relief they are entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 214 I. L. & C. (Lab) dated 16-1-61
17. Star Match Factory, Kalugumalai.	Whether the non-employment of the 3 workers referred to in the G.O. is justified and to what relief they are entitled. To compute the relief if any awarded, in terms of money if it can be so computed.	G. O. Ms. No. 268 I. L. & C. (Lab) dated 17-1-61
18. St. Joseph Match Factory, Kalugumalai.	Whether the non-employment of the 6 workmen referred to in the G.O. is justified and to what relief they are entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 269 I. L. & C. (Lab) dated 17-1-61
19. Pope the King Match Factory, Kalugumalai.	Whether the non-employment of the 4 workmen referred to in the annexure to the G.O. is justified and to what relief they are entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 270 I. L. & C. (Lab) dated 17-1-61

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

<i>Sl. No.</i>	<i>Name of the concern.</i>	<i>Page and date of Gazette.</i>	<i>G.O. No. and date in which the award was Published.</i>
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>North Arcot District</i>			
1.	Certain Tanneries at North Arcot District	3-6 1-2-61	G.O.R. No. 58, I.L. & C. (Lab) dated 18-1-61
Labour Courts			
<i>Coimbatore District.</i>			
2.	Sree Cutch Vijay Saw Mills, Pollachi	2-3 15-2-61	G.O.Ms. No. 300, I.L. & C. (Lab) dated 18-1-61.
3.	Iyerpadi Estate, Iyerpadi P.O.	2-3 15-2-61	G.O.R. No. 144, I.L. & C. dated 4-2-61.
4.	Thaymudi Estate, Mudis P.O.	3 15-2-61	G. O. R. No. 145 I. L. C. dated 4-2-61.
<i>Madras District</i>			
5.	Chokai Brothers (P) Limited, Madras.	1-2 15-2-61	G. O. R. No. 124 I.L. & C. dated 2-2-61.
6.	Madras Clothing Factory, Madras	1-3 22-2-61	@ G.O.R. No. 161 I.L. & C. dated 9-2-61.
7.	Vikrama Engineering Company, Madras.	3 22-2-61	G.O.R. No. 162, I.L. & C. dated 9-2-61.
8.	The Thiruvateeswarar Hindu Janaopakara Nidhi Limited, Madras.	5-6 22-2-61	G.O.Ms. No. 943 I.L. & C. dated 15-2-61.
<i>Madurai District.</i>			
9.	Mahalakshmi Rice Mills, Madurai	4 8-2-61	G.O.R. No. 95 I.L.C. dated 27-1-61.
10.	K.M. Mohammad Ismail and Brothers Tannery, Dindigul	3-5 15-2-61	G. O. Ms. No. 694, I.L.C. dated 4-2-61.
<i>Nilgiris District</i>			
11.	Royal Valley Estate, Nadvaattam P.O.	1 1-2-61	G.O.R. No. 69, I. L. & C. dated 20-1-61.
12.	Banegudi Estate, Aravenu P.O.	2 1-2-61	G.O.R. No. 70 I.L.C. dated 20-1-61.
13.	High Field Estate, Coonoor	6-8 15-2-61	G.O.Ms. No. 795, I.L. & C. dated 8-2-61.

1)	(2)	(3)	(4)
<i>North Arcot District</i>			
4.	A. V. K. & Sons Bus & Lorry Service, Alangayam, North Arcot District.	4-6 8-2-61	G.O. Ms. No. 477, I.L. & C (Lab) dated 27-1-61.
5.	do	6-7 8-2-61	G.O. Ms. No. 478, I.L. & C dated 27-1-61.
<i>Salem District.</i>			
6.	K. S. Bus Service, Namakkal.	6 15-2-61	G.O. Ms. No. 745, I.L. & C dated 7-2-61
<i>South Arcot District :</i>			
7.	Nathan Transports, Tindivanam	1-3 8-3-61	G. O. R. No. 27, I.L. & C. dated 23-1-61.
<i>Tiruchirapalli District.</i>			
8.	Delight Manufacturing Company, Contonement, Tiruchy.	7-8 8-2-61	G.O.R. No. 112, I.L. & C dated 31-3-1961.
9.	Vinayagar Transports, Tiruchirapalli.	3-5 22-2-61	G.O. Ms. No. 816, I.L.C. (Lab) dated 9-2-61

@ Denotes the awards under Section 33(A) of the Industrial Disputes Act 1947.

