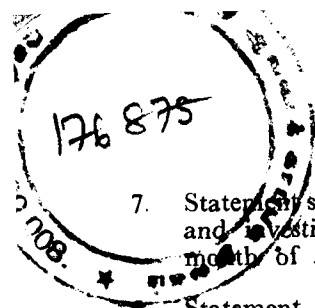


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THE MADRAS LABOUR GAZETTE

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ARTICLES

PRODUCTIVITY AND THE FUTURE OF INDIA

It is not only necessary to know what one is aiming at, at the moment, but also what the future target is, not only in the immediate future but in the rather distant future 10 or 15 years, may be even 20 years hence. There is, of course, no means by which we can get a rigid blue-print for the future; and we should not attempt this impossible task because of the tremendous pace of technological change and the new kinds of powers that are constantly coming into general use. The whole of the industrial revolution depended on new types of power coming into play: steam or electricity and new techniques developed round the new basis of power. In the post-war period the development of new sources of power and the techniques associated with them have begun to change at a pace that compels looking ahead. Hence to remain too much attached in a static way to present conditions can well make us lose ground, while we try to fit in the world of today. The most productive social approach therefore is to be prepared for the changes of which the signs are apparent.

It is most important to have an open, flexible and vigilant mind with regard to what is happening in the domain of science and technology, which affects not only productive processes and technique but also life in general. A reorientation, therefore, of general education is called for. It is, of course, necessary to have special schools for industrial management and the like. They are very necessary, no doubt, but if the country has got to become really industrialised, the entire population has to be accordingly educated. Countries which started early in the race of industrialisation immediately felt the need of general primary education which has been progressively raised to higher standards in the history of industrial progress. Japan's case is probably the most significant. When in the last century Japan decided to go in for industrialisation, they had a regular plan and one of the earliest things they decided upon was universal primary education.

We in India must also have a broad base from which to draw people into the whole gamut of industrial processes. Industrialisation is not a question merely of putting up a single factory or a single industry,

* Resume of the Prime Minister Shri Jawaharlal Nehru's inaugural speech at the NPC—ILO. Industrial Leaders Conference, December, 1960.

however big it might be. Industrialisation is really a massive social process; a big reservoir out of which people of various talents and aptitudes come up. Universal education therefore is the base for a productive economy. It is of course necessary to educate the top people but that is not enough.

Education again is the biggest single factor in bringing about that change of mind which we require for an industrial revolution. The basic problem in India still is, how to introduce a different out-look in this vast population. I am thinking at the moment, as I often do, more of the rural masses than of city folks because the latter undergo changes somewhat more rapidly than our peasantry. It is this enormous mass of rural people, who constitute the most material factor in productivity, for they pull down or push up developments in the country. The greatest social revolution that we have to bring about is a change in their static, traditional, conventional outlook. Of course, changes are coming to villages but we have to make a deliberate attempt at introducing modern techniques in rural areas, and what is more important, modern methods of thinking.

It is necessary to emphasise in this connection that modern methods of thinking do not inevitably flow from the application of modern techniques. It is often the case that persons who have made good in building up a plant or a factory, are yet wrapped up in a way of thinking which has no relation to the modern world. This is the cause of industrial conflict: the application of modern technique by medieval minds. This is also the reason why I lay so much stress on widespread education.

There is another aspect of education which I would like to emphasise: specialised training. At present only those who can afford it, get it. On the other hand, the vast mass of people have hardly any access to specialised training. This is a tragedy because the vast mass of people in India have a fairly high intellectual standard, quite high enough, I think, to compare almost with any country, provided they get a chance. It is a very important matter to give a chance to these people to go in for further training. We should have a sort of rule by which bright students automatically get a chance for higher studies at the expense of the State. Almost any amount spent in giving bright boys and girls a chance to get higher training is socially worthwhile. It is of the highest public importance to open out these reservoirs of energy that now lie dormant in the nation. Whatever industrialists are doing in their limited spheres is no doubt good and helpful but the basic thing always is for a nation to unleash forces which may have been tied up or suppressed by political or economic conditions and by various other factors. It is this unleashing, this opening out of forces, that give life to the country and that dynamic urge to go ahead. All the cleverness at the top which is of course good and welcome - will not take us far, unless we unleash these forces. On the other hand, there are the forces of technology, atomic power, cosmic rays and what not. It is essential that we put these to productive, peaceful uses for the common man but the basic thing is to build and raise the quality of the people.

This is our basic objective. All other objectives are subsidiary: even the objective of productivity, but it is nevertheless most important for the

nation. How do we achieve it? The whole nation will not make the necessary massive effort for productivity only to make some individuals richer. Of course, individuals need incentives but individual incentives are not sufficient for national effort. Hence we have had to look at the productivity movement from the point of view of the people as a whole. The objective is national prosperity and the people as a whole reaching higher standards of living. In a democratic political structure, one has inevitably to aim at widespread benefits accruing to the whole community. Further, it is essential to make it the objective of policy that the people actually realise that either they are getting or will certainly get the benefits of whatever efforts they make in the direction of higher productivity. They will not make the necessary effort if they feel that their labour is being used too much for private advantage.

Further, in the application of productivity techniques, we must know that there is an essential difference as between an underdeveloped country like India and highly developed countries like the USA, the UK, Germany and Russia. Many things of course are common but in the steps we have to take to make the economy more productive, the approach will necessarily be different. There is a tendency among us to copy what is being done in the USA or other countries which have accomplished industrial development. To some extent we have to copy and to learn from abroad but unless we take into consideration the different conditions that obtain in this country, we shall not make rapid progress. Till about 10 years ago, our university text books on economics dealt with the economics of the western world, because the people who wrote them lived there; and they dealt with their own economic problems in the context of their own conditions. The same economics were taught to our students and an attempt was made to apply them here. It is only in the last 10 years or so that it has gradually come to be understood that economics of the country are not something in the air but they develop out of the context of people's lives, their problems etc. America has an Affluent Society. We are industrially, technologically and financially backward. These are therefore two separate cases.

Again, in our case, there is a very large and growing population. Every problem has therefore to be viewed from the point of view of employment and getting something out of the vast mass of people, some productive effort, even though it be little. We are now 430 million. If on an average, every person increases his contribution to the national income by one anna a day, it will mean an annual addition of Rs. 9810 million to the national income; if you make it two or three annas a day, it will mean so much more.

Hence the importance of cottage industries in India. I am quite convinced that the people of India cannot advance by primitive methods of producing goods; yet the so-called primitive methods can make an enormous difference when a large section of the population is not using any method at all, or more primitive methods. We have therefore to evolve in this country a balanced system of economics. There must be a background of the scientific and technological mind but we must not lose sight of actual conditions and the valid approaches necessary to make the whole community advance along a wide front.

We have to realise that from many points of view we are rather backward even in the world of capitalism. We are backward, as I have said previously, because our thinking is conditioned by conventional ideas, customs etc which come in the way of a scientific approach. We live partly in touch with modern technological growth and partly, completely away from it. It may be a broad generalisation but it is nevertheless true that we cannot live either individually or nationally if we are torn between traditional and the latest advances in science and art.

Further it is worth repetition that in this democratic age, we cannot do anything really big without the complete co-operation of the larger community of the common people. It may be possible to succeed in a very fine way over limited fields, but the whole community cannot move without its goodwill and active cooperation. In industry, as organised today, there is a conflict between so-called capital and so-called labour, a pull in different directions, which is very illogical and unreasonable. It clearly indicates that there is something wrong in the organisation of society which permits this type of conflict. Of course, there may be occasional pulls, this way or that way, but there must be ways of not allowing those different pulls to do injury to the State or to the community or to production.

In industrial production, one of the major essentials, apart from modern techniques, is a background of goodwill and cooperation. Without it, the best of techniques may fail or may not produce results. We must therefore think of building up this background of goodwill and cooperation. A good labour officer who goes round and pats the workers on the back and tries to be generally friendly with them, is of course, good and essential but this background of goodwill and cooperation is something deeper than a good labour officer. It is something which appeals to the mass of workers: a system that does not irritate them constantly. If labour has a feeling of not having a fair share, there will be trouble. It may often be that technically competent labour is bossed over by technically incompetent persons who get the money. Surely, there cannot be much love lost between the two. People who make much profits are not necessarily men of intellectual eminence or other great qualities. Hence conflicts and frustration arise. We have therefore to think in some creative way of coordinating national work in the industrial domain. We have to consider workers' participation in industry. I have no doubt that it is inevitable and that it will give good results all round because labour participation in industry is based on sound psychology and is practical.

We of course need training for good, efficient business or industrial management but what is more important is to keep track of the changing world. It is no longer a static world. It requires a vigilant mind and an understanding of these rapidly changing circumstances in the world, to keep pace with developments and to make the utmost profit out of them in the national interest. In so far as India is concerned, it requires a great deal of discipline in our thinking and action: above all cooperation in all matters.

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LABOUR LEGISLATION WITH PARTICULAR REFERENCE TO INDUSTRIAL RELATIONS AND TRADE UNION ORGANISATIONS.

By

B. N. DATAR*

Legislation in the field of labour can be divided into the following broad groupings;—

- (a) Items directed towards securing minimum working conditions in selected industries / occupations e. g., the Factories Act, 1948; the Mines Act, 1952; the Plantations Labour Act, 1951; the Merchant Shipping Act, 1923; the Dock Workers' Act, 1948; etc.
- (b) Items that cover different aspects of social security and the accepted social philosophy of the country, e. g., the Employees' State Insurance Act, 1948; the Employees' Provident Funds Act, 1958; the Workmen's Compensation Act, 1923; the Lay-off and Retrenchment Benefits provided under an amendment (1953) to the Industrial Disputes Act.
- (c) Items that encourage the growth of workers' associations, e. g., the Trade Unions Act, 1926, and
- (d) Items that help to prevent and resolve industrial disputes e. g., the Industrial Disputes Act, 1947; the Industrial Employment (Standing Orders) Act, 1946; etc. and similar State legislation.

2. Some of the earliest items of labour legislation on the Statute Book, namely the Slavery Act, 1843, the Apprentices Act, 1850, the Fatal Accidents Act, 1855, the Madras Compulsory Labour Act, 1858, and the Workmen's Breach of Contract Act, 1859, provide an idea of the subjects that aroused concern in the Government of those days. The first comprehensive piece of labour legislation, as we would understand it today, was the Factories Act, 1881. The motive behind this Act, however, was to regulate working hours and conditions in Indian factories, primarily in the cotton textile industry, in order to reduce the competitive advantage they possessed over their counterparts in the United Kingdom. The basis for such a statement can be found in the fact that no attempt was made to regulate working conditions in mines and plantations, where conditions were equally bad. The reason for this lacuna was that these industries did not present a competitive threat and any legislation would have affected the advantage enjoyed by the then existing foreign interests. But those were old days, since then there have been changes in the character of Government and employers and a consequent change in the community's attitude towards labour. Regulatory legislation has been extended to a number of new industries and there has also been an extension in the depth of coverage, greater attention being paid to the aspects of safety, health and welfare.

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3. Legislation regarding social insurance is of relatively recent origin and dates back to the increasing influence of the International Labour Organisation in the labour field and of the growth of the trade union movement in India. For a number of years, the only forms of social insurance included compensation for employment injury and for the payment to women workers of maternity benefits. The Employees' State Insurance Act, 1948, marks a significant advance in the organisation of a comprehensive health insurance programme for workers; the benefits of which have since been extended to their families as well. The Employees' Provident Funds Act, 1952 is designed to encourage the worker to set apart funds for a rainy day. The retrenchment and lay-off benefits provided through an amendment (1953) of the Industrial Disputes Act help to resolve distress caused by interruptions in the working of factories. These benefits are necessarily of a temporary character and on a non-contributory basis, the burden being shouldered entirely by the employer. It will be quite some time before we can think of organising a comprehensive unemployment insurance programme on a contributory basis in view of the numbers and the complexity of the administrative problems involved. During the Third Plan period it is intended to make a start with Relief and Assistance Fund for selected categories in need of emergent assistance.

4. We may now turn to a review of the influence exercised by the Trade Unions Act, 1926 in the development of a stable trade union movement. For one thing, the Act provides certain protection to a registered union e. g., a registered trade union has the legal rights and privileges of a corporate body, its members are immune from criminal prosecution for "acts of criminal conspiracy". They are protected against civil suits or legal proceedings in respect of acts done in contemplation of or furtherance of a trade dispute to which their members are a party. Under the Act, the union has the right to enter into agreements and enforce them on members, even if such agreements are in restraint of trade. The individual members have the right to inspect the books, to change the name of the union and to amalgamate the other unions.

5. These rights are accompanied by certain duties. The funds of the union can only be spent on objects specified under the Act, namely, payment of salaries and allowances to workers, administrative expenses of the union, conduct of trade disputes on behalf of members, prosecution or defence in legal proceedings, compensation to members for losses in trade disputes, provision of educational, social and religious benefits, etc. Political activities cannot be financed from the general funds of the trade union. It is open, however, to the union to create a separate fund for financing political activities, but no member can be compelled to contribute to such a fund nor can he be excluded on this basis from deriving any general benefits or privileges that may accrue.

6. Under the Act, not more than 50 per cent of the officers of a union can be drawn from among 'outsiders'. The idea behind this clause is to see that in time trade union members learn to handle their own affairs. In actual working, however, one finds a much less percentage of outsiders in the present trade union organisations. Another check on haphazard growth is exercised by the system which requires all registered unions to submit an annual return to the Registrar of Trade Unions in a

prescribed form, with suitable penalties for failure to submit these returns.

7. The question of compulsory recognition of unions has been under examination for quite some time. So far the recognition of trade unions has been left to be settled by an agreement entered into directly between the employer and the union. In 1947, the Trade Unions Act was amended to provide for such recognition, but this amendment has not been enforced because of the difficulties anticipated in its implementation. In the present context of trade union development, it is difficult to set the minimum membership requirements for recognition at a realistic level. The Bombay Industrial Disputes Act, 1938 and the B.I.R. Act 1946 lead in prescribing that the union should claim a minimum membership from among the workers to secure recognition from employers. This membership would have to be verified by the Registrar of Unions. In the case of two rival unions which claim membership over the prescribed membership, the union with the larger membership secures recognition. Similar legislation is in force in some other States, but it has been estimated that only 15-20 per cent of the total industrial employment are covered by legislation on the Bombay pattern. In the absence of similar Central legislation, it has been decided that the question of recognition should be left to legislation at the State level and to the extension of the 'Code of Discipline' in industry which contains a provision for the voluntary recognition of trade unions.

8. The Trade Unions Act does not make any distinction between employees in the public and private sectors, the only group excluded from the application of the Act are those directly engaged in the defence of the country. All civil servants, including those engaged in industrial establishments run by Government and public corporations can and do organise themselves into unions. Workers in the Railways, Posts and Telegraphs were among the earliest in the field of trade union activity. Although Government is relatively a recent entrant in the running of large industrial projects, such as iron and steel, coal, oil, fertilisers, ship buildings, machine tools, electrical equipment, etc., a number of unions have been granted recognition in different industrial units. By and large, therefore, public sector employees can organise themselves into unions, but when it comes to securing recognition which is not compulsory in both sectors there are certain restrictions imposed on Government employees by the Service Conduct Rules.

9. The use of legislation in the settlement of Industrial disputes dates back to the Trade Disputes Act, 1929. The Act provided for mutual discussions between the parties to the dispute and in cases where these discussions did not result in a settlement, Government was empowered to constitute a 'Court of Enquiry'. The emphasis was on educating public opinion as to the merits of the dispute and thus bring pressure on the parties to enter into a settlement. The success or otherwise of this approach to industrial relations was conditioned by the weakness of the trade union movement and the effects of the depression years on the economy. Very few such Courts of Enquiry were appointed by Government and, as an alternative, the approach of improving labour conditions through State-wise enquiries was preferred. During the war period apart from the State legislation of the type of Bombay Industrial Disputes Act, 1938, the Defence of India Rules, 1940 empowered Government to interfere in a trade dispute

which was likely to hamper the war effort and result in a stoppage of essential production. The claims of the parties were examined by an industrial tribunal appointed by Government and the awards of this tribunal were enforced on both parties. The Defence of India Rules lapsed with the end of the war and the resultant vacuum was filled by the Industrial Disputes Act, 1947.

10. Broadly speaking, the Central and State legislation for the settlement of industrial disputes conform to a set pattern. They provide a machinery for the internal settlement of disputes and, failing such a settlement, resort can be had either to a conciliation officer or to an industrial tribunal. During the pendency of these proceedings, the employers and the workers are prohibited from taking direct action in terms of a lock-out or a strike. For a brief period (1950-56), the Act also provided for cases to be heard by a Labour Appellate Tribunal. Because of the considerable delays involved in this appellate procedure, it was decided at the instance of the workers' organisations to discontinue the Labour Appellate Tribunal. In cases where employers and workers feel dissatisfied, they can resort to the normal judicial machinery. Provision also exists for the appointment of Boards of Conciliation, Courts of Enquiry, National Tribunals, etc. in cases where such an appointment is considered necessary.

11. This Act has worked fairly well over the last 13 years. There will, of course, be some difficulties in implementing any legislation, however, perfect. These imperfections have to be removed as time passes and this is what is proposed to be done in the Third Plan. There will be greater emphasis on voluntary arbitration in the coming years and greater coming together of the parties. The voluntary acceptance of mutual obligations by parties which has worked so well in the last three years through Code of Discipline, Code of Conduct, etc. will be utilised to its full potential but by and large the approach of mutual confidence initiated in the two plans will be pressed in service with greater vigour.

12. A view is expressed by some foreign observers that we have too much of labour legislation. The volume of such legislation necessarily differs between countries and must be assessed in terms of the prevailing economic and social conditions, the goal which the nation has set for itself, the constitutional safeguards and the relative strength of employers' and workers' organisations. In this context, international comparisons of the extent of labour legislation can have very little meaning. For example, in the U.S.A. where the emphasis is on the voluntary character of industrial relations, Government's intervention has been kept down to the minimum. In terms of the totality of Government orders, the U.S.A. does not compare favourably with India. But most of the provisions found in Indian statutes form a part of contractual obligations between the parties to an industrial settlement in the U.S.A. These contractual obligations are followed in the U.S.A. with almost the same rigour that accompanies the law in this country and the trade unions have built up an effective series of sanctions to ensure their enforcement by the employer. The equivalent of Indian case law is built up in the U.S.A. through a process of arbitration awards provided for in the contract itself. The only difference, therefore, is that the common denominator in all the 80,000 and odd contracts in the United States with regard to working conditions, etc. form a part of some

of the labour statutes in this country because other sanctions have been found unworkable.

13. Finally, it is worth remembering that in India labour policy is not settled by the Central and State Governments working in official isolation. Over the last 15 years, which have seen a number of significant new items and amendments to existing labour legislation, Government have always been guided by advice sought and received from employers' and workers' organisations. In framing labour policy, Government has found that tripartite machinery provides a convenient sounding board. The policies and programmes laid down under the series of five year plans, have been evolved through a process of tripartite consultations. It can truly be said about labour policies in India that they have been developed by the parties themselves and though their administration naturally rests in the hands of public servants, these servants themselves have to keep in mind the possible criticism in the tripartite forum of what they do.

WOMEN WORKERS OF INDIA

By

(SRIMATHI PADMINI SEN GUPTA)

(Published by Asia Publishing House, page 296 price Rs. 8/-)

As stated by Sri V. V. Giri in his foreward Srimathi Sen Gupta's book, "as a pioneering effort, contains a mine of information and breaks new ground. The book divided into two parts deals comprehensively with many social and economic questions and fills up a big void in the literature on labour problems".

The problem of employment opportunities for the women of India is gradually being brought to the forefront and the book under review, even apart from its undoubted merits, is a timely publication if only to take stock of the past and plan for the future. The capable, exhaustive and intimate manner in which the problems have been dealt with by the author appears to belie her assertion that "in putting forward the case of the working women of India, I am not doing so as an ardent feminist" but then, there can be no gainsaying the fact that one discerns throughout the book, an objective approach to contentious questions and a desire to plan for the future rather than to apportion the blame for the deficiencies in the past.

The problem of unemployment of women in India is but a phase of the general unemployment problem which is being tackled in the five-year-plans mainly by means of increased industrialisation of the country, with special emphasis on small scale industries. As employment opportunities grow with the implementation of the plans, attention must be focussed on an equitable distribution of such opportunities between men and women.

In the above context, it becomes necessary to find out the pattern of employment of women in various industries. The author has done yeomen work on this aspect and has presented a vivid picture of the position in all the industries. The main conclusion drawn by the author is reflected in the suggestion made by her for the future (extracted below.)

"Another important reason for this tendency to eliminate women from factories is that women would have so far been largely employed in unskilled jobs because of their backwardness. It is now time that thought is given to the question of upgrading the women workers, particularly the coming generation, into a more enlightened and skilled class of employees... one cannot employ women in a haphazard manner merely because they are on the verge of starvation.....It is only after becoming trained and skilled workers that they can have a place in the new economic sector of the country. The first plan should, therefore, be to train women to get into India's industrial set up without being considered an economic drag or as "Charity Children".

The author notices that in some industries there has been a decrease in the employment of women. While regretting any tendency to eliminate women, the author is, nevertheless, willing to accept the position that such decrease is due to factors other than a desire to eliminate women, and also takes consolation in the fact that "While some factories are gradually replacing men by women, mostly by natural wastage, or by paying gratuity for dispensing with their services, other industries are compensating by increasing the employment of women". The reason for the decline in employment opportunities for women in certain industries has also been fully investi-

gated by the author. Rationalization and automation in industries, women being employed mainly on unskilled work and the productive laws intended for the benefit of women are listed as the causes for decline in employment opportunities for women. The special provisions for women workers like maternity benefit, creches etc., intended to ameliorate the working conditions of women have themselves contributed to the decrease of employment of women. But the real irony of it is that even Tribunals have adopted lower standards (e.g., 2.25 consumption units for assessing the wages of women as against 3 in the case of men) and have justified such departure by stating that the benefits conferred statutorily on them would fill the gap.

The author has dealt with working women of India of all types and in all spheres, whether in the public or the private sector. A special word of praise is given to the lower middle class and middle class women who have taken up semi-skilled jobs like stenography, Telephone operation and Telephone assembly work etc. According to the author, only by taking to skilled work in increasing measure, can women of India attain the goal of equal opportunities with men.