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

Sl. No.	Name of the Concern.	Industry.	No. of workers involved.	Closures.		Cause.	Compensation paid to workers.
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Pushpa Vilas, 334, Mint Street, Madras.	Hotel	12	15-2-61	...	The agreement for running the hotel had expired.	Workers were paid compensation.
2.	The Standard Workshop, Madras.	Engineering	7	17-2-61	...	Due to the strike by the workers.	...

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

Sl. No.	Labour Officers	Wages and allowances.	Bonus.	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave and hours of work.	Others (not classifiable.)	Causes not known.	Total.	Complaints investigated and settled, (including those pending previously).
1	2	3	4	5	6	7	8	9	10	11
1.	Labour Officer, Coimbatore I	20	13	23	...	1	51	...	108	108
2.	Labour Officer, Coimbatore II	7	1	15	...	3	21	...	47	47
3.	do Coonoor	31	6	52	...	4	47	...	140	140
4.	do Madras-I	14	3	14	1	...	9	...	41	43
5.	do Madras-II	12	15	35	3	...	...	...	65	84
6.	do Madras-III	19	3	28	1	2	5	...	58	58
7.	do Madurai	12	8	28	4	8	20	...	80	80
8.	do Nagercoil	21	4	13	...	...	10	...	48	48
9.	do Pollachi	9	2	8	...	...	5	...	24	24
10.	do Salem	3	1	4	...	...	7	...	15	15
11.	do Tiruchirappalli	2	1	7	...	1	...	...	11	11
12.	do Tirunelveli	16	8	9	30	1	9	...	73	75
13.	do Vellore	7	4	8	3	...	12	...	34	31
Total		163	69	234	42	20	216	...	744	760

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

Number of standing orders certified as on 1—2—1961.	...	1115
Number of standing orders certified during the month of February 1961	...	40
Total	...	1,155

Number of amendments to standing orders certified during the month of February, 1961.

... 1

9. The Workmen's Compensation Act, 1923.

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

Number of accidents resulted on		* Amount of compensation paid under each head.	
		Rs.	nP.
(a) Death	15 ...	12,963	00
(b) Permanent disablement	17 } ...52	795	30
(c) Temporary disablement	35 }		
Total		13,758	30

* 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—2—1961 to 28—2—1961.

Nature of cases.	Number previously pending.	Number received.	Total.	Number disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)
1. Application under Section 10:					
(a) Fatal	60	2	62	4	58
(b) Non-fatal.					
(i) Permanent disablement	77	8	85	8	77
(ii) Temporary disablement	4	1	5	...	5
2. Deposit under Section 8 (1)					
(a) Fatal	56	11	67	11	56
(b) Persons under legal disability...	9	3	12	3	9
3. Deposit under Section 8 (2)					
	..	1	1	1	...

	(1)	(2)	(3)	(4)	(5)	(6)
4. Memorandum of Agreement.						
(a) Permanent disablement	...	18	25	43	15	28
(b) Temporary disablement	...	4	3	7	7	...
5. Recovery under Section 31						
...	2	...	2	...	2	2
6. Indemnification under Section 12						
...	...	1	1	...	1	1
Total	...	230	55	285	40	236

11. Payment of Wages Act, 1926.

Statement for the period from 1—2—1961 to 28—2—1961.

(1) No. of applications pending at the beginning of the month	159
(2) No. of applications filed during the month	213
(3) No. of applications disposed of during the month	26
(4) No. of applications pending at the end of the month	346

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

Pending as on 1—2—1961	6
Received during the month of February 1961	Nil
Disposed of during the month of February 1961	Nil
Pending as on 1—3—61	6

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

Pending as on 1—2—1961	273
Received during the month of February 1961	12
Disposed of do	44
Pending as on 1—3—1961	241

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

Pending as on 1—2—1961	253
Received during the month of February 1961	49
Disposed of do	35
Pending as on 1—3—1961	267

3. (a) List of Trade Unions Registered under the Indian Trade Unions Act, 1926, During the month of February, 1961.

No.	R. No.	Date of registration.	Industry.	Name and address of the Trade Union.
(1)	(2)	(3)	(4)	(5)
1.	3063	1-2-61	Docks and Ports	... Madras Port National Workers Union, 8, Narasingapuram St., Mount Road, Madras-2.
2.	3064	6-2-61	Miscellaneous	... Tamilnad Saloons and General Workers Association, Madras 1.
3.	3065	do	Textiles	... Sithayankottai Handloom Weaving Labourers Union, Sithayankottai, Dindigul Taluk.
4.	3066	do	do	... Dravida Handloom Weavers Union, Chinnalappatty, Dindigul Tq.
5.	3067	13-2-61	Railways	... Southern Railway Mazdoor Union, 4, K.H. Road., Madras 23.
6.	3068	18-2-61	do	... Dakshina Railway Employees Union, 103 Kutcheri Road, Madras-4.,
7.	3069	23-2-61	Rubber and Rubber Products	... Madras Rubber Factory Employees Union, T.H. Road, Madras-19.
8.	3070	do	Miscellaneous	... Palani Thaiyal Thozhilalar Sangam, Palani, Madurai Dist.
9.	3071	do	Textiles	... Dalavaipuram Handloom Factory Labour Union, Seithur P.O. Dalavaipuram (Via) Rajapalyam.
10.	3072	do	Construction	... Madras State Highways Central Workshop Workers Union, 8 Narasingapuram St., Mt. Road., Madras. 2.
11.	3073	27-2-61	do	... National Project workers Union, Valparai P.O. (Via) Pollachi.
12.	3074	do	Textiles	... Ex-service Harvey Watch and Ward Union, Madurai.

13 (b) List of Trade Unions Cancelled during the month of February, 61

(1)	(2)	(3)	(4)	(5)
1.	2849	1-2-61	Textiles	... Erode Cauvery Textile Workers Union, Bhavani.
2.	2379	6-2-61	Miscellaneous	... The Curzon Saw-mills and Cork Industries workers Union, Alandur.
3.	2392	do	do	... Film Distributors Employees Association, Madurai.
4.	2440	do	Food and Beverages and Tobacco	... Madras Flour Mills workers and staff Union, Madras.
5.	2443	do	Transport	... Jaya Transport and Auto works Employees Union, Udamalpet.
6.	2587	do	Agriculture	... Tiruchengode Taluk Vivasayigal Sangam, Tiruchengode.
7.	2637	do	Textiles	... Tuticorin Spinning Mills Staff Union, Tuticorin.
8.	2648	do	Miscellaneous	... Karur Taluk Pottery Workers Union, Karur.
9.	2704	do	Textiles	... Handloom Workers Union, Pullengudi.
10.	2735	do	Docks and Ports	... Tuticorin Steamer Tally Clerks Union, Tuticorin.
11.	2746	do	Textiles	... Saidapet Taluk Panchalai Thozhilalar Sangam, Tambaram.
12.	2745	do	Miscellaneous	... Coimbatore Dist. Washer-men's Union, Coimbatore.
13.	2838	do	Transport	... State Transport Workers Union, Madras.
14.	1697	7-2-61	Construction	... Tiruchy Dt. Building Labour Union, Tiruchirappalli.
15.	1957	do	Textiles	... Handloom weavers Association, Patteeswaram.
16.	1959	do	Engineering	... National Engineering and Allied Workers Union, Kallanguthu.
17.	1979	do	Motor Transport	... Motor Transport and General Workers Union, Coimbatore.