While the picture furnished by the author, of the woman worker in various industries is vivid, exhaustive and analytical, her suggestions for the future are even more illuminating and worth the attention of those in charge of planning. The author's views can be summed up as follows :

No matter how redundant the male labour be, a woman has a right to work. But to avoid their being a "drag" on the industry, they should become skilled workers and raise their standard of production. The constitutional guarantees in favour of women is bound to open up ways and means of employment of women in industries even though some old and traditional jobs are being closed down and women are being retrenched. Immense possibilities of employment are opening up for women as industrialisation of the country progresses. Women must overcome inhibitions and adjust themselves in the matter of diet, and dress to the set-up in which they work. It is not possible to effect all these changes in the present generation of women workers and hence the effort must be directed to the coming generations. Cultivable tracts of waste land and lands acquired under Bhoodan movement and the like should be utilised for settling agricultural women workers. New agricultural ventures must and will absorb more and more women especially with the development of co-operative ventures with their marketing facilities. Medium and small scale industries should employ women in skilled and semi-skilled jobs. With a tolerant and humanitarian outlook, a great partnership between working men and women, without rivalry, can be built up.

While the optimism of the author is justified in view of the expanding economy of the country, it will be sometime before these objectives can be achieved. But the need for imminent planning is there.

It is not possible even to summarise in this review all that has been dealt with by the author in her book. The extensive study made by the author on the problems of women worker in India is amply borne out by the objective approach made by her and by the constructive suggestions put forward for the future.

The book has been written in a facile language which makes it extremely readable. It is really a treatise on the women workers of India whose cause could not have been espoused better.

INDUSTRIAL SAFETY

SERIOUS ACCIDENT IN A CHEMICAL FACTORY.

In a chemical factory, while the lime kiln (13.92 ft. diameter 71 ft. high) was in operation, an arch was found to have been formed inside the kiln. Hence feeding of the materials and supply of air was stopped and the man-holes of the kiln were opened and it was noticed that the arch had formed just above the man-holes. Immediately operatives were called and were asked to break the arch by the use of poking rods through the man-holes. As their attempts, even after trying for about four hours, did not prove successful water was poured through the poke holes above the arch, thinking that this would soften the arch. As adding of water did not prove successful in breaking the arch, this was stopped and the operatives again used poking rods through the man-holes and tried to break the arch. While the operatives were busy in their attempts all of a sudden the arch gave way (after about 10 hours from the time its formation was noticed by the supervisor) and hot lime pieces, lime powder, etc, rushed out of the man-holes and caused burns to the operatives, as well as to the persons who were standing near the man-holes. Two persons died on the spot, four died within a few hours of the occurrence of the accident and another four died later on in hospital.

To prevent recurrence of similar accidents, it was suggested that some method should be devised to give indication, immediately the formation of an arch starts in the kiln. Reduction in the quantity of material flowing out at the discharge end may be one of the factors which might give an indication of commencement of formation of such an arch. Under no circumstances, should the poking rods be used through the man-holes if arch has been formed above the man-holes as there is danger of material rushing out through them when the arch breaks. If the use of poking rods becomes necessary, these may be used from the poking holes at levels higher than the man-holes and the man-holes should be kept closed while the poking work is in progress. As a further precaution no person except those required for the job may be allowed nearby the kiln. Pouring of water over the arch should be avoided.

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

GUARD NOT REPLACED AFTER REPAIRS

A serious accident occurred in a cement factory due to failure to replace sheet metal guards over a screw conveyor after repairs. Cement was conveyed by screw conveyors from the silos to the packing house. In this section, work was also being carried on to instal an additional conveyor. On the day of accident, one of the conveyors got struck up and hence the guards over the screw conveyor were removed and the obstruction cleared. A portion of the screw conveyor was left open without replacing the cover after repairs were over and a trial run was made. During the trial period a piece of gunny bag was spread over the exposed portion of the screw conveyor. A women worker who was carrying debris from the erection job, stepped on the gunny bag covering placed over the open portion of the conveyor with the result her leg got entangled in the moving conveyor and had to be amputated.

This accident shows how unwise it was to cover the exposed part of the conveyor with the gunny bag. The safe procedure would have been to replace the guard as soon as repairs and inspection were completed. If at all examination of the screw conveyor with the guard removed was necessary for a trial run, the danger area should have been fenced and a warning notice prominently exhibited.

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

UNGUARDED TRANSMISSION SHAFT.

In a rice mill an opening had been made in the wall to provide a door way. No measures had been taken to provide a temporary fencing at least to avoid approach to the unfenced shaft line. A women worker tried to cross the shaft line as she wanted to make use of the new opening in the wall as a short cut. While crossing the moving shaft, her saree got entangled with a protruding bolt of the shaft coupling. She was dragged round the shaft and badly injured. Subsequently she died due to the injuries received.

The accident could have been avoided if a temporary fencing for the new opening in the wall had been provided to prevent access to shaft line. Alternatively, the shaft should have been securely fenced as required under section 21 of the Factories Act, 1948. This accident also shows the danger from the protruding bolts which should be counter-sunk or securely fenced.

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

FINGERS SEVERED ON A SHEARING MACHINE.

In an automobile factory, a worker was fitting a gauge on a shearing machine for the purpose of cutting plates to the required size. He removed the grill guard on the shearing edge and placed his hand on the edge in order to fit the gauge in position. As he was doing this, another worker who was collecting cotton waste on the floor, accidentally pressed the foot pedal causing the machine to operate. As a result the worker who was fitting the gauge lost 4 fingers of his left hand.

Investigation showed that while fitting the gauge the electric supply to the machine had not been switched off. In order to prevent similar accidents, the following remedial measures are suggested:—

- (1) When repairs and adjustments to a machine are to be carried out, the electric supply to the machine should be switched off. Alternatively, a block should be inserted underneath the pedal to prevent it being pressed.
- (2) Instructions should be exhibited near the machine.

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

(Reproduced from *Industrial Safety and Health Bulletin*, January—March 1961. p.p. 22 to 25.)

இரண்டாவது ஐந்தாண்டு திட்ட காலத்தில் தொழிலாளர் நலச் சட்டங்கள்

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1. நாட்டின் முன்னேற்றத்திற்கு தொழிலாளர் நலன் அவசியமானது. திட்டங்கள் வெற்றி பெற வேண்டுமானால் தொழிலாளருக்கு சில அடிப்படை உரிமைகள் வழங்கப்பட்டு திருப்திகரமான சூழ்நிலை ஏற்படுத்தப்படவேண்டும். இந்த அடிப்படையில் தான் முதலாவது ஐந்தாண்டு திட்டம் உருவாக்கப்பட்டது. தொழிலாளர்களுக்கு வெகு காலமாக மறுக்கப்பட்டு வந்ததில் சில அடிப்படை உரிமைகளை வழங்கி பொருளாதார துறையில் நியாயமான வசதிகளை செய்ய அத் திட்டத்தில் வழி செய்யப்பட்டது. அத் திட்டம் ஜாதி இனம் பொருளாதார வேறுபாடுகள் அற்ற ஜனநாயக சோஷலிச சமுதாயம் அமைய அடிகோலிற்று.

2. இரண்டாவது ஐந்தாண்டு திட்டமும் முதலாவது திட்டத்தைப் போலவே நாட்டின் தொழில் அபிவிருத்தியையும் மற்றும் கிராம மக்களுக்கு வேலை வாய்ப்புகள் ஏற்படுத்தியும் நாட்டின் எல்லா பகுதியையும் சமமாக முன்னேற்றத்திற்கு கொண்டுவர வழி வகைகள் வகுத்தது. இந்த திட்ட காலத்தில் அரசாங்கத்தின் தொழில் கொள்கை தொழிற் சங்கங்களை பலப்படுத்துவதிலும் நேரடிப் பேச்சு வார்த்தை மற்றும் தொழிலாளர் முதலாளிகள் இரு திறப்பினரும் தொழில் தகராறுகளை மத்யஸ்தத்தின் மூலம் தீர்த்துக் கொள்வது, தொழில் நிர்வாகத்தில் தொழிலாளர்களுக்கு பங்கு அளிப்பது, உற்பத்தி உயர்வுக்கேற்ப ஊதிய உயர்வை ஊக்குவிப்பது, சம்பள நிர்ணயம் பற்றிய தகராறுகளை தீர்த்து வைக்க தேவையான கூலி நிர்ணயிக்கும் குழுக்கள் அமைத்தல், வேலை வாய்ப்புக்களை அபிவிருத்தி செய்ய வேலை தேடித் தரும் ஸ்தாபனங்களின் சேவையை பரவலாக்கல், முதலியன வாக இருந்தது.

3. தொழில் ஸ்தாபனங்களில் வேலை செய்பவர்களுக்கு அத்தியாவசியமான தேவைகளை பூர்த்தி செய்ய போதுமான அளவு குறைந்தபட்ச கூலி அளிக்கப்படா விட்டால் தொழில் கொள்கை பற்றிய எந்தவித திட்டமும் வெற்றியடையாது. எனவே, 1948-ம் வருஷத்து குறைந்தபட்ச கூலிச் சட்டத்தின் மூலம் முதல் ஐந்தாண்டு திட்ட காலத்திலேயே சில தொழில்களுக்கு குறைந்த பட்ச கூலி நிர்ணயம் செய்யப்பட்டது. பின்னர் இரண்டாவது திட்ட காலத்தில் அந்த குறைந்த பட்ச கூலி தேவையான படி மாற்றி அமைக்கப்பட்டதோடல்லாமல் விவசாயம் போன்ற துறைகளில் வேலை செய்வோருக்கும் குறைந்த பட்ச கூலி நிர்ணயிக்கப்பட்டது. மேலும் சர்க்கார் உப்பளம், தீப்பெட்டி மற்றும் வாணத் தொழில், போன்றவைகளையும் குறைந்த பட்ச கூலி சட்டத்திற்கு உட்படுத்தி, குறைந்த பட்ச கூலி நிர்ணயித்துள்ளார்கள். நிர்ணயிக்கப்பட்டதை விட குறைவாகக் கூலி வாங்கும் தொழிலாளர்கள் அவர்களுக்கு சட்டப்படி சேரவேண்டிய கூலியை பெற தொழில் கோர்ட்டுகளின் உதவியை பெறலாம். குறைந்தபட்ச கூலி எவ்வாறு இருந்த போதிலும், தொழிலாளர்கள் தாங்கள் வேலை செய்யும் தொழிலின் தரத்தையும் தங்கள் உற்பத்தி திறனையும் அடிப்படையாகக் கொண்டு அதிக ஊதியத்தை பெற சம்மந்தப்பட்ட

தொழிலாளர் முதலாளிகள் பேச்சு வார்த்தைகள் மூலமாகவும், சர்க்கார் தலையிட்டு சிபாரிசு செய்தல், மத்தியஸ்தத்திற்கு விடுதல், அல்லது தொழில் கோர்ட்டுகளின் தீர்ப்புக்கு விடுதல் போன்ற வகைகளில் முடிவு செய்யப்பட்டு வருகிறது. இது வரை கிடைத்த அனுபவத்திலிருந்து நியாயமான கூலி வழங்கப்பட்டால் உற்பத்தியில் உயர்வு காண முடிகிறதென்று நிரூபிக்கப்பட்டுள்ளது. சிக்கல்கள் இருந்தாலும் காலப் போக்கில் அத் திட்டம் அமூல் நடத்தப்படுவதால் பல நன்மைகள் உண்டு.

பலதரப்பட்ட தொழில்களில் ஈடுபட்டுள்ள தொழிலாளர்களுக்கும் அவர்கள் வேலை செய்யும் இடங்களில் நல்ல சுகாதார வசதி, வெளிச்சம் காற்றோட்டம், தூசிகள் பரவுவதை தடுத்தல் போன்ற பல வசதிகள் ஏற்படுத்தி கொடுக்கப்பட்டிருக்கின்றன. தொழிலாளர் உடல் நலன்களை பாதுகாக்க திட்டமான வேலை நேரம், பெண்டிர், சிறியோர் முதலியவர்களுக்கு குறைந்த வேலை பளு, மகப்பேறு காலத்திற்கு பெண்டிற்கு உதவி தொகை அளித்தல், வியாதி நிகாரணம் போன்ற சலுகைகள் சட்ட பூர்வமாக அமுலாக்கப்பட்டிருக்கின்றன. தொழிற்சாலைக்கு சமீபமான இடங்களில் குறைந்த விலையில் தொழிலாளர்களுக்கு தேவையான உணவு வகைகள், காப்பி, உ போன்ற பானங்கள் தேவையான அளவு கிடைக்க வசதிகள் செய்யப்பட்டிருப்பதுடன் தொழிலாளர்கள் ஓய்வு நேரங்களை கழிக்க விடுதி அறைகளும், வாசகசாலை, மற்றும் பொழுது போக்குக்கான விளையாட்டு வசதிகளும் அமைக்கப்பட்டுள்ளன. சலுகையற்று வாழ்ந்து வந்த தோட்ட தொழிலாளர்களுக்கும் இதை போலவே குறிப்பிட்ட வேலை நேரம், ஓய்வு நேரம், வாராந்திர விடுமுறை திட்டமிட்ட காலத்திற்கு மேல் அதிகமாக வேலை செய்தால், அதற்கேற்ப அதிகமாக கூலி, சம்பளத்தோடு கூடிய விடுமுறை போன்ற வசதிகள் பிரத்யேக சட்ட மூலமாக பெற வசதி செய்யப்பட்டுள்ளது.

தொழிற்சாலை சட்டம், கடை சிப்பந்திகள் சட்டம் இவைகளின் ஷரத்துக்களின்படி ஹோட்டல் போன்ற ஸ்தாபனங்களில் வேலை நேரத்தை கட்டுப்படுத்துவதில் இருக்கும் கஷ்டத்தைப் பற்றி ஹோட்டல் முதலாளிகள், தொழிலாளர்கள் இரு தரப்பினரும் கேட்டுக் கொண்டதின் படி 1958-ம் வருடத்திப சிற்றுண்டி விடுதிகள் சட்டம் ஏற்படுத்தப்பட்டது. இதன்படி தொழிலாளர்கள் முந்திய சட்டத்தில் கொடுக்கப்பட்டிருக்கிற சலுகைகள் பெற்றதுடன் அல்லாமல் அதிகப்படியான நேரம் வேலை செய்யும் நாட்களுக்கு அதிகமான கூலியும் பெற முடியும். மேலும் ஒவ்வொரு வருஷத்திற்கும் கூலியுடன் இரண்டு நாட்கள் தேசிய விடுமுறை தினங்களாகவும் 5 நாட்கள் பண்டிகை விடுமுறை தினங்களாகவும் ஏற்படுத்தப்பட்டுள்ளது.

இந்த திட்ட காலத்தில் இயற்றப்பட்ட பீடித் தொழில் சம்பந்தப்பட்ட சட்டம் குறிப்பிடத் தக்கதாகும். இயல்பாகவே பீடித் தொழில் நடக்கும் விதமானது தொழிலாளர் நலச் சட்டங்களை அமுலாக்குவதற்கு பொருந்தாத வகையில் அமைந்ததாகும். இந்த தொழிலில் தொழிலாளர் முதலாளிகளிடையே நேச மனப்பான்மை வளர்ப்பதும் கடினமாக இருந்தது. இத்தொழிலில் பெருவாரியாக சிறுவர், சிறுமியர்கள் ஈடுபட்டிருந்தாலும் தொழிற்சாலை சட்டத்தை அமுலாக்க விடாதபடி பீடித் தொழில் நடப்பதை சட்டத்திலிருந்து தப்புவதற்கான வழியில் பல இடங்களில் பிரித்து பிரித்து முதலாளிகள் நடத்தினார்கள். இதை மாற்றி லைசன்ஸ் வழங்கப் பட்டா இடங்களில் பீடித் தொழில் நடத்தக் கூடாது என்று தடை செய்யும் ஷரத்துகள் இந்த சட்டத்தில் சேர்க்கப்பட்டன.

அடுத்தபடியாக 1958-ம் வருடத்திய தொழில் ஸ்தாபனங்களின் தேசிய பண்டிகை விடுமுறை சட்டம் முக்கியமானதொன்றாகும். 1-4-1959 முதல் அமுலுக்கு கொண்டுவரப்பட்ட இந்த சட்டத்தின்படி தொழிலாளர்கள் வருஷம் ஒன்றுக்கு கூலியுடன் 2 நாட்கள் தேசிய விடுமுறை தினங்களாகவும், 5 நாட்கள் பண்டிகை விடுமுறையாகவும் பெறுவார்கள். இந்த விடுமுறை தினங்களைப்பற்றி சம்பந்தப்பட்ட தொழிலாளர்களையும் கலந்து ஆலோசித்து முடிவுசெய்ய வகை செய்யப்பட்டிருக்கிறது. பெருவாரியான தொழிலாளர்கள் விரும்பினால் "மே" தினத்தன்றும் விடுமுறை பெற்றுக் கொள்ளலாம். பண்டிகை விடுமுறைகளில் தொழிலாளர்கள் வேலை செய்ய வேண்டாம், அதற்கு பதிலாக மாற்று விடுமுறையோ அல்லது இரட்டிப்பு சம்பளமோ கொடுக்கப்பட வேண்டும்.

கடைகள், வியாபார ஸ்தலங்கள், சினிமாக்கள், சிற்றுண்டிகள், பீடித் தொழில் இவைகளில் ஈடுபட்டிருக்கும் தொழிலாளர்களுக்கு வேலை நிரந்தரம் பற்றி போதுமான பாதுகாப்பு அளிக்கப்பட்டு இருக்கிறது. இந்தத் தொழில்களில் ஈடுபட்டுள்ள தொழிலாளர்கள் மாத காலத்திற்கு மேலான சர்வீஸ் உள்ளவர்களாக இருந்தால் தகுந்த காரணம் இருந்தால்தான் அவர்களை வேலையிலிருந்து நீக்க முடியும். அவ்வாறு நீக்கப்படும் தொழிலாளி (குற்றம் இழைத்தார் என்று விசாரணையின் மூலம் நிரூபிக்கப்பட்டாலோழிய) அவரை வேலையிலிருந்து நீக்குமுன் அவருக்கு ஒரு மாத நோட்டீஸோ அல்லது அதற்கு சமமான சம்பளமோ நஷ்ட ஈடாக கொடுக்கப்பட வேண்டும். வேலையிலிருந்து நீக்கப்பட்ட தொழிலாளர்கள் நியாயம் கோரி தொழிலாளர் இலாகா அதிகாரிகளிடம் அப்பீல் செய்துகொள்ளலாம். அவர்களுடைய தீர்ப்பு முடிவானதும் இரு தரப்பினரையும் கட்டுப்படுத்துவதும் ஆகும்.

தொழில் அமைதி நிலவுவதின் மூலத்தான் உற்பத்தியின் உச்ச நிலையை அடைய முடியும் என்பது சர்க்கார் உணர்ந்து, கடந்த பத்து வருடங்களுக்கு முன்னாலிருந்தே திட்டமிட்டு வந்துள்ளது. எல்லாத் துறையிலும் முதலாளி, தொழிலாளரிடையே ஒற்றுமை உணர்ச்சியை வளர்க்கவும், வேலை நிறுத்தங்களை தவிர்க்கவும், தொழிலாளர் குறைகளையும் நேரடிப் பேச்சு வார்த்தைகள் மூலமாகவும், சமரசம் செய்வதன் மூலமாகவும், மத்தியஸ்தர் தீர்ப்பு மூலமாகவும் தீர்த்துவைக்கவும் சர்க்கார் சட்ட திட்டம் வகுத்து உள்ளது. தொழிற் சங்கங்களின் வளர்ச்சியில் அக்கரை காட்டியும், நிர்ப்பந்தமாகவோ, பலாத்காரமாகவோ தொழிலில் அமைதியை குலைப்பதை தடுக்கவும், முதலாளி தொழிலாளி இரு தரப்பாரும் தங்களது கடமை என்ன, உரிமை என்ன என்பதை உணர்ச்சி செய்து அதை தொழிலாளர் முதலாளிகளின் தேசிய ஸ்தாபனங்கள் ஒத்துக் கொள்ளும்படி சர்க்கார் செய்துள்ளது.

தொழிற் சங்கங்களை பலப்படுத்துவதின் மூலமாக, தொழில் துறையில் ஜனநாயகத்தை நிருவவேண்டுமென்பது சர்க்காரின் நோக்கம். இருந்த போதிலும் ஒரே தொழிலில் ஒன்றுக்கு மேற்பட்ட தொழிற் சங்கங்கள் இருப்பதினால் அவைகளுக்குள் போட்டி ஏற்பட்டு, எதிர்பார்த்த அளவு வளர்ச்சி ஏற்படவில்லை. இதைப் பற்றி ஆலோசிக்க தேசிய தொழிலாளர் ஸ்தாபனங்களின் பிரதிநிதிகளின் கூட்டமொன்று 1958ம் வருடம் மேமாதம் நடத்தப் பட்டது. அதில் தொழிற் சங்கங்கள் தங்களுக்குள் போட்டியை தவிர்க்க எவ்வாறு நடந்துகொள்ளப்பட வேண்டுமென்பதற்கு அடிப்படையான கொள்கைகள் வகுக்கப்பட்டது. அந்த கொள்கைகள் சரிவர அனுசரிக்கப்பட்டு வருகிறதா என்பதை சர்க்காரால் நியமிக்கப்பட்ட லேபர் ஆபீசர்கள் கவனித்து வருகிறார்கள்.

தொழிற் தகராறில் சட்டப்படியான தீர்ப்புகளையும் தனிப்பட்ட ஒப்பந்தங்களையும் சரிவர அமுல் செய்வதில் சர்க்கார் முக்கிய கவனம் செலுத்தி வருகிறார்கள். சம எண்ணிக்கையுள்ள முதலாளி தொழிலாளி பிரதிநிதிகளும் சர்க்கார் தரப்பு பிரதிநிதியும் அடங்கிய முக்கூட்டு குழுக்கள் அமைக்கப்பட்டு அவர்கள் அதன் மூலம் தொழில் கோர்ட்டு தீர்ப்புகளையும், ஒப்பந்தங்களையும் சரிவர அமுலாக்குவதற்கு வழி செய்யப்பட்டுள்ளது.

இதைத் தவிர தொழிலாளி, முதலாளி கூட்டுறவை அதிகரிக்க இரு தரப்பினர் பிரதிநிதிகள் அடங்கிய கூட்டு நிர்வாக குழுக்கள் அமைக்கப்பட்டு வருவதும் ஒரு குறிப்பிட்ட அம்சமாகும். இந்த அடிப்படையில் முதல் முறையாக சென்னையில் எம்ஸன் குரூப் கம்பெனிகளில் தொழிலாளி, முதலாளியின் பிரதிநிதிகள் அடங்கிய கூட்டு நிர்வாகக் குழுக்கள் இயங்கி வருகின்றன. இந்தத் திட்டம் மேலும் விஸ்தரிக்கப்பட்டு பல தனியார் ஸ்தாபனங்களிலும், பொதுத் துறை ஸ்தாபனங்களிலும், இன்னும் சிறிது காலத்தில் செயல்பட துவங்கும்.