(1)	(2)	(3)	(4)	(5)
18.	2051	do	Agriculture	... Agricultural Workers Union, (Sriperumbudur) Firka' Mathur.
19.	2110	do	Tobacco	... Tiruchirappalli Dist. Iykie Beedi Workers Union, Inamkolathur.
20.	2114	do	Miscellaneous	... Madaras Dt. Soda Factories Workers Union, Madras.
21.	2159	do	Transport	... Madras Taxi Drivers Association, Madras.
22.	2174	do	Miscellaneous	... Industrial Labour Union, Madras.
23.	2191	7-2-61	Miscellaneous	... Madurai Sakku Thozhilalar Sangam, Madurai.
24.	2319	do	Tobacco	... National Beedi Workers' Union, Palladam.
25.	2361	do	Miscellaneous	... Dindigul National Varukadalai Labourers Union, Dindigul.
26.	2115	do	Plantation	... National Union of Estate Staffs, Valparai P.O.
27.	2776	do	Miscellaneous	... Madras Kungum Workers Union, Madras.
28.	2785	do	Textiles	... Handloom Worker's Union, Sundarapandian P.O.
29.	2461	10-2-61	Miscellaneous	... Perambalur Taluk General Workers Union, Perumbalur.
30.	2318	17-2-61	Plantation	... Palani mills Plantation Labour Union, Ayyampalayam, Madurai Dt.

ABSTRACT

1.	Total No. of Trade Unions as on 1-2-61	...	1,123
2.	-do- registered during the period	...	12
3.	-do- cancelled	...	30
4.	-do- amalgamated	...	2*
5.	Total No. of -do- as on 28-2-61	...	1,104

* The Dakshin Railway Employees Union, Vijayawada which has been amalgamated with the Southern Railway Labour Union, Golden Rock was originally registered in Andhra Pradesh. Hence only one trade union was removed from the register of trade unions in this State.

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

No.	Particulars.	Factories Act.	Payment of Wages Act.	Madras Maternity Benefit Act.	Madras Shops and Establishments Act.	Madras Catering Establishments Act.	Minimum Wages Act.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	No. of establishments inspected.	629	2,049	123	47,054	2,956	708
2	* Nature of irregularities noticed	56	196	43	501	377	29
3	No. of cases warned	37	113	...	481	320	87
4	No. of prosecutions launched.	10	...	...	22	48	...
5	No. of convictions obtained.	7	...	...	23	41	...
6	Amount of fines levied in Rupees.	425	...	...	357	309	...

* 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 February 1961.