தொழிலாளர்களின் அடிப்படை தேவைக்கான வசதிகளோடு மட்டுமல்லாமல் சமூகத் துறையிலும் தொழிலாளர் முன்னேற்றத்திற்கான திட்டங்களை சர்க்கார் அமுலாக்கி வருகிறார்கள். வேலை நேரத்தில் விபத்தில் சிக்கி காயப்படும் காலத்தில் தொழிலாளிக்கோ, அவர் விபத்தில் இறந்து விட்டால் அவர் குடும்பத்தாருக்கோ, நிர்வாகத்தினர்களால் அளிக்கப்பட்டு வந்த நஷ்ட ஈடு தொகையை அதிகமாக்கி இருப்பதுடன், அந்த சட்டத்தின் விளக்கத்திற்கு மேலும் பல பிரிவுகளுக்கு உட்பட்ட தொழிலாளர்களையும் சேர்த்து இருக்கிறார்கள். மேலும் வேலையின் தன்மை காரணமாக ஏற்படும் வியாதிகள் பற்றிய பட்டியலும் திருத்தியமைக்கப்பட்டு தொழிலாளர்களுக்கு மேலும் சலுகைகள் கிடைக்க வகை செய்கிறது. நஷ்ட ஈடு சம்பந்தமாக முதலாளிகளுடன் ஏற்படும் கருத்து வேறுபாடுகளை தீர்த்துக் கொள்ள கோர்ட்டுகளுக்கு சென்று வாதாட தொழிலாளிக்கோ அல்லது அவரது குடும்பத்தாருக்கோ சர்க்கார் செலவில் வசதி ஏற்படுத்திக் கொள்ளவும் வகை செய்யப்பட்டிருக்கிறது.

தொழிலாளர் நல இன்ஷியூரன்ஸ் திட்டம் இரண்டாவது திட்டகாலத்தில் மதுரை, விசும்பு, சிங்கபுரம், தூத்துக்குடி, திருப்பூர், உடுமலைபேட்டை, சேலம், மேட்டூர், பெரிய நாயக்கன் பாளையம், பீளமேடு, சிவகாசி, ராஜபாளையம், டால்மியாபுரம், ராணிப்பேட்டை, திருச்சி, மற்றும் காவேரி நகர் போன்ற இடங்களுக்கு விஸ்தரிக்கப்பட்டது.

தொழிலாளர்களுக்கு வேலை செய்வதற்கு சாதகமான சூழ்நிலை எவ்வளவு அவசியமோ அதைப் போலவே அவர்கள் வயது முதிர்ந்து ஓய்வு பெறும் காலத்திலும் அவர்களுக்கு தேவையான வசதி செய்து கொடுப்பது அவசியமாகும். எனவே, சமூக பாதுகாப்பின் அடிப்படையில் தொழிலாளர் பிராவிடென்ட் பண்டு சட்டம் கொண்டு வரப்பட்டு தொழிலாளர்களுக்கு வயது வந்த காலத்தில் நிவாரணமும், அவர் இறந்து விட்டால் அவர் குடும்பத்தார்களுக்கு நிவாரணமும் அளிக்க வகை செய்யப்பட்டுள்ளது. ஐம்பது பேர்களுக்கு மேல் வேலை செய்யும் போக்கு வரத்து ஸ்தாபனங்களுக்கும், இந்த சட்டம் "30-4-59" விருந்து விஸ்தரிக்கப்பட்டிருக்கிறது. கடந்த ஆண்டில் இந்த சட்டம் மேலும் எட்டு தொழில்களுக்கு விஸ்தரிக்கப்பட்டு மொத்தத்தில் நாற்பத்தெழு தொழில்களில் ஈடுபட்டவர்களுக்கு உதவி வருகிறது. இந்த சட்டத்திற்கு உட்பட்ட தொழிலாளர்கள் தங்கள் வருவாயில் 6½% தங்கள் பங்காகவும் நிர்வாகிகள் இதற்கு சமமான மற்றொரு பங்கையும் செலுத்த வேண்டும். இந்த சட்டத்தை

மேலும் பல தொழில்களுக்கு விஸ்தரிப்பதும், தொழிலாளர் முதலாளிகளின் பங்கின் மதிப்பை உயர்த்துவதும் சர்க்காரின் யோசனையில் இருந்து வருகிறது.

உணவு, உடைக்கு அடுத்ததான வீட்டு வசதி என்பதும் தொழிலாளர்களின் வாழ்க்கையில் ஒரு முக்கியமான பிரச்சினை ஆகும். தொழிலாளர்களுக்கு வீடுகளை கட்டித்தர முதலாளிகளுக்கு ஊக்கம் அளிக்க அரசாங்கம் பண உதவி செய்து வருகிறது.

வீடு கட்டுவதற்காக வரை அறுக்கப்பட்ட தொகையில் 50 சத விதிகம் கடனாகவும் 25 சத விதிகம் மான்யமாகவும் முதலாளிகளுக்கு கொடுக்கப்படுகிறது. கூட்டுறவு சங்கங்கள் வீடுகளை கட்டுவதாக இருந்தால் 25 சத விதிகம் மான்யமாகவும் 5 சத விதிகம் கடனாகவும் அரசாங்கம் தருகிறது.

இரண்டாவது ஐந்தாண்டு திட்ட காலத்திற்கு ரூ 50.10 லக்ஷத்தை, வீடுகள் கட்டுவதற்காக ராஜ்ய அரசாங்கம் ஒதுக்கியுள்ளது. வெல்லூர் சிவகாசி, விருதுநகர், கோவை, மதுரை, சென்னை நகரங்களில் 1,700 வீடுகள் கட்ட அரசாங்கம் அனுமதித்துள்ளது. அதில் சுமார் 1,100 வீடுகள் கட்டப்பட்டது. இந்த காலனிகளின் நிர்வாகம் தொழிலாளர் இலாகாவிடம் ஒப்படைக்கப்பட்டுள்ளது. வீடுகள் கட்டுவதற்கு ஒரு மத்திய ஸ்தாபனத்தை ஏற்படுத்தவும் அரசாங்கம் ஒரு மசோதாவை தயாரித்துள்ளது. தோட்டங்களில் வேலை செய்யும் தொழிலாளர்களுக்கும் வீடு கட்டித் தர வேண்டும் என்று முதலாளிகளுக்கு நிர்வாகம் செய்யப்பட்டுள்ளது. தோட்ட தொழிலாளர் வீடு கட்டும் திட்டத்தில் அவர்களுக்கு கடன் தரப்படுகின்றது.

அடுத்தபடியாக ஸ்தாபனத்தின் மூலமாக அமைக்கப்பட்ட ஒரு குழுவின் சிபாரிசின் அடிப்படையில் தொழிலாளர் கல்வி திட்டத்தை இந்திய அரசாங்கம் ஆரம்பித்திருப்பதும் ஒரு முக்கியமான சாதனையாகும். இந்த திட்டம் தொழிலாளர்களின் கல்வி வளர்ச்சியை அதிகப்படுத்துவதுடன் தொழிலாளர்கள் தாங்களே சிறந்த முறையில் தொழிற் சங்கங்களை அமைத்துக் கொள்ளவும் அவர்களிடம் உள்ள போட்டி சங்கங்களை ஒழிக்கவும் உதவுகிறது. இதற்காக மத்திய அரசாங்கம் பல தொழிலாளர்களுக்கு தொழிலாள ஆசிரியர் பயிற்சியை அளித்துள்ளது. இந்தப் பயிற்சியைப் பெற்ற தொழிலாளர்...ஆசிரியர்கள் ஒவ்வொரு பகுதியிலும் மற்ற தொழிலாளர்களுக்கு இந்தப் பயிற்சியை அளிக்க வேண்டும்.

இந்த திட்டம் சென்னையில் ஆரம்பிக்கப்பட்டது. முதல் பகுதியினர் பயிற்சியை சமீபத்தில் முடித்துள்ளார்கள்.

உற்பத்தி பெருக்கத்திற்கு முக்கியத்துவம் கொடுப்பதும் ஒரு குறிப்பிட வேண்டிய விஷயமாகும். இந்திய அரசாங்கம் ஒரு தேசிய உற்பத்தி கவுன்சிலை ஏற்படுத்தியுள்ளது. உற்பத்தியில் ஊக்கம் ஏற்பட இது உதவுகிறது. இந்த ராஜ்யத்தில் சென்னை, கோவை, மதுரை, திருச்சி, சேலம், நகரங்களில் உற்பத்தி கவுன்சில்கள் நிறுவப்பட்டுள்ளது. உற்பத்தி பெருக்கு விஷயமாக தேவைப்படும் விஷயங்களை தொழிலாளர்களுக்கும், நிர்வாகிகளுக்கும் இந்த உற்பத்தி கவுன்சில் தந்து உதவுகிறது.

இதிலிருந்து நம் நாட்டில் ஒரு க்ஷேம நல அரசாங்கம் உருவாக்கப்பட வேண்டும் என்ற பொறுப்புணர்ச்சியுடன் நமது அரசாங்கம் சுதந்திரம் பெற்ற முதலே பாடுபட்டு வருகிறது என்பதையும் சட்டங்கள் மூலமாகவும், பொறுப்புள்ள நிர்வாகம் மூலமாகவும் தொழிலாளர்களின் நலனில் அக்கரை செலுத்தி வருகிறது என்பதை நாம் தெரிந்து கொள்ளலாம்.

LABOUR NEWS

INDUSTRIAL RELATIONS

April, 1961

The situation in the State was satisfactory. There were twelve strikes during the month of April, 1961. Of these seven related to Textile Mills and five to under-takings in other Industries affecting 1611 and 521 workers respectively. The number of mandays lost as a result of the stoppages were 5403 and 1370 respectively. The details of the more important strikes are as follows:

Textiles

About 266 workers of Sri Karunambigai Mills Ltd., Somanur, Coimbatore, struck work from 27-1-61 to 17-4-61 as a protest against the action of the management in not conceding their demands for extra wages for acting period, wages to inter-tender etc., as per the award. The strike was called off on the mediation of the Collector of Coimbatore.

About 48 workers of Ravindra Mills Ltd., Singanallur, Coimbatore struck work from 3-4-61 to 7-4-61 and resumed work voluntarily. The reason for the strike is not known.

About 8 workers of Kumaran Mills Ltd., Coimbatore struck work on 3-4-61 and resumed work voluntarily on the same day. The reason for the strike is not known.

About 42 workers of Cambodia Mills Ltd., Coimbatore struck work from 8-4-61 to 11-4-61 demanding promotion of workers and the strike was called off on the mediation of the Labour Officer.

About 501 workers of the Pankaja Mills Ltd., Coimbatore struck work from 16-4-61 to 18-4-61 demanding cancellation of marking R. W. on the tickets of workers. The strike was called off on the mediation of the Labour Officer.

About 9 workers of Krishnaveni Textiles Ltd., Coimbatore struck work from 22-4-61 to 27-4-61 as a protest against the management's taking action against 2 spinning Jobbers and the strike was called off on the mediation of the Labour Officer.

About 737 workers of Sri Sarada Mills Ltd., Coimbatore struck work from 30-4-61. The reasons for the strike are not known and the strike still continues.

Other Industries

About 56 workers of Ruby Rubber Works (Madras) Ltd., Tiruvottiyur struck work from 18-3-61 to 8-4-61 as a protest against the suspension of a worker. The strike was called off on the mediation of the Labour Officer.

About 257 workers of Hackbridge Hewittic and Easun (Private) Ltd., Madras struck work on 7—4—61 demanding increase in wages and dearness allowance etc. The strike was called off on direct negotiation.

About 120 workers of Pratheeba Glass Works, Kaladipet, Madras struck work from 10—4—61 to 15—4—61 as a protest against the ill treatment by the supervisor. The strike was called off on the mediation of the Labour Officer.

About 62 workers of Sri Rama Machinery Corporation (Private) Ltd., Thiruvottiyur struck work from 1—4—61 to 7—4—61 as a protest against the retrenchment of workers. The strike was called off on the mediation of the Labour Officer.

About 26 workers of Praga Industries (Private) Ltd., Peelamedu, Coimbatore struck work from 29—4—61 protesting against the change of machinery by the management. The strike still continues.

Central Sphere

Review on the activities of the Central Industrial Relations Machinery in the Madras State for the month of April 1961.

1. Conciliation :

(a) The conciliation Officer (C), Madras held Conciliation Proceedings on 4—4—61 in the dispute between the Mineral Handling Employers Association and the Madras Harbour Workers Union over certain grievances of stone labourers and brought about an amicable settlement.

(b) The Conciliation Officer (C), Madras held Conciliation Proceedings on 11—4—61 in the dispute between the Madras Port Trust and the Madras Port United Labour Union in regard to appropriate grades to Sarvashri Shajudeen and V. Samuel and brought about an amicable settlement.

(c) The Regional Labour Commissioner (C), Madras held Conciliation Proceedings on 15th and 16th April, 1961 in the dispute between the managements of Agricultural Farms Ltd. Krishna mines, Thalaiyuthu and the Thenkulam Vattara Quarry Workers Union, Tirunelvely over the demands set out in the strike Notice dated 4—4—61 and brought about an amicable settlement.

(d) The Regional Labour Commissioner (C), Madras held conciliation proceedings on 15th and 16th April, 1961 in the dispute between the managements of Agricultural Farms Ltd., Krishna mines and J.M.B. Roche Mines, Thalaiyuthu and the Ramayanpatti Quarry Workers Union, Thalaiyuthu over certain demands and brought about an amicable settlement.

(e) The Conciliation Officer (C), Madras held conciliation proceedings on 28—4—61 in the dispute between Messrs Garden Woodroffe and Co. (P) Ltd., and the Madras Harbour Workers Union over certain grievances of employees in the Steamer Department and brought about an amicable settlement.

2. Strikes and Lock outs.

Nil.

3. Threatened strikes and Lock outs. Nil.
4. Particulars regarding disputes received.

(a) No. of Industrial disputes received	...	13
(b) No. of Industrial disputes settled	...	5
(c) No. of threatened strikes	...	Nil
(d) No. of strikes which materialised	...	Nil
(e) No. of Draft Standing Orders certified	...	Nil

State Sphere

Conciliation Under the Industrial Disputes Act, 1947

The Conciliation Officers enquired into and settled 791 disputes during the month of April, 1961. Of these 75 were industrial disputes in which settlements were recorded under Section 12(3) of the Industrial disputes Act, 1947. Details of the disputes settled by Conciliation are given in the Statistical supplement.

Adjudication Under the Industrial Disputes Act, 1947.

The State Government referred 18 industrial disputes in which settlements could not be brought about by conciliation to the Industrial Tribunal, Madras and to the Labour Courts at Madras, Coimbatore and Madurai for adjudication.

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

Welfare

A short review on the working of the National Employment Service during the month of April, 1961.

The normal level of employment in the State was maintained during the month of April, 1961.

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

Stenographers.
 Draughtsmen (Civil and mechanical).
 Radio mechanics.
 Electricians.
 Pharmacists.
 Language Pandits (Hindi, Tamil, Telugu and Malayalam).
 High School Assistants (B.T./L.T./B.Ed. in Mathematics and Science).

Physical Training Instructors/Instructresses.
 Public Works Supervisors.
 Health Visitors/Assistants.
 Diploma Holders (L.M.E./L.C.E./L.E.E./L.A.E.)
 Instructors in Blacksmithy and Carpentry.
 Agricultural Instructors.
 Engineering Graduates (B.E.Mech/Civil/Electrical).
 Sanitary Inspectors.
 Medical Officers (Men and Women).
 Instrument mechanics.
 Mechanical Supervisors.
 Electrical Superintendents.
 Welders with 4 years experience.

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 was in progress. The total number of employers addressed and responded for the enquiry relating to quarter ended 31—12—1960 is as under :—

	No. of Live establishments.	No. responded.	Percentage of response.
Public Sector.	2,720	2,674	98.3
Private Sector.	22,516	17,580	78.1

(b) Occupational Research and Analysis Scheme.

Under this scheme, the detailed draft definitions in respect of 28 occupations belonging to the following families were prepared and sent to Directorate General of Employment and training, New Delhi.

- (i) Fitter Assemblers & Machine Erectors.
- (ii) Mechanics—Repairmen.
- (iii) Plumbers and Pipe Fitters.

The Associated Cement works at Madukarai was visited by the District Employment Officer, (Occupational Information) and Employment Market Information Officer for making special joint study of the Industry.

(c) Youth Employment Service/Employment counselling Scheme.

Youth Employment Service and Employment Counselling Units attached to the District Employment Offices, Madras and Madurai gave group guidance to 1018 youths and individuals guidance to 60 youths, during the month. Further, these two units gave guidance information to 328 youths.

(d) General.

The two Employment Information and Assistance Bureaux functioning at Sankarankoil Block in Tirunelveli District and at Paramakudi Block in Ramanathapuram District interviewed 208 applicants and renewed the registrations of 90 applicants during the month. Further, the two Registration Units functioning in Salem and Ramanathapuram Districts registered 155 candidates and effected renewals of 46 registrations during the month.

Housing.

The Government have so far sanctioned 23 schemes for the construction of 1700 houses. Out of these, the construction of 1138 houses has been completed and the construction of 58 houses has reached the roof level. 143 houses have also been constructed upto plinth level. The construction of 361 houses has not yet been started.

Employees' Provident Funds Act, 1952.

During the month of April 1961, 14 establishments were brought under the Employees' Provident Funds Act, 1952 bringing the total number of covered establishments to 1482. The Government of India, Ministry of Labour has since extended the Act to Factories engaged in the manufacture of starch with effect from 31—5—1961.

A sum of Rs. 24,60,030.84 was received as employer's and employees' contribution to the Fund. The total number of covered employees in the Madars State at the end of the month was 3,04,723.

CONFERENCES, COMMITTEES, ETC.

The 35th meeting of the State Housing Board was held on 3 April, 1961 at the Secretariat. The Commissioner of Labour attended the meeting.

A conference was held at the Secretariat on 25 April, 1961 to finalise the Physical and Financial targets received from the Heads of Departments in respect of Plan Schemes for the year 1961-62. The conference was attended by the Personal Assistant to the Commissioner of Labour.

INDUSTRIAL PROGRESS IN 1960.

According to the report of the Ministry of Commerce and Industry for 1960-61, industrial output in the last year of the Second Plan had exceeded the Plan targets in a number of sectors despite foreign exchange difficulties. Many new schemes of development were launched both in the public and private sectors and a bias was given in favour of the development of machine building industries.

The average of the monthly indices of production for the first 11 months of 1960 had moved upto 168 as compared with 150 during the corresponding period of 1959. These indices, the report said, did not, however, fully reflect the enormous economic growth which had taken place in the industries since 1951.

Practically all the industries had contributed to this increase. Diesel engines, machine tools sugar mill machinery automobiles, cement, electric fans, ball bearings, sewing machines bicycle tyres and tubes, sulphuric acid and soda ash were among the many items which showed sizeable increase in output.

(Reproduced from 'Industrial Bulletin'—1st May 1961).

INDUSTRIAL RELATIONS SEMINAR.

The Third Conference on Human Relations in Industry to be organised by the South India Textile Research Association will be held at Coimbatore on June 24th & 25th, 1961. The objects of the Conference are :

1. To strengthen the existing awareness among all those connected with industry of the importance of human relations;
2. To encourage interest in the study of particular problems of human relations from the point of view of management, labour and the community;
3. To suggest lines of action for the promotion of better human relations in industry.

The Conference will provide the forum for study of specific problems in the area of human relations in industry. It will consist partly of presentation of reports by Study Groups, research reports by SITRA and partly of talks by experts in human relations.

The following Study Group reports will be presented at this year's Conference :

1. Functioning of Joint Committees in industry.
2. Selection, training and promotion of operatives.
3. Supervisory selection and promotional practices,
4. Human Relations in industries-large, medium and small and
5. Role of the Union representative in industry.

The Conference will be inaugurated by the Honourable Shri V. V. Giri Governor of Kerala, at 10-30 a. m. on Saturday, June 24th 1961.

PRODUCTIVITY

A Two-day Seminar on Industrial Management and Industrial Relations will be held under the joint auspices of the Madras Productivity Council and Madras Institute of Management on 6th and 7th June, 1961.

Robert L. Walkinshaw, Labour Division Chief of the United States Technical Co-operation Mission to India, will lead the discussions at the Seminar.

The principal topics to be covered at the Seminar are (i) Incentives and Productivity, and (ii) Responsibilities of Trade Unions in increasing Productivity.

RATIONALISATION IN THE TEXTILE INDUSTRY.

The Working Group on the cotton textile Industry, in its unanimous report presented to both Houses of Parliament, has estimated the cost of modernisation and rehabilitation of the Industry at Rs. 180 crores. The Government, in a resolution appended to the report, have expressed broad agreement with the recommendations of the Working Group and accepted the vital need for modernization of this important industry. About the cost of modernisation scheme, the resolution says : "The Government propose to constantly review the position during the Third Plan so as to expedite the pace of modernization, rehabilitation and diversification of the industry."

The Government have also agreed with the Working Group that modernization is not merely a question of installing the latest machinery and equipment, but is a multi-phased problem which should be conditioned by the availability of finance, the degree of labour displacement and the need to ensure a minimum standard of efficiency in all units.

At the same time, the resolution points out that the failure to effect timely modernisation will leave the industry including labour, in a position of great disadvantage. It has, therefore, accepted the Working Group's proposal that the immediate objective should be the achievement of a minimum level of modernization.

The Working Group has also drawn pointed attention to the need for maintaining harmonious management-labour relations, training within the industry and maintenance of healthy service conditions for technicians. It has also referred to the inevitability of a certain amount of rationalization in

the process of modernization. As the problems of rationalization are bound to differ from mill to mill, the Working Group has recommended the setting up of a suitable machinery which could analyse and help to resolve the problems of each individual mill.

On the revival of closed mills, the Group has suggested that, simultaneously with the running of such units by authorized Controllers of State Governments or the Central Government or any other suitable agencies, there should be a process of compulsory liquidation so that the assets and liabilities of the old unit are available to labour, creditors, management and shareholders. Although the Government have accepted this recommendation in principle the resolution states that this problem bristles with practical difficulties and needs further examination.

The Group has also pointed out that where rehabilitation of a unit is not worthwhile, it should be compulsorily scrapped and that the provisions of the Industries (Development and Regulation) Act may be suitably amended to ensure that in cases where the scrapping of machinery is enforced, such scrapped machinery is not utilized elsewhere, Government is in agreement with the Group on this point.

Another important suggestion made by the Group is the creation of a closure fund out of which payments can be made to scrapped units as compensation. The Government, however, feel that the creation and administration of such a fund will give rise to some practical difficulties. There is already a provision under the present regulations for the grant of retrenchment benefits to the workers of such units. However, the Government must examine further this recommendation.

(Reproduced from 'Industrial Bulletin' - 1st May 1961).

AWARDS FOR INDUSTRIAL EFFICIENCY IN THE PUBLIC SECTOR.

The Government of India have appointed a Committee to evaluate the performance of industrial undertakings in the public sector for Presidential awards. Sri Khandubhai Desai, M. P., is the Chairman of the Committee.

(Reproduced from 'Industrial Bulletin'—1st May 1961 — page 4).

TRAINING.

Sri T. N. Lakshminarayanan, I.A.S., Commissioner of Labour, Madras, has been deputed for advanced studies and training abroad under the Fellowship Scheme of the Indian Institute of Public Administration. He will study "Labour Relations in the Public Enterprises". His programme will include visit to the United Kingdom, the U.S.A., Canada France and Sweden.

Sri P. V. Viswanathan, the Chief Inspector of Factories will hold full additional charge of the post of Commissioner of Labour and Director of Employment during the absence of Sri T. N. Lakshminarayanan, I.A.S. on deputation.

AWARDS AND AGREEMENTS

GLEANINGS OF INDUSTRIAL CASE LAW

The MANAGEMENT OF 'WOODBRIAR' ESTATE, Devarshola P.O. and SUSSEX ESTATES, Nellacotta P.O. Represented by the Secretary, Tamilnad Plantations Workers' Union, Coonoor, The Nilgiris and Another Respondents.

Industrial dispute-Dismissal of workman by management-Later submission to Labour Court-Finding -Lack of good faith-Enquiry sustainable-Guiding principles.

The petitioners (management) framed charges against two workers and dismissed them after enquiry and recording of evidence. On such dismissal an industrial dispute was raised and the State Government referred it to the Labour Court for adjudication. The Labour Court found that there was no lack of good faith or unfair labour practice or victimisation and that the enquiry was not perverse or baseless. But on other grounds such as that the charge sheet was in English, that the evidence in the enquiry was not recorded in the language known to the workers, that there were corrections in a different ink in depositions and there were no definite findings for each charge, the Labour Court set aside the order of dismissal of the workers. Aggrieved by that order the management prayed the High Court for the issue of a writ of certiorari.

Held, that in the absence of any statutory provision relating to the procedure in a domestic enquiry the only obligation of a person conducting the enquiry is that he will have to act according to the rules of natural justice.

There would be no obligation on the part of the employer conducting an enquiry to record evidence. Nor is there any obligation to take down evidence, either in the regional language or in the language known to the employee. The mere fact that corrections were made, did not mean that the record was in any way vitiated.

The guiding principle is that the enquiry should be conducted with due adherence to the principles of natural justice, that is, without any bias, giving the employee an opportunity for adequately representing his case etc.

PETITION under article 226 of the Constitution of India praying that in the circumstances stated therein and in the affidavit filed therewith the High Court will be pleased to issue a writ of certiorari calling for the records in Industrial Dispute No.4 of 1959 on the file of the Labour Court, Coimbatore and quash the proceedings therein, dated 31st March 1959.

ORDER

RAMACHANDRA AYYAR J. The Sussex Estate in the Nilgiris, one of the two estates belonging to and managed by the petitioner, had amongst its employees one M. Mohamed and one P. Hydross. For violat-

ing certain clauses of the standing orders, and for abusing the superintendent of the estate in vulgar language when questioned about it, the two workers were charged by the management on 4th December 1958. When the charges were being handed over to the workers by the superintendent on the following day, the workers were alleged to have behaved in an insubordinate manner by abusing the superintendent in vulgar and filthy language. The management, thereupon, framed charges against the two workers in respect of what happened that day, and on certain other matter. M. Mohamed was charged (1) for abusing the superior officer in filthy language when the previous charge-sheet was handed over to him, (2) for declaring openly that he would disobey the orders of his superiors, and (3) for riotous and disorderly behaviour at the muster ground. The other worker, Hydross, was charged (1) for instigating the other workers to 'go slow' in their work, and (2) for abusing the superior officer in vulgar language when the previous charge-sheet was served upon him. The management held an enquiry on 15th December, 1958. At the enquiry, evidence was adduced both by the management as well as the workers. The workers were found guilty of the charges made against them, and they were dismissed. An industrial dispute was raised consequent on such dismissal, and the State Government referred for adjudication to the Labour Court, Coimbatore, by Government Order, Madras No. 253, Labour, dated 22nd January 1959, the following issues :-

1. Whether the dismissal of Mohamed and Hydross is justified and to what relief they are entitled;
2. To compute the relief, if any awarded, in terms of money, if it can be so computed.

It will be seen that the substantial question before the Labour Court was whether the disciplinary actions taken against the two workers were justified. The Labour Court did not find that there was any lack of good faith on the part of the management, that there was either unfair labour practice or victimisation, or that the finding arrived at by the management in the enquiry conducted by it was either perverse or baseless. But it held (1) that the charge-sheets were in English and there was no evidence on the side of the management to show that they were read out and translated to the workers in the language known to them; (2) that the evidence in the enquiry was not recorded in the language known to the workers, although such evidence was given in Malayalam and Tamil; (3) that there were some corrections in an ink different from that of the rest of the depositions at crucial portions relating to the charges against the workers; and (4) that there was no definite finding by the enquiring officer that the charges as laid had been proved. The Tribunal, therefore held that the enquiry had not been made in a proper manner, and that the same was vitiated by irregularity in regard to recording of evidence and making corrections thereof, causing prejudice to the workers. In that view, the Tribunal passed an order, setting aside the order of dismissal of the workers. The propriety of the award is questioned in this writ petition, filed by the management.

The scope of the powers of an Industrial Tribunal to interfere with an order of dismissal passed by an employer after a departmental enquiry has been laid down by a number of decisions of the Supreme Court. In *Indian Iron & Steel Co. Ltd., v. Their Workmen* (1) S. K. Das J observed at page 685 :

Undoubtedly, the management of a concern has power to direct its own internal administration and discipline; but the power is not unlimited and when a dispute arises, Industrial Tribunals have been given the power to see whether the termination of service of a workman is justified and to give appropriate relief. In cases of dismissal on misconduct, the Tribunal does not, however, act as a Court of appeal and substitute its own judgment for that of the management. It will interfere.

- (i) When there is a want of good faith,
- (ii) When there is victimisation or unfair labour practice.
- (iii) When the management has been guilty of a basic error or violation of a principle of natural justice, and
- (iv) When on the materials, the finding is completely baseless or perverse.

In *Balipara Tea Estate v. Its workmen* (2), the Supreme Court held that an Industrial Tribunal, while adjudicating on an industrial dispute relating to the dismissal of a workman for misconduct, had not got to decide for itself whether the charge framed against the workman concerned had been established to its satisfaction, and it had only to be satisfied that the management was justified in coming to the conclusion (in bona fide and proper domestic enquiry) that the charges against the workman was well-founded. As I have already stated, the Tribunal did not find that there was any lack of good faith on the part of the management in making the charges, or in conducting the enquiry. Nor has it been found that the management has been guilty of any basic error or violation of any principle of natural justice. The workers, no doubt, pleaded that the management intended to victimise them, and that it had been guilty of unfair labour practice. There is, however, no basis for the complaint in the evidence, and as the Labour Court had not either referred or given finding on that aspect of the question, it must be assumed that there is no basis for the complaint that there has been victimisation or unfair labour practice. In those circumstances, the tribunal should have only seen whether, on the materials before the management, the finding was justified or so baseless or perverse that it could not accept the same. It is not the case of either party that, on the materials before the management, the conclusion, to which it came, was baseless or perverse. But the Labour Court has proceeded to set aside the order of dismissal passed by the management, on the ground that the procedure followed in the enquiry was not proper. It is needless to point out that the Industrial Disputes Act does not prescribe any procedure for the management to follow in domestic enquiries for investigating misconduct in its employees. Independent of the statute, it cannot be said that the management is under an obligation to record depositions of the witnesses at the domestic enquiry and adopt the procedure, which a Court of law adopts in the trial of cases. In cases where, however, the management records evidence, it will be open to the industrial tribunal to look into that evidence and ascertain whether the management had sufficient justification to take disciplinary action it did. But, if there is no such record of evidence, it will be for the Tribunal to take evidence to see whether the impugned disciplinary action had been effected bona fide in the exercise of the powers of the management. In the absence of any statutory provisions relating to the procedure in a domestic enquiry, the only obligation of a person conducting the enquiry is that he will have to act according to the

rules of natural justice. The essentials of the rule of natural justice applicable to such cases have been laid down in Local Government Board v. Arlidge (1). At page 138, Lord SHAW observed :

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

Lord PARMOOR at page 140 observed :

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

These observations, which were made in regard to a statutory Tribunal, would equally apply to the case of a domestic Tribunal, where an employer conducts an enquiry in respect of a charge against his employee. It would, therefore, follow that there would be no obligation on the part of the employer conducting enquiry to record evidence, though perhaps it might be advisable to do so. Nor is there any obligation to take down evidence, either in regional language or in the language known to the employee. The memorandum of evidence, if taken by the employer, is only intended for his own use. He would be at liberty to make such corrections as they may be necessary, if mistakes are committed. The mere fact, that corrections are made, does not mean that the record is in any way vitiated.

In all cases where an employer wishes to take disciplinary action against an employee, the only obligation on the part of the former is to have a proper enquiry into the alleged misconduct of the employee; such enquiry must begin with the supply of specific chargesheet to the employee. The guiding principle is that the enquiry should be conducted with due adherence to the principles of natural justice, that is, without any bias, giving the employee an opportunity for adequately representing his case, etc. If, in the course of enquiry, the management chooses to record evidence, and at later stage an industrial dispute is raised in regard to the conclusion arrived at the enquiry, the Industrial Tribunal can refer to the record of the depositions made by the employer for coming to the conclusion that the enquiry was held on proper lines. But, if there is any reason to suspect the correctness of the record, it would be open to the Tribunal to reject it, and insist upon evidence being given before it to ascertain whether there had been a proper enquiry, and whether the punishment meted out by the employer was justified. So long as the evidence recorded by the employer in the domestic enquiry has not been challenged as incorrect or that the portions thereof have been fraudulently inserted, the Tribunal cannot reject the record as not affording proper basis for the management's action. The reason is that such records need not conform

to the practice adopted by courts in recording depositions like explaining the record of depositions to the witness concerned etc. These considerations apart, I am of opinion that the conclusion arrived at by the Tribunal on the alleged defects in the record of depositions are not correct. There was no complaint on the part of the workers that the charges, which were in English, were not understood by them or that they were in any way handicapped at the time of the enquiry by the form in which the charges were made. That charges were properly understood by the concerned workers, is clear from the fact, that they attended the enquiry without any complaint as to the form of the charges. I cannot accept the view of the Tribunal that there is obligation on the part of the management to read out and explain the chargesheets to the workers in their own language, unless a bona fide request is to them in this behalf by workers. I have already stated there is no rule that evidence in a domestic enquiry should be record in the language of the workers or that the procedure of explaining the same to them should be adopted. In this particular case, all the witnesses, except the Superintendent gave their evidence in the vernacular. It is stated that the evidence of the superintendent which was given in English, was interpreted to the workers in their own language then and there. There is no substance in the findings of the Tribunal that there were corrections and additions in the depositions. I have been taken through the depositions, and I find that the corrections are merely formal. There is evidence to show that such corrections were made then and there in course of taking evidence in the presence of the workers. There is no suggestion that the employer mala fide behind the back of the workers tampered with the depositions given, and that the depositions, as recorded, did not correctly represent the substance of the evidence given at the enquiry.

Another informity relief on by the Tribunal is the absence of specific findings on each of the charges. If no finding is given in a domestic enquiry in regard to a particular charge, it can only be assumed that the employer did not wish to proceed with that charge. In the present case, there is a definite finding that the charge of insubordination against the workmen has been established. It is also specifically stated that the punishment awarded was for that offence. If the management did not give specific findings on the other charges, it can only mean that they had dropped those charges. The quantum of punishment is entirely for the management to decide. As I have stated, the two workmen were dismissed as a result of a bona fide enquiry, the charges framed against them not being actuated by any ulterior motive on the part of the management. In those circumstances, the Labour Court would have no jurisdiction to set aside the order of dismissal passed on the two workers by the employers.

Rule nisi is made absolute. The writ petition is allowed with costs.

(Reproduced from "The Indian Law Reports" May 1961-pp. 500 to 506).

Memorandum of Settlement between the Management of Peirce Leslie and Company Limited and the Members of its Monthly Paid Staff at all its Branches and Factories in India Represented by the Mercantile Employees' Association, Calicut.

Parties to the Settlement:

Messrs. Peirce Leslie and company Limited.

Represented by Mr. W. E. Northey, General Manager, and Mr. J. N. A. Hobbs, Assistant General Manager.

And

The monthly paid staff of the above Company in all its Branches and Factories in India.

Represented by The Mercantile Employees Association, Calicut, by its President, Sri G. Ramanujam and General Secretary, Sri S. F. Britto.

Whereas the Agreement dated 29th September 1957 between the parties covering basic scales of pay, Dearness Allowance, and other conditions of employment, have been terminated and a fresh Charter of Demands was submitted by The Mercantile Employees' Association on the Management of Messrs. 'Peirce Leslie and Company Limited, the parties hereinabove met and carried on negotiations on several occasions. The parties finally reached the following:

SETTLEMENT.

1. BASIC SALARY SCALES.

The following scales will be introduced with effect from 1st January 1961.

(a) Clerks

Lower Grade	Rs. 72.50-5-127.50/EB-7-162.50-7-50-215.
Upper Grade	Rs. 117.50-10-197.50 EB-15-317.50-20-377.50.
Selection Grade	Rs. 300-15-390/EB-20-450.

(b) Technicians

Lower Grade	Rs. 50-2-70/EB-2-90
Upper Grade	Rs. 55-2-75-3-87/EB-3-105
Upper Grade	Rs. 65-3-95-4-115/EB-5-165

(c) Nurses

Rs. 60-3-90/EB-5-125

(d) Tug and Motor Boat Crew:

Serangs and drivers	Rs. 55-2-65-3-87/EB-3-105
Others - Lower Grade	Rs. 50-2-80
Upper Grade	Rs.- 55-2-65-3-87/EB-3-96.

(e) Car, Lorry and Tractor Drivers Rs. 55-2-65-3-87/EB-3-96

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(f) Maistries:

Lower Grade Rs. 50-2-80/EB-2-90

Upper Grade Rs. 55-2-75-3-87/EB-3-96

(g) Mukadams and Search Women Rs. 45-2.75/EB-2-85

(h) Office Attenders Rs. 35-2-57/EB-2-50-82

(i) Peons and Watchmen Rs. 32-1-37-2-57/EB-2-50-72.

(j) Sweepers (Full Time) Rs. 27-1-42

2. FITMENT.

(1) To the basic pay on 31st December 1960 there will be added on 1st January 1961 the following amounts:—

Clerks - Lower Grade	Rs. 12.50
Upper Grade	Rs. 17.50
Technicians All Grades	Rs. 10.00
Nurses	Rs. 10.00
Tug and Motor Boat Crew All-Grades	Rs. 10.00
Car, Lorry and Tractor Drivers	Rs. 10.00
Maistries - All grades	Rs. 10.00
Mukadams and Searchwoman	Rs. 10.00
Office Attenders	Rs. 7.00
Peons and Watchmen	Rs. 7.00
Sweepers	Rs. 7.00

2. The next increment on the new scales will be given on 1st December 1961 and thereafter annually on 1st December.

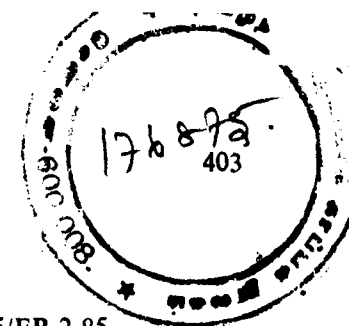
3. Promotion of clerks from the Lower Grade to the Upper-Grade will be at the discretion of the Management who will ensure that with effect from 1st April 1961 not less than 20% of the total clerical strength of the Company will be in the Upper Grade and not less than 15% of the clerical strength at any individual Branch will be employed in the Upper Grade.

4. The number of posts in the Selection Grade and the duties attached to such posts will be at the discretion of the Management, as also will be promotion to that grade.

5. Attenders and Peons and Maistries who have passed the S. S. L. C. or equivalent examination will be considered for promotion to the clerical grades when vacancies occur and given preference over outsiders if found fit to fill the vacancy in question.

3. DEARNESS ALLOWANCE.

With effect from 1st January 1961 Dearness Allowance will be split into Fixed Dearness Allowance and Variable Dearness Allowance.



- (1) The scale of Fixed Dearness Allowance will be :
 On the 1st Rs. 100 of basic salary or part there of 65%
 On the 2nd Rs. 100 of basic salary „ 32½%
 On the balance of basic salary „ 16½%
 Subject to a minimum of Rs. 45/- per mensem.

- (2) Variable Dearness Allowance will be at the rate of 25 nP. per point over 400 in the appropriate gazetted Cost of Living Index number for the previous month but one.

- (3) The centre will be governed by the Cost of living Indices given hereunder:

Office/Factory	C. L. I.
Cochin	Ernakulam
Calicut	Kozhikode
Tellicherry	Kozhikode
Coimbatore	Coimbatore
Mangalore	Kozhikode
Alleppey including Kalavur	Alleppey
Kundara	Quilon
Quilon	Quilon

The position as regards Mangalore will be reconsidered jointly in the event of the Mysore Government starting to publish Cost of Living indices for Mangalore.

4. MONTHLY ALLOWANCES.

- (1) Comptometer Operators also will be paid an allowance of Rs. 10 per mensem with effect from 1st January 1961.

- (2) All other monthly allowances remain unchanged.

5. Arrears of amounts due under this Agreement shall be paid on or before 29th April 1961.

6. WORKING HOURS.

- (a) Working hours for offices will total 6½ hours for each day Monday to Friday and 4 hours for Saturday with effect from 1st May 1961. Breaks off work for visiting canteens wherever in force will be discontinued.

- (b) Working hours for Factories, including Factory Offices and Willington Island, will remain unchanged.

7. OVERTIME.

- (a) Overtime at 1½ times the rates of salary and Dearness Allowance will be paid to Office staff required to work beyond the number of hours laid down in paragraph. 6 (a) above.

- (b) Overtime at double the rates of salary and Dearness Allowance will be paid to Factory and Willington Island Staff when required to work beyond 8 hours on any working day.

- (c) For purposes of overtime the normal rate will be the rate due per hour based on the number of hours the office or factory has actually worked in the month.

8. LEAVE.

The entitlement with effect from 1st April 1961 will be :

- (a) Privilege Leave.

For each completed year of service :—

Up to 10 years of service	12 working days.
Over 10 upto 20 years of service	18 „ „
Over 20 years of service	24 „ „

to be taken in periods of not less than 6 working days, with right to accumulate up to 2 years.

- (b) Sick Leave

During each year of service :

Up to 10 years of service	12 working days.
Over 10 years and upto 20 years of service	18 „ „
Over 20 years of service	24 „ „

with right to accumulate up to 2 years.

- (c) Casual Leave

During each year of service.

12 Working days with a maximum of 4 days at any one time.

9. NATIONAL AND FESTIVAL PAID HOLIDAYS.

- (a) The total of National and Festival paid Holidays per annum will be 14, to be agreed mutually at each Branch.

- (b) All sectional paid holidays will be discontinued.

- (c) The clauses (a) and (b) immediately above do not apply to Factories, where existing practices will continue.

10. MEDICAL BENEFITS.

The Management will improve the medical benefits given to employees outside the Employees State Insurance Scheme.

11. TRAVELLING ALLOWANCE.

- (a) The following daily allowances to cover expenses excluding room rent incurred when required to travel will be paid with effect from 1st April 1961:—
Clerical Staff

Basic salaries upto Rs. 100	Rs. 4.00
Basic salaries Rs. 101 to Rs. 200	Rs. 6.00
Basic salaries over Rs. 200	Rs. 7.50
Subordinate staff	Rs. 3.00

- (b) Room rent where incurred when required to travel will be reimbursed against production of receipted bills.
- (c) The permissible scale of rail travel will be :
- | | |
|-------------------|-----------|
| Clerical Staff | II Class |
| Subordinate Staff | III Class |

12. TRANSFERS.

Transfers outside the individual native State will be by mutual consent wherever possible.

13. SUPERANNUATION AGE.

The demand for the raising of the age for superannuation to 60 will be deferred for discussion at the end of 1962.

14. PROVIDENT FUND.

- (a) The rate of contribution to the Provident Fund by the Management and workers will be altered to 10% of basic wages or 6½% of basic wages, dearness allowance, Company's special allowance and Stenographers, typists and machine operators allowances, whichever is higher.
- (b) The Fund will be converted to a recognised Fund.
- (c) The management will effect these changes as soon as possible.

15. RETIREMENT GRATUITY.

- (a) With effect from 1st April 1961 the previous scheme of gratuity will be superseded by the scheme herein whereby half a month's basic salary for every completed year of service will be paid to:
- (1) Dependents of employees who die while in service.
 - (2) Employees retiring on superannuation or on grounds of ill-health or disability, or whose services are terminated otherwise than by dismissal.

- (3) Employees resigning after completion of 15 years' service.

Provided that in the case of employees who have completed 25 years service an additional $\frac{1}{4}$ month's basic pay will be paid in respect of each completed year in excess of 25 years.

- (b) The provision for additional gratuity in the Previous scheme in respect of service prior to 1947 will remain unchanged.
- (c) The basic salary for the purpose of the payment of gratuity will be the average rate of basic salary paid to the employee for the three months immediately preceding retirement.

16. GENERAL.

All other terms and conditions of service will remain unchanged and no employee shall be adversely affected in any way because of this Agreement.

17. PERIOD OF AGREEMENT.

This Agreement will remain in force until 31st. December 1963.

18. Copies of this Settlement will be sent to the Labour Commissioner, who also is the Chief Conciliator of Kerala, Madras and Mysore States for registering this Settlement under the Industrial Disputes Act.

Dated this the 3rd day of April 1961.

Settlement Under Section 18 (1) of the Industrial Disputes Act, 1947.

1. NAME OF THE PARTIES:-

The 1258 daily rated workmen of Binny's Engineering Works Ltd., at Meenambakkam and at the Harbour Works, Madras. The Management of Binny's Engineering Works Limited.

2. REPRESENTING THE WORKMEN:-

Sri Mohan Kumaramangalam.

**President, The Binny
Beach Engineering
Workers Union.**

3. REPRESENTING THE MANAGEMENT:--

Mr. E. F. G. Hunter.