Districts.	AT THE BEGINNING.				REGISTERED.				REMOVED.				TOTAL.				REMARKS.
	2 (m) (i)		Section 2 (m) (ii).		2 (m) (i)		Section 2 (m) (ii).		2 (m) (i)		Section 2 (m) (ii).		2 (m) (i)		Section 2 (m) (ii).		
	Other than hotels and restaurants.	Hotels and restaurants.	Other than hotels and restaurants.	Hotels and restaurants.	Other than hotels and restaurants.	Hotels and restaurants.	Other than hotels and restaurants.	Hotels and restaurants.	Other than hotels and restaurants.	Hotels and restaurants.	Other than hotels and restaurants.	Hotels and restaurants.	Other than hotels and restaurants.	Hotels and restaurants.	Other than hotels and restaurants.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
1. Madras	644	..	65	182	7	..	..	1	4	..	1	10	647	..	64	173	
2. Chingleput	178	..	29	52	3	..	..	..	..	..	1	1	181	..	28	51	
3. South Arcot	109	..	16	67	..	..	..	..	..	..	1	..	109	..	15	67	
4. North Arcot	126	..	145	113	1	..	..	..	1	..	5	..	126	..	140	113	
5. Thanjavur	299	..	27	89	..	..	..	..	4	..	..	1	295	..	27	89	
6. Tiruchirapalli	221	..	23	269	..	..	..	..	..	..	..	6	221	..	23	269	
7. Madurai	359	..	48	101	2	..	..	..	..	..	..	..	361	..	48	101	
8. Ramanathapuram	204	..	66	136	..	..	..	..	..	..	..	..	204	..	66	136	
9. Tirunelveli	239	..	54	144	..	..	..	..	..	..	..	..	239	..	54	144	
10. Kanyakumari	38	..	5	24	..	..	..	..	..	..	..	..	38	..	5	24	
11. Salem	369	..	23	122	5	..	..	..	2	..	1	15	372	..	22	107	
12. Coimbatore	869	..	81	180	3	..	..	..	5	..	13	8	867	..	68	172	
13. Nilgiris	109	..	1	15	..	..	..	..	..	..	..	2	109	..	1	13	
Total	3764	..	583	1494	21	..	..	1	16	..	22	36	3769	..	561	1459	

Note :

Note :

15 (b). Numerical list of Plantations covered by the Plantations Labour Act, 1951 for the month of February, 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)	(11)	(12)	(13)	(14)	(15)	(16)
1. Coffee	..	122	28,604-39	..	..	..	..	..	..	122	28,604-39	..	..	122	28,604-39	..	..
2. Tea	..	124	62,389-78	..	..	..	..	..	..	124	62,389-78	..	..	124	62,389-78	..	..
3. Rubber	..	16	7,535-68	..	..	..	..	..	..	16	7,535-68	..	..	16	7,535-68	..	..
4. Cinchona	..	3	9,406-00	..	..	..	..	..	..	3	9,406-00	..	..	3	9,406-00	..	..
5. Cardamom	..	3	2,173-20	..	..	..	..	..	..	3	2,173-20	..	..	3	2,173-20	..	..
Total	..	268	1,10,109-05	..	..	..	..	..	..	268	1,10,109-05	..	..	268	1,10,109-05	..	..

Note :—A. Number of Plantations.

B. Total acreage under cultivation.

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

No. of Industries (1)	Name of Industry (2)	Number of accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	...
20.	Food except beverages	...	23
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	319
24.	Footwear, other wearing apparels and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	2
27.	Paper and paper products	...	...
28.	Printing, publishing and allied industries	...	16
29.	Leather and leather products (except foot-wear).	...	2
30.	Rubber and rubber products	...	18
31.	Chemicals and Chemical products	...	161
32.	Products of petroleum and coal	...	22
33.	Non-metallic mineral products (except Products of Petroleum and coal).	...	32
34.	Basic Metal industries	...	14
35.	Metal products (except machinery and transport equipments).	...	45
36.	Machinery (except electrical machinery)	...	154
37.	Electrical Machinery, apparatus, appliances and supplies.	...	15
38.	Transport equipment	1	550
39.	Miscellaneous industries	...	26
51.	Electricity, Gas and Steam	1	13
52.	Water and Sanitary Services	...	...
83.	Recreation services (Cinema Studios)	...	1
84.	Personal Services (laundries, dyeing and cleaning).	...	...
Total		2	1,413