**Chairman and
Director.**

4. SHORT RECITAL OF THE CASE :-

Whereas the Binny Beach Engineering Workers' Union by their letter dated 28th September, 1960, a copy of which is attached hereto and marked

Appendix 'A', on behalf of all the daily rated workers of Binny's Engineering Works Ltd., (hereinafter referred to as "the union"), submitted certain demands, and whereas in discussion with the representatives of the Union, the Management of Binny's Engineering Works Limited, (hereinafter referred to as "the Management"), stated that it is their wish to introduce an incentive bonus scheme to promote increased production and to enable the workers to earn higher wages, for which purpose they require two years of industrial peace, and to this end were prepared to negotiate for an interim settlement, and whereas the Binny Beach Engineering Workers' Union accept the desirability of the introduction of such an incentive bonus scheme and agreed to negotiate an interim settlement with the Management, it is agreed as follows :-

TERMS OF AGREEMENT.

1. That new daily wage scales will be introduced which will be $1\frac{1}{2}$ annas higher throughout than the existing wage scales. The increase of $1\frac{1}{2}$ annas will be accorded to every worker in service on the date hereof. The new wage scales, calculated on the decimal system, on the basis of 48 hour 6-day week working and also on the basis of 45 hour 5-day week working, shall be as set out below; the introduction of these revised wage scales will not alter the placement of the various trades in the various scales which will be in accordance with the attached chart marked Appendix 'B'.

Wage Scales which will be introduced under this Agreement.

Wage scales for 6-day week working.			Wage scales for 5-day week working.		
0-91	0-06	1-15 Apprentice	1-09	0-07	1-37
1-09	1st year	Short Term	1-31	1st year	
1-15	2nd year	Apprentice	1-38	2nd year	
1-16	0-06	1-40 Mazdoor	1-39	0-07	1-67
1-34	0-06	1-58 Helper	1-61	0-07	1-89
1-47	0-09	1-92 Scale-III	1-76	0-11	2-31
	Trade test.	1-75		Trade Test	2-09
1-87	0-12	3-07 Scale-II	2-24	0-15	3-74
	Trade test.	2-75		Trade test	3-23
2-91	0-16	3-87 Scale-I	3-49	0-19	4-63
	Trade test.	3-21		Trade test.	3-87
3-41	0-19	4-17 *Extra Skilled.	4-09	0-23	5-01

2. That a fixed dearness allowance of Rs. 45/-per mensem will be paid embracing the dearness allowance previously paid to cover the first 240 points over 100 on the Working Class cost of living index for Madras City. On the remaining points of the same Index dearness allowance will be paid at the rate of 22 nP. per point.

*Will be confined to 5 trades only at present.

3. That the daily rate of dearness allowance will be arrived at by dividing the monthly rate of dearness allowance by the actual number of working days plus festival holidays, other than festival holidays falling on a Saturday or Sunday, in the relative month.

4. That a 45-hour 5-day week (i.e., five working days each of nine hours) will be introduced from 1st May 1961 or as soon as possible thereafter. The 5-day week system will be introduced initially for a trial period of not more than six months from the date of its introduction. The continuance of the 5-day week system during the trial period of six months and, if continued, during the remaining period of this agreement will be at the sole discretion of the Management.

5. That the Management and the Union confidently expect that 5-day week working can be introduced without any loss in production as compared to 6-day week working and that the Union undertakes that the workers will cooperate with the Management to the best of their ability in ensuring that the 5-day week system does not result in any loss of production.

6. That should the Management decide at their discretion to revert to 48 hour 6-day week working, there will be no increase in wages or dearness allowance over those payable for a 45 hour 5-day week and the wage scales shown in item 1 above under the heading "Wage Scales for 6-day week working" will apply.

7. That entry into the skilled grades will continue to be governed by quotas which will be as follows :-

Scale III	30%	Calculated on the total strength of skilled workers in Scale-III to Extra Skilled Scale.
II	50%	
I	20%	
Extra Skilled.		As required by the Management.

This revision of quotas does not commit the Company to have fixed percentage of workers in any scale at any time, but represents the maximum limits.

8. That the following fixed list of eleven festival holidays will apply in future and that where a festival holiday from the fixed list falls on a Saturday or a Sunday, no substitute or additional holiday will be declared in place of it but the workers will be paid one day's wages and one day's dearness allowance in respect of such festival holiday. This clause shall come into force with, and remain in force for so long as the 5-day week system is in force. Should the Management in their discretion revert to the 6-day system, this clause will lapse unless and until 5-day week working is re-introduced, when it will again become operative. In the event that this clause lapses as provided herein it will be open to the Union to request the Management to appoint substitute festival holidays for any which fall on a Saturday or Sunday.

New Year's Day.
Pongal.
Republic Day.

Good Friday.
Tamil New Year's Day.
Independence Day.
Vinayaka Chaturthi.
Mahalaya Amavasai.
Ayuda Pooja.
Deepavali.
Christmas.

9. That overtime will not be paid to any worker unless and until he works for more than 9 hours in any day or more than 48 hours in any week. Workers required to work more than, 45 hours but not more than 48 hours in any week and who do not work more than 9 hours in any day will be paid for doing so but at their normal rates of wages and dearness allowance, only.

10. That maintenance workers who may be required by the Management under the 5-day week system to work on Saturdays and Sundays, the two normal weekly holidays, will not be paid any extra wages or dearness allowance for doing so, and will take their off days on two consecutive days in accordance with the provisions of the Factories Act. Other workers who may from time to time be required by the Management to work on Saturday will be paid only one day's wages and one day's dearness allowance for such Saturday working provided that they receive another day off without wages and without dearness allowance in lieu.

11. That it will be open to a worker to utilise the grace time period only upto a maximum of three occasions in any calendar month. Workers who present themselves for work within the grace time on more than 3 occasions in any month shall be treated as having arrived late on all such occasions in the month in excess of the first three.

12. That workers whose leave and increment years were retarded as a result of the settlement dated 21st May 1959 will revert to their former leave and increment years as and when the current leave and increment year of each would have terminated had it not been for the settlement dated 21st May 1959.

13. That during the period of this agreement the Management will investigate the application of incentive schemes for the various departments and may at their discretion introduce, vary, or withdraw trial schemes in departments and sections.

14. That the demands of the Union contained in their letter dated 28th September 1960 (Appendix 'A') not specifically settled herein are withdrawn and that during the period of this agreement the Union will not raise any dispute on any matter referred to in this agreement or in Appendix 'A' hereto excluding annual bonus.

15. That the period of this agreement shall be two years from the date hereof but the increased wages and increased dearness allowance payable at the rates provided and calculated in the manner provided in the agreement will be paid retrospectively to 1st January 1961.

Signed this 7th day of April nineteen hundred and sixty one.

1947-ம் வருஷத்திய தொழில் தகராறுகள் சட்டம் 18-(1வது) பிரிவின் படி செய்து கொள்ளப்பட்ட (செட்டில்மெண்ட்) உடன் படிக்கை.

கட்சிகளின் பெயர்கள்.

1. பாளையங்கோட்டை ராம் பாப்புலர் சர்வீஸ் பிரைவேட் லிமிடெட்.
2. நெல்லை ஜில்லா மோட்டார் போக்குவரத்து தொழிலாளர் சங்கம் (ரிஜிஸ்டர் நம்பர் 1681)
3. ஜில்லா மோட்டார் லாரி போக்குவரத்து தொழிலாளர் சங்கம் (ரிஜிஸ்டர் நம்பர் 3052)

நிர்வாகத்தின் பிரதிநிதி.

ஸ்ரீ எம். எஸ். சுந்தரம் பிள்ளை, நிர்வாகி

ஸ்ரீ ராம் பாப்புலர் சர்வீஸ் பிரைவேட் லிமிடெட் பாளையங்கோட்டை.

தொழிலாளர்களின் பிரதிநிதிகள்.

- | | |
|---|--|
| 1. ஏ. நல்லசிவன்,
காரியதரிசி. | } நெல்லை ஜில்லா மோட்டார் போக்கு வரத்து தொழிலாளர் சங்கம். |
| 2. எஸ். ஏ. முருகானந்தம்
தலைவர் காரியதரிசி. | |
| 3. எம். சொக்கலிங்கம்
உபதலைவர். | |
| 4. எஸ். பாலவியாகம்,
தலைவர். | } ஜில்லா மோட்டார் போக்கு வரத்து தொழிலாளர் சங்கம். |
| 5. பி. ராஜகோபால்,
காரியதரிசி. | |

தாவாவில் சம்மந்தப் பட்ட தொழிலாளர்கள் சுமார் 243

தாவாவில் சுருக்கமான விவரங்கள்.

1. பஞ்சப்படியை அதிகரித்தல்.
2. அடிப்படைச் சம்பளத்தில் வருடாந்திர சம்பள உயர்வு.
3. வருடாந்திர போனஸ்.

ஒப்பந்த ஷரத்துக்களின் விவரம்.

1. பாளையங்கோட்டை ஸ்ரீ ராம் பாப்புலர் சர்வீஸ் பிரைவேட், லிமிடெட் நிர்வாகத்தின் சார்பில் நிர்வாகியும், தொழிலாளர்கள் சார்பில் நெல்லை ஜில்லா மோட்டார் போக்குவரத்து சங்க நிர்வாகிகளும் ஜில்லா மோட்டார் லாரி போக்குவரத்து தொழிலாளர் சங்க நிர்வாகிகளும் இன்றைய விலை வாசி நிலையை உரிய பரிசீலனை செய்த பின் 1961-ம் வருஷம் ஏப்ரல் மாதம்

1-ம் தேதி பிறப்பித்துக் கொண்ட பஞ்சப்படி, வருடாந்திர சம்பள உயர்வு போனஸ் ஆகியவை பற்றிய இந்த ஒப்பந்த ஷரத்துக்கள் 1-1-61 முதல் 31-12-63 முடிய அமுலில் இருக்கும்.

2. கீழ் கண்டவாறு இரண்டு கட்சிகளும் ஒப்புக் கொள்கிறார்கள்.

புதிதாக வேலைக்கு எடுக்கப்படுபவர்களுக்கும் ஒரு வருஷச் சர்வீஸ் பூர்த்தி ஆகாதவர்களுக்கும், அவர்கள் வேலைக்கு சேர்ந்த தேதியிலிருந்து ஒரு வருடதிற்கு குறைந்த பட்ச கூலிச்சட்டத்தின் படி சம்பளம் (பஞ்சப்படி உள் பட) தரப்படும். அவர்கள் ஒரு வருட சர்வீஸ் பூர்த்தியாகி நிரந்தர மாக் கப்பட்ட பிறகு இந்த உடன்படிக்கையின்படி மாற்றி அமைக்கப்பட்ட சம்பள விகிதம் அவர்களுக்கு அமல் செய்யப்படும்.

3. கீழ் கண்ட அடிப்படையில் 1-1-61 முதல் 31-12-63 முடிய மூன்று வருஷங்களுக்கு பஞ்சப்படி கொடுக்க நிர்வாகம் ஒப்புக்கொள்கிறது. தொழிலாளிகளும் கீழ்க்கண்ட விதிப்படி பஞ்சப்படியை ஏற்றுக் கொள்கிறார்கள்.

அடிப்படைச் சம்பளம் ரூபாய் 35/-முடிய வாங்குகிற தொழிலாளிகளுக்கு.

பஞ்சப்படியாக ரூபாய் 32/- (முப்பத்திரண்டு) தரப்படும்.

அடிப்படைச் சம்பளம் ரூபாய் 36/-முதல் ரூ 60/-முடிய வாங்குகிற தொழிலாளிகளுக்கு

பஞ்சப்படியாக ரூபாய் 34/- (முப்பத்திரண்டு) தரப்படும்.

அடிப்படைச்சம்பளம் ரூபாய் 61-ம் அதற்கு மேலும் வாங்குகிற தொழிலாளிகளுக்கு.

பஞ்சப்படி ரூபாய் 38/- (முப்பத்தெட்டு) தரப்படும்.

4. கீழ் கண்ட அடிப்படையில் 1-1-61 முதல் 31-12-63 முடிய மூன்று வருடங்களுக்கு வருடாந்திர சம்பள உயர்வு கொடுக்க நிர்வாகம் ஒப்புக் கொள்கிறது தொழிலாளிகளும் கீழ் கண்ட சம்பள உயர்வு விகிதத்தை ஏற்றுக்கொள்கிறார்கள்.

அடிப்படைச் சம்பளம் ரூபாய் 40/- முடிய வாங்குகிற தொழிலாளிகளுக்கு

அடிப்படைச் சம்பளத்தில் ரூபாய் 2/- (இரண்டு) சம்பள உயர்வாக தரப்படும்.

அடிப்படைச் சம்பளம் ரூபாய் 41/-முதல் ரூ 50 முடிய வாங்குகிற தொழிலாளிகளுக்கு

அடிப்படைச் சம்பளத்தில் ரூபாய் 3/- (மூன்று) சம்பள உயர்வாக தரப்படும்.

அடிப்படைச் சம்பளம் ரூபாய் 51/-ம் அதற்கு மேலும் வாங்குகிற தொழிலாளிகளுக்கு.

அடிப்படைச் சம்பளத்தில் ரூபாய் 4/- (நான்கு) சம்பள உயர்வாக தரப்படும்.

இதன் படி 1-1-61-ல் ஒரு வருஷச் சர்வீஸ் முடிந்தவர்களுக்கு சம்பள உயர்வு கொடுக்கப்படும். ஆனால் 1-1-61-ல் ஏற்கனவே சம்பள உயர்வு கொடுக்கப்பட்டிருந்தால் அதையும் இந்த உயர்வுக்கு எடுத்துக்கொள்ளப்படும்.

5. இந்த ஒப்பந்தம் 1-1-61 முதல் அமுலுக்கு வருகிறது. எனவே 1-1-61 விருந்து இந்த ஒப்பந்தப் பிரகாரம் பஞ்சப்படியும் வருடாந்திர சம்பள உயர்வும், கணக்கிடப்பட்டு, ஏற்கனவேயே பட்டுவாடா செய்யப்பட்டது போக பாக்கி ஏதாவது இருந்தால் அந்தப்பாக்கி 30-4-61-க்கு முன்பாக பட்டுவாடா செய்யப்படும்.

6. இன்று சர்க்காரால் நியமிக்கப்பட்டிருக்கிற சம்பளமும் பஞ்சப்படியும் இந்த ஒப்பந்தத்தில் கண்டுள்ளதை விட குறைவு என்பதை நிர்வாகம் ஒப்புக்கொள்கிறது. அரசாங்கம் சம்பளத்தையும் பஞ்சப்படியையும் அதிகரித்தால் அந்த சம்பள, பஞ்சப்படி உயர்வு விகிதம் இந்த ஒப்பந்தத்தில் கண்டுள்ளதை விட அதிகமாயிருந்தால் அரசாங்கம் நிச்சயிக்கிற சம்பளம் பஞ்சப்படி விகிதத்தை ஏற்றுக்கொள்ள நிர்வாகம் சம்மதிக்கிறது. மற்ற ஷரத்துக்கள் ஒப்பந்தத்தில் கண்ட மூன்று வருடத்திற்கு எந்தவித மாறுதலுக்கும் உட்படாது.

7. 1-1-61-முதல் 31-12-61 அதாவது 1961-ம் வருஷத்திற்கு ஏற்கனவே 17-9-60 தேதியில் போனஸ் விகிதத்தையும், பட்டுவாடாவைப் பற்றியும் ஒரு ஒப்பந்தம் செய்யப்பட்டிருக்கிறது. மேலும் 1-1-62 முதல் 31-12-63 முடிய இரண்டு வருஷங்களுக்கு கீழ் கண்ட அடிப்படையில் வருடாந்திர போனஸ் பட்டுவாடாச் செய்ய நிர்வாகம் ஒப்புக்கொள்கிறது. தொழிலாளிகளும் கீழ் கண்ட போனஸ் ஒப்பந்தத்தை ஏற்றுக்கொள்கிறார்கள்.

(அ) 1-10-62, 1-10-63 தேதிகளில் ஒரு வருட சர்வீஸ் பூர்த்தி ஆனவர்களுக்கும் அதற்கு மேல் சர்வீஸ் உள்ளவர்களுக்கும் 1962, 1962 ஆகிய ஒவ்வொரு வருஷத்திற்கும் முழு போனஸ் அதாவது 3½ மாத அடிப்படையில் சம்பளம் போனஸாக முறையே வழங்கப்படும்.

(ஆ) உள் பிரிவு (அ) வில் கண்ட தேதிகளில் ஒரு வருட சர்வீஸ் பூர்த்தி ஆகாதவர்களுக்கு அவர்கள் முறையை 1-10-61 முதல் 30-9-62 முடிய 1-10-62 முதல் 30-9-63 முடிய உள்ளவருடங்களில் சர்வீஸ் விகிதாச்சாரத்திற்கு ஏற்ப 1962, 1963-ம் வருடங்களுக்கு உள்ள பிரிவு (அ) வில் கண்ட விகிதத்தில் போனஸ் முறையே பட்டுவாடா செய்யப்படும்.

இந்த ஷரத்துப்படி ½ மாதமும் அதற்கு மேலும் உள்ள சர்வீஸ் ஒரு மாதமாக கணக்கிடப்படும். பாதிக்கு குறைவான மாதம் தள்ளப்பட்டு விடும்.

(இ) 30-9-62, 30-9-63 ஆகிய தேதிகளில் தொழிலாளிகள் வாங்கும் அடிப்படைச்சம்பளம் முறையே அந்தந்த வருஷ போனஸைக் கணக்கிடுவதற்கு எடுத்துக்கொள்ளப்படும்.

8. வேறு எந்த சங்கத்தில் ஸ்ரீராம் பாப்புலர் சர்வீஸ் தொழிலாளர்கள் அங்கத்தினராக சேர்ந்தாலும், இனி வரப்போகும் சங்க நிர்வாகஸ்தர் தேர்தல்களில் சங்க நிர்வாகஸ்தர்கள் மாற்றப்பட்டாலும் இந்த ஒப்பந்தம் மேலே கண்ட மூன்று வருடங்களுக்கும் தொழிலாளர்களை கட்டுப்படுத்தும். அது போலவே இந்த ஒப்பந்தம் இந்த நிர்வாகத்தையும் அவர்களுக்கு பின்வரும் நிர்வாகத்தினரையும் மேலே கண்ட மூன்று வருடதிற்கு கட்டுப்படுத்தும்.

9. சங்கங்களும் தொழிலாளர்களும் மேலே கண்ட ஷரத்துகளை ஒப்புக்கொள்கிறார்கள். மேலும் பஞ்சப்படி வருடாந்திர சம்பள உயர்வு போனஸ் ஆகியவை விஷயமாக மேலே கண்ட 1-1-61 முதல் 31-12-63 முடிய உள்ள வருடங்களுக்கு மேற்கொண்டு எந்த விதமான கோரிக்கையும் வைப்பதில்லை என்றும் ஒப்புக்கொள்கிறார்கள்.

10. ஸ்ரீராம் பாப்புலர் சர்வீஸ் பிரவேட் லிமிடெட்டில் வேலை பார்க்கும் தொழிலாளர்களிடம் இந்த ஒப்பந்தத்திற்கு சம்மதம் தெரிவிக்கும் முறையில் கையெழுத்து வாங்கித்தர சங்கங்கள் பொறுப்பேற்றுக் கொள்கின்றன.

CURRENT LABOUR LITERATURE

List of important books received and articles published.

BOOKS

Accident Prevention - A Workers' Educational Manual - I. L. O. Geneva, 1961.

Report of the Director-General - Part I: Labour Relations - Existing problems and prospects for the future-Forty-fifth session - I. L. O. Geneva, 1961.

Minutes of the 143rd Session of the Governing Body I. L. O. Geneva, 17-20 November 1959.

Nihon Rodo Kyokai Zasshi - the Monthly Journal of the Japan Institute of Labour, Japan - Vol. 3-January, 1961.

NOTIFICATIONS

Amendments to Madras Factories Rules.

(G. O. Ms. No. 866, Industries, Labour and Cooperation dated 13th February 1961.)
S. R. O. No. A-400 of 1961.

In exercise of the powers conferred by sub-section (1) of section 6 and section 112 of the Factories Act, 1948 (Central Act LXIII of 1948) the Governor of Madras hereby makes the following amendments to the Madras Factories Rules, 1950, published with the late Development Department notification dated the 15th March 1950 at pages 103 to 178 of the Rules supplement to Part I of the Fort St. George Gazette dated the 25th April 1950, as subsequently amended the same having been previously published as required by sec. 115 of the said Act.

AMENDMENTS

In the said rules :—

1. For rules 3 and 4, the following rules shall be substituted namely :—

“3. Approval of site, construction or extension of a factory :- (1) No site shall be used for the location of a factory nor shall any building be constructed reconstructed or extended for use as a factory nor shall any manufacturing process be carried on in any building, constructed, reconstructed or extended without the previous permission in writing of the Chief Inspector. The previous permission of the Chief Inspector shall also be obtained for the installation of the additional machinery or for the installation of prime movers exceeding the horse power already installed in the factory.

2. Application for such permission shall be made in Form No. 1. It shall be accompanied by the following documents namely :—

(a) a flow chart of the manufacturing process supplemented by a brief description of the process in its various stages;

(b) plans in triplicate drawn to scale showing :—

(i) the site of the factory and immediate surroundings including adjacent buildings and other structures, roads, drains, and the like; and

(ii) the plan elevation and necessary cross sections of the various buildings, indicating all relevant details relating to natural lighting, ventilation and means of escape in case of fire. The plans shall also clearly indicate the position of the plant and machinery aisles and passage ways;

(c) a certificate from the Director of Town-Planning Madras to the effect that the plans and layouts of the factory buildings, additions or extensions have been approved by him;

(d) such other particulars as the Chief Inspector may require.

(3) After examination of the documents referred to in sub-rule (2), the Chief Inspector may accord the permission applied for;

Provided that the Chief Inspector may call for such other particulars as he may require before according such permission;

Provided further that the Chief Inspector may accord such permission subject to such conditions as he may consider necessary.

(4) The fact that the permission applied for is accorded shall be noted on the plans and specifications and shall be signed by the Chief Inspector. One copy of each of the said plans and specifications shall be returned to the applicant.

4. Registration and grant of licence for a factory :

(1) No premises shall be used as a factory, nor any manufacturing process carried on in any factory without the registration of the premises and the grant of a licence to the factory by the Chief Inspector.

(2) An application for the registration of a factory and grant of a licence to it shall be submitted to the Chief Inspector in Form No. 2.

(3) The fees payable for the registration and grant of a licence to a factory shall be as specified in the schedule hereto. The application in Form No. 2 shall be accompanied by a treasury receipt evidencing payment of the appropriate fee specified in the schedule hereto.

(4) Every application received by the Chief Inspector shall be registered in Form No. 3.

(5) No licence shall be granted until the notice specified in section 7 has been received in duplicate in form No. 2 by the Chief Inspector.

(6) If the Chief Inspector is satisfied that the registration and licence may be granted such registration and licence shall be issued in form No. 4 :

Provided that the Chief Inspector may call for such other particulars as he may require before registration or grant of such licence :

Provided further that the Chief Inspector may register and grant licence subject to such conditions as he may consider necessary and which shall be specified in the licence.

(7) Except as provided in rule 109 every licence granted or renewed under this chapter shall remain in force upto and inclusive of the 31st of December of the year for which the licence is granted or renewed.

THE SCHEDULE

Quantity of Horse Power installed. (Maximum H.P.)	Maximum number of persons to be employed on any day during the year.						
	Rs. 20	Rs. 50	Rs. 100	Rs. 250	Rs. 500	Rs. 750	Rs. 750 above
1.	2.	3.	4.	5.	6.	7.	8.
Nil.	10	25	50	125	250	375	500
10	25	50	60	150	300	450	600
50	50	75	100	250	500	750	1,000
100	100	125	150	375	750	1,125	1,500
Above 100	150	200	250	500	1,000	1,500	2,000

II. Rule 5 shall be omitted.

III. For rules 6 to 8, the following rules shall be substituted namely:—

"6. Amendment of licence:— (1) The limits specified in the licence in regard to horse power or the number of persons employed shall not be exceeded unless the licence has been amended by the Chief Inspector.

(2) An application for the amendment of a licence shall be submitted to the Chief Inspector, specifying the nature of the amendment sought and the reasons therefor at least fifteen days prior to the date on which the applicant desires the amendment to take effect. The application shall be accompanied by the original licence if it is not already available with the Chief Inspector and a treasury receipt or contingent bill evidencing payment of the appropriate fee.

(3) The fee for the amendment of a licence shall be five rupees plus the amount, if any, by which the fee that would have been payable if the licence had originally been issued in the amended form exceeds the fee originally paid for the licence.

(4) On the receipt of such application together with the fee prescribed the Chief Inspector may amend the licence suitably :

Provided that the Chief Inspector may call for such other particulars as he may require before amending the licence :

Provided further that the Chief Inspector may amend the licence subject to such conditions as he may consider necessary and which shall be specified in the licence.

(5) The amendment made shall be incorporated in the licence and the Register of Factories.

7. Renewal of licence : (1) The occupier of every factory licensed under rule 4, shall submit to the Chief Inspector, an application in Form No. 2 in duplicate for the renewal of the licence. An application for renewal shall be made not less than two months before the date on which the licence expires and shall be accompanied by the original licence if it is not already available with the Chief Inspector.

(2) The same fee shall be charged for the renewal of a licence as for the grant thereof :

Provided that if the application for renewal is not received within the time specified in sub-rule (1) the licence shall be renewed only on payment of a fee of twenty five percent in excess of the fee ordinarily payable for the licence :

Provided further that in the case of a Government factory, a contingent bill signed by the drawing officer shall be deemed to be sufficient proof of the payment of the amount specified in the bill.

(3) If the application has been made in accordance with this rule, the premises shall be held to be duly licensed until such date as the Chief Inspector may pass orders on the application for the renewal ;

(4) The Chief Inspector may renew the licence :

Provided that the Chief Inspector may call for such other particulars as he may require before renewing the licence ;

Provided further that the Chief Inspector may renew the licence subject to such conditions as he may consider necessary and which shall be specified in the licence.

(5) Suitable entry shall also be made in the Register of Factories regarding the renewal of the licence.

8. Transfer of licence:— (1) The holder of a licence or in the event of his death, any person carrying on the business of such licence may, at any time, before the expiry of the licence, apply for permission to transfer the licence to another person or to himself.

(2) Such application for transfer shall be made to the Chief Inspector and accompanied by a fee of five rupees for each such application.

(3) The Chief Inspector, if he approves of the transfer, enter upon the licence under his signature an endorsement to the effect that the licence has been transferred to the person named :

Provided that the Chief Inspector may call for such other particulars as he may require before effecting the transfer.

Provided further that the Chief Inspector may effect such transfer subject to such conditions as he may consider necessary and which shall be specified in the licence.

(4) Suitable entry shall also be made in the Register of Factories regarding the transfer".

IV. In rule 9, for the words and figure "to make an application for the amendment of the licence under rule 6", the words and figures "to make an application for the transfer of the licence under rule 8" shall be substituted.

V. For sub-rule (2) of rule 11, the following sub-rule shall be substituted namely:—

“(2) If an application for the grant or renewal or a licence is refused, the fee paid shall be refunded to the applicant by the Chief Inspector”.

VI. in rule 12, for the word, letters and figure “Form No. 3” the word, letters and figure “Form No. 2” shall be substituted.

VII. In sub-rule (1) of rule 12-A, for the word and figure “rule 5” the word and figure “rule 4” shall be substituted.

VIII. For rule 108, the following rules shall be substituted, namely:—

“108. Intimation of intended closure of factory:—

(1) The occupier or manager of every factory shall report to the Inspector any intended closure of the factory or any section or department there of fifteen days before such closure.

Provided that in the event of a factory or any section or department thereof being forced to be closed for reasons beyond the control of the occupier or the manager, the report shall be sent as early as possible and at any rate within twenty four hours of the closure.

(2) (a) The report shall contain the following particulars namely:—

- i) the date of closure of the factory, department or section.
- ii) the reasons for the closure ;
- iii) the number of workers on the register on the date of the report;
- iv) the number of workers likely to be affected by the closure : and
- v) the probable period of the closure.

b) In the event of a factory closing permanently and ceasing to exist or closing for over two months, such report shall be accompanied by the licence granted or renewed under the provisions of these rules.

3) In the event of the closure referred to in sub-rule (1) being in respect of a section or department of a factory, if that section or department should start working again, the occupier or the manager shall submit a report within 24 hours of its reopening furnishing the following particulars, namely:—

- i) the date of resumption of work :
- ii) the number of workers on the registers on the date of resumption on of work ; and
- iii) the number of workers on the register on the date of closure now re-employed.

109. Power to cancel the licence and registration upon receipt of report. The Chief Inspector may, on the receipt of a report in respect of any factory under sub-rule (1) of rule 108, and after making such enquiry as he thinks fit, by order, cancel the licence and registration in respect of such factory with effect from such date as may be specified in the order”.

IX. In Form No. 2, under the heading “Form No. 2” the brackets, words and figures (Prescribed under rules 4, 7 and 12)” shall be inserted.

X. After Form No. 2, the following Form shall be inserted, namely:—

FORM NO. 3.
Register of Factories. (Prescribed under Rule 4 (4).)

Registration Number.	Date of receipt of application by the Chief Inspector of Factories.	Number and date of previous licence if already registered.	Name of the occupier and his full address.	Name of the Factory.	Situation of the Factory.	Total Number of horse power installed
1	2	3	4	5	6	7
Fee paid.	Name of treasury and number of chalan.	Number and date of licence issued.	Initials of the officer.	Reasons and date of cancellation of licence.	Initials of officer.	Remarks if any.
8	9	10	11	12	13	14

XI. For Form No. 4, the following form shall be substituted, namely :

"From No. 4"

(prescribed under rule 4 (6))

Registration and licence to work a factory.

Licence No.

Fee Rs.

Registration No.

Licence is hereby granted to

valid only for

the premises detailed below for use as a factory employing not more than horse power subject to the conditions contained in the Annexure.

The licence shall remain in force till the 31st day of December unless such licence is cancelled before that date under rule 109.

Name of the Factory.

Description of the premises

The licensed premises shown on Plan No. dated.

are situated in district and consist of

The 19.

Chief Inspector of Factories

RENEWALS

Date of renewal	Fee for renewal	Date of expiry	Signature of Chief Inspector of Factories.
(1)	(2)	(3)	(4)
1.			
2.			
3.			
4.			

AMENDMENTS

Amended to

Install H. P.	Employ maximum number of workers	Additional fee	Signature of Chief Inspector of Factories
(1)	(2)	(3)	(4)
1.			
2.			
3.			
4.			
5.			

TRANSFERS

Name of the person to whom transferred	Name of the Factory	Signature of Chief Inspector of Factories
(1)	(2)	(3)
1.		
2.		
3.		
4.		
5.		

*Authorities Specified To Exercise Functions Of Commissioner For Workmen's Compensation Under Workmen's Compensation Act And Payment Of wages Act
Amendment To Notification*

(G.O. Ms. No. 2298, Industries, Labour and Co-operation (Labour), 22nd April, 1961).
II - 1 No 1992 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 makes the following amendment to the Industries, Labour and Co-operation Department Notification S. R. O. No. A-3716 of 1960, dated the 17th May 1960, published at page 941 of part 1 of the FORT ST. GEORGE GAZETTE, dated the 1st June, 1960 :—

AMENDMENTS

In the said notification, for the words "the Assistant Commissioner of Labour, Madras" the words "the Assistant Commissioner of Labour and the Commissioner for Workmen's Compensation, Madras" shall be substituted.

Continuance Of Exemption Of City Corporation workshops Except Chapter V-A Of Employees State Insurance Act.

(G.O. Ms. No. 2336, Industries, Labour and Co-operation (Labour), 24th April 1961)
II - 1 No. 1993 of 1961.

In exercise of the powers conferred by section 90 of the Employees' State Insurance Act, 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby exempts the factories mentioned hereunder belonging to the Corporation of Madras from the operation of the said Act except Chapter V-A, thereof for a further period of one year with effect from the 20th May 1961 :—

1. Corporation Central Lorry Station, Annapillai street, George town.
2. Napier Park Drainage pumping Station, Chintadripet.
3. Purasawalkam Drainage pumping Station, Perambur, Barracks Road, Madras - 12.
4. Rayapuram Drainage Pumping Station, Mannarswami Koil Street, Rayapuram.
5. North Mylapore Drainage Pumping Station, Sullivan Garden Road, Mylapore.
6. South Mylapore Drainage pumping Station, St. Marys Road, Mandavalli.
7. Triplicane (Ice House Road) Drainage Pumping Station, Dr. Beasant Road, Triplicane.
8. Langs Garden Drainage Pumping Station, Pudupet.
9. Kilpauk Water Works Drainage Pumping Station, Kipauk,

10. Wall Tax Road Drainage Pumping Station, Jutkapuram St.
11. Corporation, Electrical Workshop, Trevelyan Basin, Sowcarpet.
12. Corporation General Workshop, Annapillai Street, George town, Madras.

Exemption Of Cordite Factory. Aravancadu, From Certain Provisions Of Factories Act. (G.O.Ms No. 3413, Industries, Labour and Co-operation, (Labour) 27th April, 1961) II - 1 No. 1995 of 1961.

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

(1) Double wages for overtime work done beyond 9 hours per day or 48 hours per week shall be paid in respect of all the workers in accordance with the provisions of section 59 of the Act;

(2) Compensatory holiday shall be granted to all the workers as per the provisions of section 53 of the Act;

(3) Sufficient time, though not fixed, shall be allowed to all the workers for their meals, etc., to the satisfaction of the Inspector concerned; and

(4) A complete running record of the hours worked shall be maintained in form No. 1 - A. F. O. 1367 - A.

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

Amendment To Madras Payment of Wages Rules.

(G.O.Ms. No. 2142, Industries, Labour and Co-operation (Labour) 14th April, 1961)

S.R.O. No. A - 468 of 1961.

In exercise of the powers conferred by sub-sections (2) and (3) of sections 26 of the payment of wages Act, 1936 (Central Act IV of 1936), the Governor of Madras hereby makes the following amendments to the Madras Payment of Wages Rules, 1937, published with the late Development Department Notification No. 133, dated the 20th February, 1937, at page 356-359 of Part - I of the FORT ST. GEORGE GAZETTE, dated the 23rd February, 1937, as subsequently amended, the same having been previously published as required by sub-section (5) of the said section:—

AMENDMENTS

In the said rules:

(i) for rule 9, the following rule shall be substituted, namely:—

“9. **PRESCRIBED AUTHORITY**:—The chief Inspector of Factories, Madras, in respect of factories governed by the Factories Act, 1948 (Central Act LXIII of 1948) and Plantations governed by the Plantation Labour Act, 1951 (Central Act LXIX of 1951), and the Deputy Commissioner of Labour in respect of other industrial establishments to which the provisions of the Act have been extended shall be the authority competent to approve under sub-section (1) of section 8, acts and omissions in respect of which fines may be imposed and under sub-section (8) of section 8, the purposes to which the proceeds of fines shall be applied”;

(ii) for the second proviso to sub-rule (2) of rule 17, the following proviso shall be substituted, namely:—

“Provided further that this sub-rule shall not apply to the case of an advance made, in which the employer, either at the instance or with the consent of the employed person and with the approval of the Chief Inspector of Factories, Madras, in respect of factories governed by the Factories Act, 1948 (Central Act LXIII of 1948), and plantations governed by the Plantations Labour Act, 1951 (Central Act LXIX of 1951), and the Deputy Commissioner of Labour, Madras, in respect of other industrial establishments to which the provisions of the Act have been extended, postpones, its recovery for a specified period on exceptional grounds (such as when full work could not be provided for the workers or employees for causes beyond the control of the employer) which in the opinion of the Chief Inspector of factories or the Deputy Commissioner of Labour, as the case may be, merit such postponement.

AMENDMENT TO MADRAS FACTORIES RULES

(G.O.Ms. No. 2355, Industries, Labour and Co-operation (Labour) 25th April 1961.)
S.R.O. No. A - 470 of 1961.

In exercise of the powers conferred by sub-section (3) of Section 48 Sections 50 and 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby makes the following amendment to the Madras Factories Rules, 1950, published with the late Development Department Notification, dated the 15th March, 1950, at pages 103 to 178 of the Rules Supplement to Part - I of the FORT ST. GEORGE GAZETTE, dated the 25th April 1950, as subsequently amended, the same having been previously published as required by section 115 of the said Act:—

AMENDMENT

To sub-rule (1) of rule 76 of the said rules, the following proviso shall be added, namely:—

“Provided that the occupier may appoint a nurse or midwife who is not qualified if the Chief Inspector, in consultation with the Director of Medical Services, certifies that such nurse or midwife is suitable for appointment under this sub-rule.”

Amendment to Madras Factories (Welfare Officers) Rules

(G. O. Ms. No. 1801, Industries, Labour and Co-operation, (Labour) 27th March, 1961.)

S. R. O. No. A-441 of 1961:—In exercise of the powers conferred by Sections 49 and 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby makes the following amendment to the Madras Factories (Welfare Officers) Rules, 1953, published with the Industries, Labour and Co-operation Department notification, dated the 4th December 1953, at pages 17 to 19 of the Rules Supplement to Part - I of the Fort St. George Gazette, dated the 27th January 1954, as subsequently amended, the same having been previously published as required by Section 115 of the said Act:—

AMENDMENT

In Clause (b) of Rule 4 of the said rules, after the words and letters “or the M. A. degree of the Annamalai University in Social Science or Sociology”, the words “or the State” shall be inserted.

G.O. Ms. No. 1802, Industries, Labour and Co-operation (Labour) 27th March 1961.

S. R. O. No. A-442 of 1961: In exercise of the powers conferred by Section 49 and 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby makes the following amendment to the Madras Factories (Welfare Officers) Rules, 1953, published with the Industries, Labour and Co-operation Department notification, dated the 4th December, 1953, at pages 17 to 19 of the Rules Supplement to Part - I of the Fort St. George Gazette, dated the 27th January 1954, as subsequently amended, the same having been previously published as required by Section 115 of the said Act:—

AMENDMENT

In Sub-rule (b) of Rule 4 of the said rules, after the words “or the diploma course of two years’ duration of the Institute for Labour Welfare Workers, Bombay”, the words “or the diploma course in Labour Welfare of two years’ duration conducted by the Gujarat University, Ahmedabad” shall be inserted.

Amendments to Minimum Wages (Madras Rules)

(G. O. Ms. No. 2011, Industries, Labour and Co-operation (Labour), 6th April 1961.)

S. R. O. No. A-443 of 1961:—In exercise of the powers conferred by Section 30 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby makes the following amendments to the Minimum Wages (Madras) Rules, 1953, published with the late Development Department Notification No. 43, dated the 24th June, 1953, at pages 337-348 of the Rules Supplement to part - I of the Fort St. George Gazette, dated the 4th November, 1953, the same having been previously published, as required by Sub-section (1) of the said section.

AMENDMENTS

In the said Rules in the table under Rule 24-A:—

I. For condition 3 in column (3) against the entry “Employees engaged on urgent work, or in any emergency which could not have been foreseen or prevented” in column (2), the following condition shall be substituted, namely:

3. "Within twenty-four hours of the commencement of work, notice shall be sent to the Inspector of Factories in respect of factories governed by the Factories Act, 1948, (Central Act LXIII of 1948), to the Inspector of Plantations in respect of plantations governed by the Plantations Labour Act, 1951 (Central Act LXIX of 1951) and to the Assistant Inspectors of Labour in respect of all other establishments having jurisdiction over such other establishments describing the nature of urgent work and the period probably required for its completion";

II. For condition in column (3) against the entry "Employees engaged in work in the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned" in column (2), the following conditions shall be substituted, namely:—

"Exemption shall apply only in respect of the persons who are permitted by the Inspector of Factories in respect of factories governed by the Factories Act, 1948 (Central Act LXIII of 1948), the Inspector of Plantations in respect of plantations governed by the Plantations Labour Act, 1951 (Central Act LXIX of 1951), and by the Assistant Inspectors of Labour in respect of other establishments within whose jurisdiction such other establishments are situated, on an application made by the employer".

Assistant Inspector of Labour, Tiruvellore, appointed as Inspector under Minimum Wages Act.

(G.O.Ms. No. 3506, Industries, Labour and Co-operation, (Labour), 4th May 1961)

II-1 No. 2109 of 1961:—In exercise of the powers conferred by section 48 of the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1948 (Central Act 56 of 1959), hereinafter in this notification referred to as the first mentioned Act), the Governor of Madras hereby specifies the Assistant Inspector of Labour, Tiruvellore, appointed as Inspector under sub-section (1) of section 19 of the Minimum Wages Act, 1948 (Central Act XI of 1948), hereinafter in this notification referred to as the second mentioned Act), to be the authority who shall be competent to exercise the functions exercisable by an Inspector under the second mentioned Act, as respects the villages specified in parts I and II of the Second Schedule to the first mentioned Act.

Inspectors of Newspaper Establishments appointed and their jurisdiction defined

(G.O. Ms. No. 3492, Industries, Labour and Co-operation 3rd May 1961.)

In exercise of the powers conferred by rule 37 of the Working Journalists (Conditions of Service and Miscellaneous Provisions) Rules, 1957, and in supersession of the Industries, Labour and Co-operation Department Notification S.R.O. No. A-6590 of 1957, dated the 20th October 1957, published at page 1920 of Part I of the Fort St. George Gazette, dated the 30th October, 1957, the Governor of Madras hereby appoint the persons specified in column (1) of the schedule below to be Inspectors of Newspaper Establishments within the local limits specified in the corresponding entries in column (2) thereof, to ensure that the provisions of the Working Journalists (Conditions of Service and Miscellaneous Provisions) Act, 1955 (Central Act 45 of 1955), and the rules thereunder and the decisions, if any, of a Wage Board constituted under the said Act are implemented in full by all newspaper establishments.

THE SCHEDULE

Persons. (1)	Local limits. (2)
1. Commissioner of Labour.	The whole of the State of Madras.
2. Deputy Commissioner of Labour.	Do
3. Inspector of Labour, Madras.	Madras and Chingleput districts.
4. Inspector of Labour, Coimbatore.	Coimbatore and Nilgiris districts.
5. Inspector of Labour, Tiruchirapalli.	Tiruchirapalli, Thanjavur and South Arcot districts.
6. Inspector of Labour, Vellore.	North Arcot and Salem districts.
7. Inspector of Labour, Madurai.	Districts of Madurai and Ramanathapuram excluding Sivakasi Division.
8. Inspector of Labour, Tirunelveli.	Districts of Tirunelveli and Kanyakumari and Sivakasi Division of Ramanathapuram district.

Amendment to Madras Factories (Welfare Officers) Rules

(G.O.Ms. No. 2280, Industries, Labour and Co-operation (Labour)
21st April, 1961.)

S.R.O. No. A-469 of 1961:—In exercise of the powers conferred by sections 49, 50 and 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby makes the following amendments to the Madras Factories (Welfare Officers) Rules, 1953, published with the Industries, Labour and Co-operation Department Notification, dated the 4th December 1953, at pages 17 to 19 of the Rules Supplement to Part-I of the FORT ST. GEORGE GAZETTE, dated the 27th January 1954, as subsequently amended, the same having been previously published as required by section 115 of the said Act:—

AMENDMENT

After the proviso to sub-rule (2-A) of rule 6 of the said rules, the following Note shall be inserted, namely:—

"NOTE"—The salary for the purpose of this sub-rule does not include allowances, if any, payable to a Welfare Officer in addition to pay."

CODE OF DISCIPLINE IN INDUSTRY

(Ratification by Unions Unaffiliated to any Central Organisation)

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

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

A list of the trade unions and managements not affiliated to any central organisations which have ratified the code during the month of April, 1961 as observed from the reports of the Labour Officers of this state is given below.

List of trade unions which have ratified the code of discipline during the month of April, 1961.

Unions:

1. Employees' State Insurance Corporation Employees' Union, No. 8, Narasingapuram St., Mount Road, Madras - 2.
2. Larsen & Toubro Ltd., Employees' Union, 18, Venkatachala Naicken St. Koma-lceswaranpet, Madras - 2.
3. Neiveli Co-operative Employees' Union, Neiveli.
4. General Workers' Union, Shencottah.
5. Kovilpatti Labour Union, Kovilpatti.
6. General workers' Union, Rajapalayam.
7. National Textile Jobbers' Union, Rajapalayam.
8. Vilavencode Taluk Fishermen Trade Union, Enayam Puthenturai.

List of the Employers who have ratified the Code of Discipline during the month of April, 1961.

EMPLOYERS:

1. The Employer, the National Manure Works, Post Box No. 2, Udamalpet.
2. The Tuticorin Spinning Mills Limited, Tuticorin.
3. The Southern India Chamber of Commerce, Madras.
4. The Tuticorin Chamber of Commerce, Tuticorin.