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

Name of Industry. (1)	Adults.		Adolescents.		Children.	
	Men. (2)	Women. (3)	Male. (4)	Female. (5)	Boys. (6)	Girls. (7)
Cotton Machinery:—						
1. Opening and Blowing Room Machinery.	5	...	...	...	...	...
2. Card Room Machinery	30	...	...	...	...	...
3. Drawing Frames	2	...	...	...	...	...
4. Speed Frames	4	...	...	...	...	...
5. Spinning Machinery	62	2	...	...	...	...
6. Weaving Machinery	31	...	...	...	...	...
7. Finishing Machinery	4	3	...	...	...	...
8. Flying Shuttles	3	...	...	...	...	...
9. Other Miscellaneous Textile Machinery	22	3	...	...	...	...
10. Miscellaneous Non-Machinery Accidents.	143	2	...	...	...	...
Total	306	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 February, 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. All Factories in certain areas in Tiruchirapalli and North Arcot Districts specified in the Schedule to the G.O. employing less than 10 persons but in which 20 or more persons are working or were working | All chapters except chapter VA | For the period commencing on 29-1-61 and ending with 21-1-62 | G.O. Ms. No. 411, Industries, Labour and Co-operation (Lab) dated 23-1-61 published as Notification II-1 No. 459 of 1961 at page 65-166 of Part II Section 1 of the Fort Saint George Gazette, dated 1-2-61 |
| 2. Factories exclusively engaged in wool pressing either with or without cotton pressing and ginning | do | From 8-2-61 and ending with 31-12-61. | G. O. R. 114, Industries Labour and Co-operation (Lab) dated 31-1-61 published as Notification II-1 No. 488 of 1961 at page 177 of Part II Section 1 of the Fort Saint George Gazette dated 8-2-61 |
| 3. (a) Factories situated in any area in which chapters IV and V of the 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 12 months. | do | One year from 22-1-61 | Notification II-1 No. 728 of 1961 at page 251 of Part II Section 1 of the Fort Saint George Gazette dated 22-2-61 |

MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947

- | | | | |
|---|--|---|---|
| 1. W.A. Beardsell and Company (private) Ltd, Madras | 25 subject to certain conditions. | Permanently | Notification II-1 No. 391 of 1961 at page 141 of Part II Section 1 of the Fort Saint George Gazette, dated 1-2-61 |
| 2. All establishments under the State Bank of India in the State of Madras. | All provisions except Section 31, 41, 43, 50 & 51 subject to certain conditions. | 1 year from the date of publication of the Notification in the Fort Saint George Gazette. | G.O. Ms. No. 289, Industries, Labour and Co-operation (Lab) dated 18-1-61 published as Notification II-1 No. 390 of 1961 at page 141 of Part II Section 1 of the Fort Saint George Gazette dated 1-2-61 |
| 3. Temporary Branch of the Canara Bank Ltd, Bangalore in the A.I.I. | All provisions of the Act. | 2 months from 9-1-61. | G.O. Ms. No. 359, Industries, Labour and Co-operation (Lab) dated |

(1)	(2)	(3)	(4)
and C. Island Madras.	Exhibition, Grounds.		21-1-61 published as Notification II-1 No. 392 of 1961 at page 141 of part II Section 1 of the Fort Saint George Gazette dated 1-2-61

FACTORIES ACT 1948

- | | | |
|---------------------------------|---|---|
| The Cordite Factory, Aravancadu | 51, 52, 54, 55 & 1 1-61 to 31-3-61 56. subject to (both inclusive). certain conditions. | G.O. Ms. No. 779, Industries Labour and Co-operation (Lab) dated 8-2-61 published as Notification II-1 No 730 of 1961 at pages 251-252 of part II Section 1 of the Fort Saint George Gazette dated 22-2-61. |
|---------------------------------|---|---|

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

For the Week ending.	Price of Cotton per Candy of 784 lbs.	
	Cambodia.	Karunganni.
4-2-'61	850/980	750/870
11-2-'61	-do-	-do-
18-2-'61	-do-	-do-
25-2-'61	-do-	-do-

For the Week ending	Price of Yarn per Bundle of 10 lbs.	
	20s. Rs.	
4-2-'61	20.75	
11-2-'61	do	
18-2-'61	do	
25-2-'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 mofussil urban centres for the month of February, 1961, as ascertained and declared by the Director of Statistics under section 2 (d) of that Act.