STATISTICAL SUPPLEMENT

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

S. No.	Name of the Establishment.	Date of agreement.	Point in dispute.	Nature of settlement.
(1)	(2)	(3)	(4)	(5)
1.	H. Abdul Bakhi & Co., Tannery, Valathoor.	7-4-61	Non-Employment of a maistry.	Agreed to pay the worker a sum of Rs. 90/- in full and final settlement.
2.	Kausher Buffing Works, Vaniyambadi.	10-4-61	Non-Employment of a worker.	Agreed to take back the worker in to service a and when vacancy arises
3.	Popular Buffings, Vaniyambadi.	10-4-61	-do-	Agreed to reinstate the worker with continuity of service and without back wages.
4.	Gundu Buffing Works, Vaniyambadi.	10-4-61	Non-Employment of 3 workers.	Agreed to reinstate one of the 2 workers without back wages treating the period of un-employment as leave on loss of pay. Also agreed to provide employment to the other 2 workers as and when vacancy arises.
5.	A. Rafique Ahmed & Co. Tannery, Mullipalayam, Vellore,	24-4-61	Fixation of quantum of unit, bonus, etc.	Agreed to pay the four workers the amount noted against each in full settlement. Also agreed to adjust the 4 days lay off as leave with wages due to the workers. Agreed to fix the unit for the various items of work.
6.	South India Carbonic Gas Industries Ltd., Madras, 19.	3-4-61	Extra allowance.	Agreed to grant a special increment of Rs. 0.15 nP. per day to the worker from 1-1-60.
7.	Ruby Rubber Works, (Madras) Ltd., Madras,	6-4-61	Strike.	Agreed to call off the strike from 8-4-61 F-N. and pay a sum of Rs.15/- to all permanent workers as advance on 12-4-61.
8.	Rama Machinery Corporation (Private) Ltd., Madras.	6-4-61	Retrenchment of workers.	Agreed to pay compensation to the retrenched workers.

(1)	(2)	(3)	(4)	(5)
9.	Kareem Beedi Branch, Tirukazhikundram.	11-4-61	Cut in wages	Agreed to allow a shortage of 100 beedies per thousand as a margin on account of defective leaves. The proportionate reduction in wages will be made for shortage in excess of 100 beedies for every 1,000 beedies produced. Also agreed to take back the workers Sri Doraiswamy and Sri Vedachalam into employment from 15-4-61 and 1-6-61 respectively.
10.	Pratiba Glass Works, Madras. 19.	14-4-61	Strike.	Agreed to admit the workers who offer themselves for employment on 15-4-61.
11.	Hussain & Sahib Tannery, Pallavaram,	17-4-61	Non-employment of a worker.	Agreed to pay the worker a sum of Rs. 300/- in full and final settlement.
12.	A.L.S. Productions (Lessees of Bharani Studios), Madras. 26.	17-4-61	Reinstatement of 4 workers.	Agreed to reinstate 3 out of 4 workers and to pay compensation to the other worker.
13.	Sreenivas & Co., Tannery, Madras. 11.	21-4-61	Claim of a disabled worker.	Agreed to pay the compensation to the worker in full settlement.
14.	M. L. J. Press (Private) Ltd., Madras.	21-4-61	Bonus for 1959-60.	Agreed to treat the advance of one month's basic wages already paid to the workers as bonus for the year 1959-60 in full settlement.
15.	Geetha Coffee Centre, Madras.	19-4-61	Fixation of scales of pay.	Fixed the scales of pay of the different categories of workers. Agreed to pay House Rent allowance of Rs. 3/- to each worker and to institute a Gratuity Scheme.
16.	M.B.D. Transport Service, Madras.	18-4-61	Dismissal of a worker.	Agreed to pay the worker Rs. 600/- in full settlement.
17.	Hotel Oceanic, Madras. 28.	12-4-61	Wage increase, Bonus, etc.	Agreed to increase the wages of the workers as laid down in annexure to the agreement. Also agreed to Pay bonus of 1½ months' consolidated

(1)	(2)	(3)	(4)	(5)
				wages for the year ending 31-3-61, Agreed to pay 2 months' consolidated wages as bonus for each of the year ending with 31-3-62 and 31-3-63.
18. Tiruppur Cotton spinning & Weaving Mills, Tiruppur.	5-4-61	Bonus for 1958-59.	Agreed to pay bonus to all the 13 workers.	
19. Mullikkal Estate, Aravenu Post.	22-3-61	Bonus, issue of cumblies, etc.	Agreed to pay bonus at 8 1/3 % of the total wages for the year 1960 and supply cumblies and grant sickness benefit and medical facilities to the workers. Also agreed to pay 0.2.6 to each of the workers in lieu of tiffin supplied to them.	
20. Burnside Estate, Kotagiri.	27-3-61	Dismissal of 5 workers.	Agreed to reinstate 2 out of 5 workers without back wages but with continuity of service and to pay compensation to the remaining 3 workers.	
21. Barwood Estate, New Hope Post.	4-4-61	Non-Employment of 5 workers.	Agreed to reinstate all the five workers with back wages and continuity of service.	
22. Singara Estate, Coonoor.	8-4-61	Refusal of work to a worker and non-payment of gratuity to Kannikkal.	Agreed to pay a lump sum of Rs. 125/- to Roop Singh and to pay gratuity to Kannikkal for 23 years of service.	
23. Sri Gomathi Vilas Coffee & Meals Hotel, Kovilpatti.		Continuance of employment of 6 workers.	Agreed to Pay compensation to all the six workers.	
24. G.N. Chakrapani Chetty & Sons Ltd., Tirunelveli.	14-4-61	Dearness, Allowance. Permanency of workers, etc.	Agreed to raise the dearness allowance of all the existing permanent workmen to Rs. 32/- p.m. with effect from 1-4-61. Also agreed to make 6 workers permanent.	
25. Sri Balasaraswathi Transport, Palayamcottah.	11-4-61	Annual increment, uniform, etc.	Agreed to allow an annual increment of Rs. 2/- to each worker and supply two sets of dresses per year to each worker.	

(1)	(2)	(3)	(4)	(5)
				Also agreed to grant to each workmen leave with wages for a number of days calculated at the rate of 1 day for every 20 days of work.
26. Indian Textile Paper Tube Co. Ltd. Virudhunagar.	19-4-61	Increase in wages.	Agreed to grant an increment of 25 nP. in the daily rate of wages of each of the 14 casual labourers. Also agreed to grant an increase of Rs. 6/- and Rs. 4/- to the office peon and bungalow gardener respectively.	
27. P.M. Bus Service, Kuzhithurai.	5-4-61	Denial of work to a worker.	Agreed to provide work to the worker.	
28. M.V. Industries (Private) Ltd., Kuzhithurai.	6-4-61	Providing regular work to a casual conductor.	Agreed to provide work to the permanent workers, when permanent workers are not available casual workers will be given work.	
29. Radhakrishna Oil Mills, Vedasery, Nagercoil.	12-4-61	Non-employment of a worker.	Agreed to reinstate the worker from 13-4-61.	
30. Sri Sankara Allow Private Ltd. and Cape Comorin General Traffic Co. Ltd., Nagercoil.	25-4-61	Wage increase etc.	Agreed to fix the rate of wages for different types of work.	
31. Thaiyalnayagi Rice Mills, Poovalur, Lalgudi.	4-4-61	Leave facilities, bonus, etc.	Agreed to grant 7 days casual leave and 7 days sick leave with wages per year in addition to the leave under the Factories Act. Also agreed to pay bonus of 10 days basic wages to the employees for the year 1959-60.	
32. Paddy boiling Industry, Puvalur Post.	4-4-61	Permanency weekly Holiday, etc.	Agreed to pay retrenchment compensation of 10 days wages to 3 workers and provide employment to all the workers when the business started again.	
33. Ibrahim Rice Mills, Athikudi Post.	10-4-61	Non-employment of 2 workers.	Agreed to reinstate the two workers.	
34. N.M. Transports, Tiruchirappalli.	15-4-61	Non-employment of two workers.	Agreed to pay compensation to the two Workers.	

(1)	(2)	(3)	(4)	(5)
35. Thiruvalar Spinning Mills, Karur.	17-4-61	Issue of service cards, lay off compensation, etc.	Agreed to pay lay off compensation & Over-time wages as per the Act. Also agreed to issue service cards to all the workers.	
36. S.R.S. Bus Service, Pudukkottai.	26-4-61	Bonus.	Agreed to pay additional bonus of 10 days' wages for 1959-60 and to fix the scales of pay of the drivers, conductors and cleaners. Also agreed to pay dearness allowance as per the provision of the Minimum Wages Act and to pay daily batta at Rs. 2.20 with effect from 26-5-61	
37. Kongasapuram Transport, Salem.	5-4-61	Non-employment of a worker.	Agreed to provide employment to the worker without back wages, but with continuity of service.	
38. Gnanambigai Motor Service, Shevapat, Salem.	6-4-61	Bonus for 1959-60.	Agreed to pay 2½ month's wages (basic wages) as bonus for the year 1959-60.	
39. Sree Rajendra Mills Ltd., Salem.	25-4-61	Work to female workers, work-load, etc.	Agreed to provide work to the female workers in rotation and to fix the work load in the winding department.	
40. Sree Rajendra Mills, Limited, Salem.	25-4-61	Lay off compensation.	Agreed to pay lay off compensation to the qualified workers as per the Act.	
41. Sri Kanyakaparameswari Power Press, Salem.	25-4-61	Non-employment of a worker.	Agreed to reinstate worker without back wages, but with continuity of service.	
42. Udupi Hotel, Madras-1.	17-4-61	Retrenchment of workers.	Agreed to pay retrenchment compensation of five workers and to convert one of the senior as a cleaner.	
43. Madras Cafe. Madras.	21-4-61	closure.	Agreed to receive the compensation in full settlement.	

(1)	(2)	(3)	(4)	(5)
44. Britannia Publicity Company, Madras. 1.	26-4-61	Discharge of a worker.	Agreed to pay the worker a sum of Rs. 197/- in full settlement.	
45. Sri Nandagopal Transports, Madras-1.	27-4-61	Dismissal of a worker.	Agreed to pay the worker sum of Rs. 200/- in full settlement.	
46. Simpson and MCCONECHY Limited., Madras.	28-4-61	Fixation of scales of Wages.	Agreed to fix the scales of wages as follows. 1. Sorters. 53-5-83-7½-128. 2. Other works. 32-2-52-3-85.	
47. L.M.S. Motor Service, Coimbatore.	1-4-61	Permanency uniform, weekly holiday etc.	Agreed that in addition to the 6 workers who have been made Permanent, one more worker shall also be made permanent. Agreed to supply 3 sets of uniforms and a pair of foot-wear per year. Also agreed to pay daily batta of Rs. 2.75 to each of the drivers and conductors in the moffusil service and Rs. 2/- per day to each of them in the town with effect from 1-4-61.	
48. V. Guruviah Naidu Tannery, Coimbatore.	5-4-61	Discharge of 4 workers,	Agreed to reinstate the 4 workers in service without back wages but with continuity of service.	
49. Sabapathy Stores, Tiruppur.	6-4-61	Refusal of employment to 2 workers,	Agreed to reinstate the workers without back wages but with continuity of service.	
50. Sakthivel Rice and Flour Mills, Tiruppur.	6-4-61	Discharge of a worker.	Agreed to pay compensation of Rs. 200/- to the worker in full settlement,	
51. Lobo Prabhu Press, Tiruppur.	6-4-61	do	Agreed to pay the worker a sum of Rs. 100/- in full settlement.	
52. Meccano Floorings, Coimbatore.	15-4-61	Bonus for 1959-60.	Agreed to pay one month's consolidated wages to each of the four workers in full settlement-	

(1)	(2)	(3)	(4)	(5)
53. Hindu Kailesh Parvath Hotel, Coimbatore.	22-4-61	Bonus for 1959-60.	Agreed to pay bonus to the four workers.	
54. Gemini Press, Tiruppur.	29-4-61	Dismissal of a worker.	Agreed to pay compensation to the worker in lieu of reinstatement.	
55. Purushotham Ranjee and Company, Coimbatore.	27-4-61	Termination of service of 5 workers.	Agreed to pay compensation at Rs. 30/- to each of the 3 workers in full and final settlement.	
56. Kareem Shoe Mart, Tiruppur.	29-4-61	Bonus for 1959-60.	Agreed to pay bonus to the following 3 workers as noted against each for the year 1959 and 1960 in full settlement. Sri P. Raj Rs. 17/- Sri Palaniappan Rs. 34/- Sri Natarajan Rs. 70/-	
57. P. Anganna Thevar Gopal Mark Beedi Branch, Rasipalayam.	—	Non-employment of workers.	Agreed to provide employment to the workers within two days.	
58. Manjappa Thevar, Gopal Mark Beedi Branch- Rasipalayam.	—	do	do	
59. Annamalai Thevar, Gopal Mark Beedi Branch, Rasipalayam.	—	do	do	
60. Narasu Studios Private Limited, Guindy, Madras- 2.	15-4-61	Increase in wages Bonus etc.	Agreed to grant an increment of Rs. 5/- to the monthly paid workers and of annas 4 to the daily paid workers.	
61. Nagaraj Rice Mills, Madurai.	4-4-61	Non-employment of a worker.	Agreed to pay the worker an ex-gratia amount of Rs. 30/- in full and final settlement.	
62. Sri Vijayalakshmi Rice Mills, Madurai.	4-4-61	do	Agreed to reinstate the worker with continuity of service but without back wages.	
63. The Blackstone Workshop, Madurai.	4-4-61	Increase in wages of a worker.	Agreed to increase the wages of the worker by Rs. 2/- with effect from 1-1-61.	
64. V.K. Palani Chettiar Colour Yarn Merchants, Madurai.	3-4-61	Dismissal of a worker.	Agreed to pay the worker Rs. 500/- in full settlement.	

(1)	(2)	(3)	(4)	(5)
65. S. R. V. and Company, Thozhilalar Scented Tobacco Company, Dindigul.	24-4-61	Bonus.		Agreed to pay 3 months' basic wages as bonus for the year 1960 - 61, 1961 - 62 and 1962 - 63 irrespective of profit or loss.
66. Aruna Group Estates, Bodi.	27-4-61	Retrenchment of certain workers.		Agreed to pay compensation to the workers.
67. Kamala Restaurant, Madurai.	1-4-61	Increase in wages sick leave, etc.		Agreed to increase the wages of the workers and grant 12 days sick leave every year.
68. Sri Visalakshi Mills Ltd., Vilangudi.	22-4-61	Dismissal of a worker.		Agreed to pay the worker Rs. 550/- in full settlement.
69. Sethuram Weaving Mills, Madurai.	11-4-61	Increase in wages.		Agreed to increase the wages of the workers.
70. K.G. Sahastra Power-loom Factory, Madurai.	28-4-61	Bonus.		Agreed to pay to each worker a bonus amount of Rs. 87/- for the year 1960 - 61 and Rs. 86/- for the years 1961 - 62 and 1962 - 63.
71. K. M. Mohanram Power-loom Factory, Madurai.	28-4-61	Bonus.		Agreed to pay to each worker a Bonus amount of Rs. 87/- for the year 1960 - 61 and Rs. 86/- for the years 1961 - 62 and 1962 - 63.
72. K. R. Sadanandam Power-loom Factory, Madurai.	28-4-61	Bonus.		do
73. K. R. Santharam Power-loom Factory, Madurai.	28-4-61	Bonus.		do
74. G. R. Narasimmier and Company, Madurai.	28-4-61	Bonus.		do
75. Sethuram Weaving Mills, Madurai.	28-4-61	Bonus.		Agreed to pay a sum of Rs. 85/- to each worker as bonus for each of the years 1960-61, 1961-62 and 1962-63.

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

Serial No. (1)	Name of the concern (2)	Date of agreement (3)	No. of workers involved (4)	Important terms of Settlement. (5)
1.	Madura Mills, Company Limited, Tuticorin.	31-3-61	116	Revision of working hours and over-time wages for office clerical staff.
2.	Sri Ram Popular Service, Palayamcottah.	1-4-61	243	Fixation of increment increase in dearness allowance, bonus etc.
3.	Sri Shunmugar Mills, Rajapalayam.	3-4-61	460	Implementation of the Central Wage Board recommendations.
4.	Lion Automobile Service, Tirunelveli.	15-4-61	250	Fixation of annual increment, increase in dearness allowance, bonus etc.
5.	Sri Karpakambal Mills, Rajapalayam.	24-4-61	1	Transfer of service and fixation of wages.
6.	do	21-4-61	—	Grant of holiday for May day.
7.	Mahalakshmi Textile Mills, Pasumalai.	14-4-61	—	Bonus for 1960.
8.	Kothandaram Spinning Mills, Madurai.	3-4-61	—	do
9.	Sri Meenakshi Mills, Limited., Paravai.	25-4-61	—	Fixation of workload and wages.
10.	Thiagarajar Mills, Kappalur.	26-4-61	—	Bonus for 1960.
11.	Rukmini Mills Limited, Silaiman.	26-4-61	—	do
12.	Sri Meenakshi Mills Limited, Madurai.	26-4-61	—	do
13.	Tirupathi Emperumal Rice Mills, Madurai.	10-4-61	1	Dismissal of a worker.
14.	Ouchitunny Estate, Nilgiris.	—	1	Claim of a worker as Head Conductor.

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

Name of the concern in which the dispute has arisen 1	Issues 2	G.O. No. and date of reference. 3
Industrial Tribunal, Madras		
<i>Madras District.</i>		
1. Madras Agencies, Madras.	Fixation of quantum of bonus for the year 1959-60.	G. O. Ms. No. 2058, Industries, Labour & Co-operation dated 10-4-61
LABOUR COURTS		
Labour Court, Madras		
<i>Madras District</i>		
2. Bombay Prakash Bhavan, Madras.	Fixation of quantum of bonus for 1958-59.	G. O. Ms. No. 1632 Industries, Labour and Co-operation dated 18-3-61
3. Arumugha Chetty Vinayar Mark Cigar Factory, Madras.	1. Whether the non-employment of Ganapathy and Sundaram is justified and to what relief each is entitled. 2. To compute the relief if any awarded in the terms of money if it can be so computed. 3. Fixation of quantum of bonus for 1959-60.	G.O. Ms. No. 1682, Industries, Labour & Co-operation (Lab) dated 21-3-61
4. Firestone Tyre & Rubber Company of India Private Ltd., Madras.	1. Whether the non-employment of J.I.C. Edwards is justified and if not 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. 2129, Industries, Labour and Co-operation dated 14-4-61
<i>Chingleput District.</i>		
5. Western India Match Co., Tiruvattiyur, Madras.	Whether the present piece-rate basis wages with incentive paid to the workers of Label Printing Section from 27-1-61 is adequate, if not to fix the rate they will be entitled to.	G. O. Ms. No. 1931, Industries, Labour and Co-operation dated 1-4-61.
Labour Court, Coimbatore		
<i>Coimbatore District</i>		
6. Indo-Swiss Synthetic Gem Manufacturing Co., Mettupalayam.	1. Whether the non-employment of Sri E. Shanmugham (T. No. 31) is justified and to what relief he is entitled.	G. O. Ms. No. 1701 Industries, Labour and Co-operation dated 22-3-61

(1)	(2)	(3)
	2. To compute the relief if any awarded in terms of money if it can be so computed.	
7. Barwood Estate, New Hope P. O.	1. Whether the non-employment of the workers (viz.) 1. K. P. Mohideen Kutty 2. Rajan, 3. Nanu 4. K. P. Kunju Mohamed and 5. Markkar is justified and to what relief each is entitled. 2. Whether the withdrawal of the extra remuneration paid to workers K. P. Mohideen Kutty and Narayanan Naidu for weekly holiday by the management of Barwood Estate is justified. If not to what relief is each workers entitled to. 3. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. Ms.No. 1743, Industries, Labour & Co-operation dated 24-3-61
<i>Salem District</i>		
8. The Indian Metal and Metallurgical Corporation, Mettur Dam.	1. Whether the non-employment of the following two workers from the dates noted against them is justified and if not so what relief each is entitled. 1. Perumal. 28th June, 1960. 2. Naina Gounder 21st May, 1960. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 1688, Industries, Labour and Co-operation dated 21-3-61.
9. Rama Rice Mills and Ginning Factory, Shevapet, Salem.	To fix the quantum of bonus payable to the worker for the year 1959-1960.	G. O. Ms. No. 1689 Industries, Labour & Co-operation, dated 21-3-61
10. Sundaram Spinning Mills, Komarapalayam.	Whether the non-employment of workers Kolan-daivel T. No. 8 and Velayutham T. No. 67 from 12th April to 9th May 1960 is justified. If not to what relief each is entitled to.	G. O. Ms. No. 1960, Industries, Labour & Co-operation, dated 4-4-61

(1)	(2)	(3)
	To compute the relief if any awarded in terms of money if it can be so computed.	
11. Ahamed Hussain and Sons, Three Lotus Beedi Factory, Salem.	Whether the workers are entitled to additional bonus for the year 1959-60 and if so the quantum of additional bonus.	G. O. Ms. No. 1964 Industries, Labour and Co-operation dated 4-4-61.
12. Ahamed Hussain and Sons 1. Three Lotus Beedi Factory, Salem.	1. Whether the retrenchment of the 15 workers referred to in the G. O. with effect from 1-10-60 is justified, if not to what relief each is entitled to. 2. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 1932 Industries, Labour & Co-operation dated 1-4-61.
13. Mettur Spinning Mills, Mettur Dam.	1. Whether the non-employment of the five workers referred to in G. O. is justified if not to what relief each is entitled to. 2. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 2020, Industries, Labour and Co-operation dated 6-4-61
14. M. S. Salamath Transports, Namakkal, Salem Dt.	1. Whether the non-employment of driver Abdul Gaffar by the Management of M. S. Salamath Transports, Namakkal with effect from 11-1-61 is justified and if not to what relief he is entitled to. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. Ms. No. [2089, Industries, Labour & Co-operation (dated 10-4-61.
15. Orient Industries, Mettur Dam.	1. Whether the non-employment of the Mine Workers referred to in the G.O. with effect from 29-12-60 is justified and if not to what relief each is entitled to. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 2090, Industries, Labour & Co-operation dated 10-4-61.

(1)	(2)	(3)
Labour Court, Madurai.		
<i>Tiruchirapalli District.</i>		
16. Nizam Tobacco Factory, Pudukottai.	1. Whether the non-employment of the five workers referred to in the G.O. is justified and to what relief each is entitled to.	G. O. Ms. No. 1739, Industries, Labour & Co-operation dated 24-3-61
	2. To compute the relief any, awarded in terms of money if it can be so computed.	
<i>Madurai District.</i>		
17. Nagaraj Rice Mills, Madurai.	1. Whether the non-employment of Srimathi Annammal and Vadivel Ammal by the management of Nagaraj Rice Mills, Madurai from 7-6-60 is justified and to what relief each is entitled.	G. O. Ms. No. 1934, Industries, Labour & Co-operation dated 1-4-61
	2. To compute the relief if any awarded, in terms of money if it can be so computed.	
18. Roja Vilas Scented Betelnut and Tobacco Factory, Dindigul.	1. Whether the non-employment of workman R. Ponnuswami is justified and to what relief he is entitled.	G. O. Ms. No. 2072, Industries, Labour & Co-operation dated 10-4-61
	2. To compute the relief if any awarded in terms of money, if it can be so computed.	