Centre.	Food.	Fuel and Lighting.	Cloth- ing.	Houses Rent.	Miscel- laneous.	cost of Living index.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(Base : Year ended June, 1936 : 100).						
1. Madras City ...	524.3	629.8	463.8	283.4	360.8	473.7
2. Cuddalore ...	497.9	489.3	385.8	352.6	479.5	471.0
3. Tiruchirapalli ...	484.8	485.8	429.1	284.8	352.3	440.2
4. Madurai ...	552.0	404.7	503.8	298.5	308.6	470.4
5. Coimbatore ...	504.7	484.4	480.4	465.6	293.5	482.3
	Food.	Housing.	Clothing.	Miscel- laneous.	Cost of Living Index.	
(Base : August, 1939 : 100).						
6. Nagercoil ...	564.2	416.7	512.9	290.4		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 January, 1961, and February, 1961.

Zone.	Centre.	Cost of living index numbers for the months of.		Variation.
		January, 1961.	February, 1961.	
(Base: Year ended June, 1936: 100).				
1. Madras City and Chingleput Dts.	Madras City ...	469.6	473.7	+4.1
2. North Arcot and South Arcot Dts.	Cuddalore ...	479	471	-8.0
3. Tiruchirapalli & Tanjore Dts.	Tiruchirapalli ...	444	440	-4.0
4. Madurai, Ramanathapuram, and Tirunelveli Dts.	Madurai ...	473	470	-3.0
5. Coimbatore and Salem Dts.	Coimbatore ...	487	482	-5.0
(Base: August, 1939: 100)				
6. Kanyakumari Dt.	Nagercoil ...	497	497	

MADRAS CITY. INDEX-474.

A rise of four points.

The index for the food group rose by six points to 524 due mainly to a rise in the prices of rice and gingelly oil.

The index for the fuel and lighting group rose by three points to 630 due to a rise in the price of firewood and charcoal.

The group index numbers in respect of clothing house-rent and miscellaneous remained unchanged at 464, 283 and 361 points respectively.

Group.	Weight proportional to the total expenditure.	Group Index number.	
		January 1961	February 1961.
(1)	(2)	(3)	(4)
Food	...	517.9	524.3
Fuel and lighting	...	626.5	629.8
Clothing	...	463.7	463.8
House-rent	...	283.4	283.4
Miscellaneous	...	360.6	360.8
Total	...	100.00	
Cost of living index number		469.6	473.7

CUDDALORE INDEX-471.

A fall of eight points.

The index for the food group fell by twelve points to 498 due to a fall in the price of rice.

The index for house rent rose by four points to 353 due to the revision of the house rent figure.

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

TIRUCHIRAPALLI INDEX-440.

A fall of four points.

The index for the food group fell by nine points to 485 due mainly to a fall in the prices of rice and vegetables.

The index for house rent rose by fifteen points to 285 due to the revision of the house rent figure.

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

MADURAI INDEX-470.

A fall of three points.

The index for the food group fell by nine points to 552 due mainly to a fall in the price of rice.

The index for the house rent rose by twelve points to 299 due to the revision of the house rent figures.

The index for the miscellaneous group rose by seven points to 309 due to a rise in the price of betel leaves.

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

COIMBATORE INDEX-482.

A fall of five points.

The index for the food group fell by seven points to 505 due mainly to a fall in the price of rice.

The index for house rent rose by two points to 464 due to the revision of the house rent figure.

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

(Base : August 1939 : 100)

NAGERCOIL

INDEX-497.

Index Stationary.

The index for the miscellaneous group rose by one point to 290 due to a rise in the price of arecanuts.

The group index numbers in respect of food, housing and clothing remained unchanged at 564, 417 and 513 points respectively.

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

Sl. No.	Particulars	During the Month	Since last preceding 1st April
1. A. Registration :			
1.	No. of workers registered	3,340	33,883
2.	Net No. of insured persons entitled to medical care at the end of month.	...	2,03,363
B. Employment Injury Benefits :			
1.	No. of Accident Reports received.	1,373	16,525
2.	No. of Temporary Disablement Benefit payments.	781	10,468
3.	Amount of Temporary Disablement Benefit paid.	Rs. 17,263-50	Rs. 2,15,834-19
4.	No. of cases referred to Medical Board.	20	139
5.	No. of cases decided for :		
	(a) Partial Permanent Disablement	3	167
	(b) Total Permanent Disablement	Nil	Nil
6.	Amount of Permanent Disablement Benefit paid.	Rs. 4,484. 54n.P.	Rs. 42,759. 66
7.	No. of insured persons got fitted with artificial limb.	Nil	4
8.	No. of dependants admitted to dependants' benefit.	7	20
9.	Amount of Dependants' Benefit	Rs. 3,173. 86	Rs. 20,734. 99
C. Sickness Benefit.			
1.	No. of sickness benefit payments.	23,546	2,48,681
2.	No. of sickness benefit days.	1,43,489	15,12,361
3.	Amount of sickness benefit paid.	Rs. 3,00,905. 37	Rs. 30,31,486. 54

Sl. No.	Particulars	During the month	Since last preceding 1st April
4.	No. of insured persons found eligible to extended sickness benefit.	56	593
5.	Amount of extended sickness benefit.	Rs. 5,131. 24	Rs. 62,554. 78
D. Maternity Benefit.			
1.	No. of fresh maternity benefit cases admitted.	122	1,490
2.	No. of Maternity Benefit days.	11,613	1,19,232
3.	Amount of Maternity Benefit paid.	Rs. 39,502. 26	Rs. 3,97,836. 44

Legal Action

During the Month of February 1961

	No. of cases	Amount
No. of cases where recovery has been effected under Sec 73-D of the Act and the amount so recovered.	10	8,520. 09
No. of cases where recovery of Employees' contribution has been effected under Sec. 75-(2) of the Act and the amount so recovered.	4	3,759. 31
No. of convictions under Sec. 86 of the Act indicating, in brief the grounds for prosecution and the punishment awarded :		

No. of employers convicted- (1)	Grounds (2)	Punishment (3)
2 (employers)	Non-payment of Employers Special contribution and Employees contribution and non-submission of SC-2 returns and contribution cards.	One employer was convicted and admonished and the other employer was fined Rs. 20/-

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

Sl. No.	Particulars.	
1.	Total number of Attendance :	
	New	55,466
	Old	1,63,592
2.	No. of Medical certificates issued	75,328
3.	No. of Domiciliary visits made	205
4.	No. of Injections administered	56,689
5.	No. of x-ray examinations	1,281
6.	No. of Laboratory Examinations	3,385
7.	No. of Specialist Investigations	3,066
8.	No. of Persons admitted to Hospitals	1,197
9.	Bed Days occupied during the month	11,026
<i>Additional data for panel system.</i>		
1.	No. of attendance-New	11,298
	Old	23,849
	Diagnostic Centres	...
2.	No. of Prescriptions issued	9,838*
3.	Payments made to :—	
	1. Chemists	...
	2. Insurance Medical Practitioners.	Rs. 49,971-00

* Does not include the figure of S. I. dispensary, Vickramasingapuram.

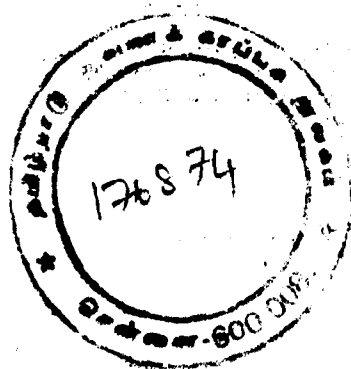
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