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

S. No.	Name of the concern.	Page and date of Gazette.	G.O. No. and date in which the award was Published.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Coimbatore District.</i>			
1.	Praga Industries (Private) Limited., Coimbatore.	8 19-4-61	G. O. R. No. 450, Industries, Labour and Cooperation, Dated 6-4-61.
<i>Madras District.</i>			
2.	Diocesan Press, Madras,	4-5 12-4-61	G.O.Ms. No. 1838, I.L. & C. dated 28-3-61.
3.	East Asiatic Company (India) (Private) Limited., Madras.	11-14 26-4-61	G.O.Ms. No. 2230, I.L. C. dated 19-4-61.
<i>Madurai District.</i>			
4.	Vijayakumar Mills Limited., Kalayamputhur, Palani.	8-11 19-4-61	G.O.R. No. 459, Industries Labour and co-operation dated 7-4-61.
<i>Salem District.</i>			
5.	Salem-Dharmapuri Union Motor Service, (Private) Limited., Dharmapuri.	8-10 26-4-61	*G.O.Ms. No. 2111 I.L. & C. (Lab) dated 12-4-61.
6.	R. P. David and Company, Salem.	10-11 26-4-61	*G.O. Ms.No. 2112, I.L. & C. (Lab), dated 12-4-61.
Labour Courts			
<i>Coimbatore District.</i>			
7.	Bhavani Mills Limited., Podanur.	2-4 26-4-61	G.O.Ms. No. 2149, I.L. & C. (Lab), dated 14-4-61.
8.	Akkamalai Estate, Valparai.	4-6 26-4-61	G.O.Ms. No. 2175, I.L. & C. (Lab) dated 15-4-61.
9.	Sri Sowdambigai Devanga Weavers' Co-operative Production and Sales, Society Limited, Coimbatore.	6-8 26-4-61	G.O. Ms. No. 2176, I.L. & C. (Lab), dated 15-4-61.
<i>Madras District</i>			
10.	Ramakrishna Lunch Home and Shankar Cafe, Madras.	8-10 5-4-61	G.O.Ms. No. 1762, I.L. & C. (Lab) dated 25-3-61.

(1)	(2)	(3)	(4)
11. Madras Millers and Traders (Private) Limited, Madras.	11-12 5-4-61	G.O. Ms. No. 1767, I.L. & C. (Lab) dated 25-3-61	
<i>Nilgiris District</i>			
12. Sri Subbu Chettiar Lorry Owner, Coonoor.	1-2 19-4-61	G.O.R. No. 449 I.L. & C. (Lab) dated 6-4-61.	
13. Burnside Estate, Kotagiri P.O.	1-2 26-4-61	G. O. R. No. 477, I.L. & C. dated 11-4-61.	
<i>Salem District</i>			
14. R. Narayanan Reeling Factory, Kumarapalayam.	1-3 5-4-61	G. O. Ms. No. 1702, I.L. & C. (Lab) dated 22-3-61.	
15. K. O. Natesan Chettiar Reeling Factory, Kumarapalayam.	3-5 5-4-61	G. O. Ms. No. 1703, I.L. & C. (Lab) dated 22-3-61.	
16. Namasivayam Reeling Factory, Kumarapalayam.	5-7 5-4-61	G. O. Ms. No. 1726, I.L. & C. (Lab), dated 23-3-61.	
17. Salem-Erode Electricity Distribution Company, Limited, Salem.	2-4 19-4-61	G.O. Ms. No. 1858, I.L. & C. (Lab), dated 29-3-61.	
<i>Thanjavur District.</i>			
18. Tamilnad Transports, Pattukkottai.	12-13 5-4-61	G. O. Ms. No. 1769, I.L. & C. (Lab). dated 25-3-61.	
<i>Truchirapalli District.</i>			
19. Indian Hume Pipe Company, Srirangam.	1 12-4-61	G.O. Ms. No. 1909, I.L. & C. (Lab). dated 1-4-61.	
20. Southern India Tanneries, Sembattu.	4-5 19-4-61	G.O. Ms. No. 2017, I.L. & C. (Lab), dated 6-4-61.	
21. Cauvery Spinning and Weaving Mills, Limited, Cauverynagar.	5-7 19-4-61	G.O. Ms. No. 2023, I.L. & C. (Lab), dated 6-4-61.	

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

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

Sl. No.	Name of the Concern.	Industry.	No. of workers involved.	Closures.		Case.	Compensation paid to workers.
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	The Bharat Tanning Industry, Tiruvallur.	Tannery	28	20-3-61	Temporary	Due to accumulation of stock etc.	Compensation paid to all the workers.
2.	Dhanalakshmi Knitting Co. Tiruppur.	Housing	10	9-3-61	Permanent	No interest in running the concern.	...
3.	Ranganatha Sava Salai, Coimbatore.	Dyes & Chemicals	4	31-3-61	do	do	...
4.	Amaravathi Co-operative Sugar Mills. A. K. Pudur, Udumalpet.	Sugar	...	2-3-61	Temporary	Seasonal closure	...
5.	Ischiparai Estate, Valparai P.O.	Plantation	...	8-4-61	25-4-61	Breakdown of machinery	...
6.	Theatre Royal, Coimbatore.	Cinema	All	1-4-61	—	Change of management	Compensation paid
7.	Madras Cafe, Madras.	Hotel	22	13-4-61	Permanent	Due to loss	do
8.	S. A. Muthuramier & Co. Iron Safe Co. Dindigul.	Iron Safe Mfg.	All	1-4-61	do	...	do

7. Statement showing the number of complaints received and investigated by the Labour Officer's during the month of April 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	16	4	47	...	1	55	...	123	123
2.	Labour Officer, Coimbatore II	9	3	19	...	3	23	...	57	57
3.	do Coonoor	10	6	45	...	4	19	...	84	84
4.	do Madras-I	2	4	9	2	...	7	...	24	76
5.	do Madras-II	6	6	29	2	...	...	...	43	71
6.	do Madras-III	17	6	28	1	...	20	...	72	67
7.	do Madurai	12	10	22	1	9	24	...	78	78
8.	do Nagercoil	11	3	5	...	2	8	...	29	29
9.	do Pollachi	5	1	18	1	...	7	...	32	32
10.	do Salem	1	...	4	...	2	4	...	11	37
11.	do Tiruchirappalli	2	3	15	1	...	10	...	31	31
12.	do Tirunelveli	8	1	7	27	1	9	...	53	53
13.	do Vellore	2	...	14	...	1	8	...	25	53
	Total	101	47	262	35	23	194	...	662	791

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

Number of standing orders certified as on 1-4-1961.	...	1289
Number of standing orders certified during the month of April 1961	...	165
Total	...	1,454

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

9. Workmen's Compensation Act.

Statements of accidents reported and amounts of compensation paid for the month of April, 1961.

Number of accidents	* Amounts of compensation paid under each head.	
	Rs.	nP.
(a) Death	17 ...	11,600 00
(b) Temporary disablement	51 } 76	3,846 48
(c) Permanent disablement	25 }	
Total	15,446	48

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

10. Workmen's Compensation Act.

Statement showing the number of cases filed and disposed of during the period from 1-4-1961 to 30-4-1961.

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	...	55	1	56	5
(b) Non-fatal.					
(i) Permanent disablement	...	82	7	89	7
(ii) Temporary disablement	...	7	...	7	1
2. Deposit under Section 8 (1)					
(a) Fatal	...	67	4	71	15
(b) Persons under legal disability...	...	7	1	8	...
3. Deposit under Section 8 (2)	...	...	4	...	4

	(1)	(2)	(3)	(4)	(5)	(6)
4. Memorandum of Agreement.						
(a) Permanent disablement ...	29	21	50	22	28	
(b) Temporary disablement ...	5	8	12	3	10	
5. Recovery under Section 31 ...	2	...	2	...	2	
6. Indemnification under Section 12 ...	3	...	3	...	3	
Total ...	257	46	303	53	250	

11. Payment of Wages Act, 1936.

Statement for the period from 1—4—1961 to 30—4—1961.

(1) No. of applications pending at the beginning of the month	372
(2) No. of applications filed during the month	22
(3) No. of applications disposed of during the month	132
(4) No. of applications pending at the end of the month	262

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

Pending as on 1—4—1961	6
Received during the month of April 1961	1
Disposed of during the month of April 1961	Nil
Pending as on 1—4—61	7

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

Pending as on 1—4—1961	187
Received during the month of April 1961	46
Disposed of do	26
Pending as on 1—5—1961	207

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

Pending as on 1—4—1961	261
Received during the month of April 1961	33
Disposed of do	65
Pending as on 1—5—1961	229

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

S. No.	R. No.	Date of registration.	Industry.	Name and address of the Trade Union.
(1)	(2)	(3)	(4)	(5)
1.	3093	5—4—61	Textiles.	... Textile Workers' Union, 146, North Raja Street, Tuticorin.
2.	3094	do	Salt	... Thambadu Uppu Moodai Sumai Thozhilalar Sangam, 20, S. S. Pillai St., Tuticorin.
3.	3095	do	Miscellaneous	... Madras State General Employees Union, 28, Sannadhi Street, Tiruvottiyur, Madras-19.
4.	3096	do	Chemical & Chemical products.	... Industrial Chemicals Workers Union; Sankernagar, Talaiyuthu.
5.	3097	11—4—61	Miscellaneous	... Goodshed Brokers Bullock Cart Workers Union, 36, Swamy Sannadhi Street, Tirunelveli Town.
6.	3098	do	Metal & Metal Products	... Metal Workers Union, Tirumayam Taluk, Panayapatti Post- Trichy District.
7.	3099	do	Textiles	... National Khadi and Handloom Weavers Union, M. Kadampalayam, Namakkal Taluk, Salem Dt.
8.	3100	do	do	... National Powerloom Workers Union, North Car Street, Tiruchengode P. O. Salem District.
9.	3101	14—4—61	Miscellaneous	... T.M. Radhakrishna Chetty & Co. Workers Union, 17, Wall Tax Road, Madras-3.
10.	3102	21—4—61	Printing Publishing & Allied Industries.	... Central Co-operative Printing Works Employees Union. 8. Narasingapuram Street, Mount Road, Madras-2.

13 (b) List of Trade Unions Cancelled during the month of April, 1961

(1)	(2)	(3)	(4)	(5)
1.	1230	21-4-61	Miscellaneous	... Madras Factory & General Workers Union, Madras 12.
2.	1492	do	Chemical & Chemical Products.	... Mettur Chemical Workers Union, Mettur Dam.
3.	1765	do	Engineering	... Essor Engineering Workers Union, Madras-12.
4.	1843	do	Textiles	... Handloom Weavers Union, Kancheepuram.
5.	2055	do	Miscellaneous	... Madras State General Industrial and Commercial Employees Union, Madras-3.
6.	2255	do	Food, Beverages & tobacco.	... Kancheepuram Hotel Workers Union, Kancheepuram.
7.	2611	do	Textiles	... Handloom Weaving Workers Union, Pudukottai.
8.	2721	do	do	... Saidapet Handloom Workers Union, Madras-15.

ABSTRACT

1.	Total No. of Trade Unions as on 1-4-61	...	1,120
2.	-do- registered during the month	...	10
3.	-do- cancelled	...	8
4.	-do- dissolved	...	...
5.	-do- amalgamated	...	...
6.	Total No. of -do- as on 30-4-61	...	<u>1,122</u>

14. Particulars of Inspections made by the Inspectors during the month of April 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.	556	2,041	133	48,790	2,610	811
2	* Nature of irregularities noticed	93	227	42	292	337	36
3	No. of cases warned	29	86	...	495	220	24
4	No. of prosecutions sanctioned.	28	...	...	17	64	...
5	No. of convictions obtained.	8	...	...	15	41	...
6	Amount of fines levied in Rupees.	280	...	...	216	516	...

* 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 April 1961.

Districts.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			REMARKS.
	Section 2 (m) (i)		Section 2 (m) (ii)	Notified		Section 2 (m) (ii)	Section 2 (m) (i)		Section 2 (m) (ii)	Section 2 (m) (i)		Section 2 (m) (ii)	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
1. North Arcot	127	138	114	4	1	...	...	1	...	131	138	114	
2. South Arcot	110	15	67	...	...	...	...	...	...	110	15	67	
3. Chingleput	184	28	50	2	...	...	...	...	...	186	28	49	
4. Coimbatore	882	31	172	5	...	...	...	...	1	887	30	172	
5. Kanyakumari	38	5	23	...	...	...	...	...	...	38	5	23	
6. Madras	662	64	172	7	1	1	1	3	...	2	666	65	171
7. Madurai	360	50	101	...	...	...	...	...	...	360	50	101	
8. The Nilgiris	110	1	13	...	...	...	...	...	...	110	1	13	
9. Ramanathapuram	209	66	135	6	2	2	...	2	1	1	213	67	134
10. Salem	371	21	106	7	...	...	...	...	...	3	378	21	103
11. Thanjavur	295	27	89	1	...	...	...	...	...	...	296	27	89
12. Tiruchirappalli	221	23	269	...	...	...	...	1	...	...	220	23	269
13. Tirunelveli	239	53	143	...	2	2	...	1	...	4	238	55	139
Total	3808	522	1454	32	6	6	1	7	3	11	3833	525	1444

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

S. No.	Category of Plantations.	At the beginning of the month.			Registered.		Removed.		At the end of the month.						
		A.	B.	(3)	(4)	(5)	(6)	A.	B.	(7)	(8)	A.	B.	(9)	(10)
(1)	(2)														
1.	Coffee	...	121	28,412.39	...	...	...	...	...	...	...	121	28,412.39	...	...
2.	Tea	...	124	62,389.78	1	...	...	1	667.13	...	...	124	61,722.65	...	...
3.	Rubber	...	16	7,535.68	...	...	...	...	...	...	...	16	7,535.68	...	...
4.	Cinchona	...	3	9,406.00	...	...	...	...	...	...	...	3	9,406.00	...	...
5.	Cardamom	...	3	2,173.20	1	130.00	...	...	...	...	...	4	2,303.20	...	...
	Total	...	267	1,09,917.05	2	130.00	...	1	667.13	...	...	268	1,09,379.92	...	...

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

16. (a) Statement of Accidents for the month of April, 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	...	1
21.	Beverages	...	1
22.	Tobacco	...	...
23.	Textiles	...	306
24.	Footwear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	2
26.	Furniture and fixtures	...	2
27.	Paper and paper products	...	...
28.	Printing, publishing and allied industries	...	19
29.	Leather and leather products (except foot-wear).	...	4
30.	Rubber and rubber products	...	1
31.	Chemicals and Chemical products	...	162
32.	Products of petroleum and coal	...	13
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	22
34.	Basic Metal industries	...	10
35.	Metal products (except machinery and transport equipments).	...	51
36.	Machinery (except electrical machinery)	...	3
37.	Electrical Machinery, apparatus, appliances and supplies.	...	25
38.	Transport equipment	...	572
39.	Miscellaneous industries	...	14
51.	Electricity, Gas and Steam	...	8
52.	Water and Sanitary Services	...	...
83.	Recreation services (Cinema Studios)	...	2
84.	Personal Services (laundries, dyeing and cleaning).	...	...
Total		5	1,425

16. (b) Statement of Accidents in Cotton and Jute Mills for the Month of April, 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.	12	...	...	...	...	...
2. Card room Machinery	38	...	...	...	...	...
3. Drawing Frames	4	...	...	...	...	...
4. Speed Frames	5	...	...	...	...	...
5. Spinning Machinery	53	...	...	...	...	...
6. Weaving Machinery	36	...	...	...	...	...
7. Finishing Machinery	8	...	...	...	...	...
8. Flying Shuttles	5	...	...	...	...	...
9. Other Miscellaneous Textile Machinery	56	...	...	...	...	...
10. Miscellaneous Non-Machinery Accidents.	83	3	...	...	...	...
Total	300	3	...	...	...	...
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 April, 1961.

Name of the factory or establishment (1)	Section from which exempted (2)	Duration of exemption (3)	Authority (4)
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EMPLOYEES' STATE INSURANCE ACT, 1948

1. The Steam Laundry, Kasturba Gandhi Hospital for women and Children, Madras-5.	All chapters except chapter V-A	Permanent	G.O. Ms. No. 2021, (Lab) Industries, Labour and Co-operation, dated 6-4-61 published as Notification II-1 No. 1506 of 1961 at page 491 of part II Section 1 of the Fort Saint George Gazette, dated 12-4-61.
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MADRAS INDUSTRIAL ESTABLISHMENTS

(NATIONAL & FESTIVAL HOLIDAYS) ACT, 1958

1. T. Stanes & Company Coimbatore.	Section 3 subject to certain conditions.	Permanent	G.O. Ms. No. 1808, (Lab) Industries Labour and Co-operation, dated 27-3-61 published as Notification II-1 No. 1504 of 1961 at page 491 of part II Section 1 of the Fort Saint George Gazette, dated 12-4-61.
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MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947

1. All Co-operative Societies, registered under the Madras Co-operative Societies Act, 1932.	All provisions of the Act subject to certain conditions.	From 1-4-61 to 30-9-61 (both inclusive).	G.O. Ms. No. 1807, (Lab) Industries, Labour and Co-operation, dated 27-3-61 published as Notification II-1 No. 1503 of 1961 at page 489-491 of Part II Section 1 of the Fort St. George Gazette dated 12-4-61
2. Stalls in all India Swadeshi art & Industrial Exhibition, Coimbatore	All provisions of the Act.	From 1-3-61 to 14-4-61 (both inclusive.)	G.O. Ms. No. 2083, (Lab) Industries, Labour and Co-operation, dated 10-4-61 published as Notification II-1 No. 1646 of 1961 at page 541 of part II Section 1 of the Fort Saint George Gazette dated 19-4-61
3. All dispensaries working during nights.	Section 9 of the Act subject to certain conditions.	Permanent	G.O. Ms. No. 1952, (Lab) Industries, Labour and Co-operation, dated 3-4-61 published as Notification II-1 No. 1746 of 1961 at pages 578 of part II Section 1 of the Fort Saint George Gazette dated 26-4-61.

18. Consolidated Statement of Price of Cotton and Yarn for April, 1961.

For the Week ending.	Price of Cotton per Candy of 74 lbs.	
	Cambodia.	Karunganny.
1-4-'61	Rs. 850/890	Rs. 750/870
8-4-'61	-do-	-do-
15-4-'61	-do-	-do-
22-4-'61	-do-	-do-
29-4-'61	-do-	-do-

For the Week ending	Price of Yarn per Bundle of 10 lbs.	
	20s.	*
1-4-'61	Rs. 20.75	
8-4-'61	do	
15-4-'61	do	
22-4-'61	do	
29-4-'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 April, 1961, as ascertained and declared by the Director of Statistics under section 2 (d) of that Act.

Centre.	Food.	Fuel and Lighting.	Cloth- ing.	House Rent.	Miscel- laneous.	cost of Living index.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(Base : Year ended June, 1936 : 100).						
1. Madras City ...	533.5	641.1	470.3	292.0	363.1	481.9
2. Cuddalore ...	508.0	491.0	386.0	353.0	480.0	478.0
3. Tiruchirapalli ...	492.0	493.0	429.0	285.0	356.0	445.0
4. Madurai ...	531.0	416.0	504.0	299.0	310.0	460.0
5. Coimbatore ...	513.0	487.0	480.0	466.0	291.0	498.0
	Food.	Housing.	Clothing.	Miscel- laneous.	Cost of Living Index.	
(Base : August, 1939 : 100).						
5. Nagercoil ...	554.0	417.0	513.0	292.0	491.0	

* 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 March, 1961, and April, 1961.

Zone.	Centre.	Cost of living index numbers for the months of.		Variation.
		March, 1961, April, 1961.		
(Base : Year ended June, 1936 : 100).				
1. Madras City and Chingleput Dt.	Madras City ...	478.8	481.9	+ 3.1
2. North Arcot and South Arcot Dts.	Cuddalore ...	473.0	478.0	+ 5.0
3. Tiruchirapalli & Tanjore Dts.	Tiruchirapalli ...	444.0	445.0	+ 1.0
4. Madurai, Ramanathapuram and Tirunelveli Dts.	Madurai ...	460.0	460.0	
5. Coimbatore and Salem Dts.	Coimbatore ...	492.0	488.0	- 4.0
(Base : August, 1939 : 100)				
6. Kanyakumari Dt.	Nagercoil ...	491.0	491.0	

MADRAS CITY. INDEX-482.

A rise of three points.

The index for the food group rose by three points to 534 due mainly to a rise in the price of rice.

The index for the fuel and lighting group fell by two points to 641 due to a fall in the prices of charcoal and kerosene oil.

The index for the clothing group rose by one point to 470 due mainly to a rise in the price of shirting.

The index for house rent rose by nine points to 292 due to the revision of the house rent figure.

The index for the miscellaneous group rose by two points to 363 due to a rise in the prices of betel leaves and tobacco for chewing.

Group.	Weight proportional to the total expenditure.	Group Index number.	
		March, 1961	April, 1961.
(1)	(2)	(3)	(4)
Food	58.23	530.7	533.5
Fuel and lighting	8.42	643.1	641.1
Clothing	6.10	468.7	470.3
House-rent	14.57	283.4	292.0
Miscellaneous	12.68	361.0	363.1
Total	100.00		
Cost of living index number		478.8	481.9

STATISTICAL SUPPLEMENT

CUDDALORE

INDEX-478.

A rise of five points.

The index for the food group rose by seven points to 508 due mainly to a rise in the prices of vegetables, fish and milk.

The index for the fuel and lighting group rose by one point to 491 due to a rise in the price of charcoal.

The group index numbers in respect of clothing, house rent and miscellaneous remained unchanged at 386, 353, and 480 points respectively.

TIRUCHIRAPALLI

INDEX-444.

A rise of one point.

The index for the food group rose by one point to 492 due mainly to a rise in the prices of meat, chillies and tamarind.

The index for the fuel and lighting group rose by two points to 493 due to a rise in the price of kerosene oil.

The index for the miscellaneous group rose by four points to 356 due to a rise in the price of betelnuts.

The group index numbers in respect of clothing, and house rent, remained unchanged at 429 and 285 points respectively.

MADURAI

INDEX-460

A slight fall

The index for the food group fell by two points to 531 due mainly to a fall in the prices of vegetables.

The index for the miscellaneous group rose by five points to 310 due to a rise in the price of betel leaves.

The group index numbers in respect of fuel and lighting, clothing and house rent remained unchanged at 416, 504 and 299 points respectively.

COIMBATORE

INDEX-488.

A fall of four points.

The index for the food group fell by eight points to 513 due mainly to a fall in the prices of rice.

The index for the fuel and lighting group rose by three points to 487 due to a rise in the price of kerosene oil.

The index for the miscellaneous group fell by one point to 291 due to a fall in the price of betel leaves.

The group index numbers in respect of clothing and house rent remained unchanged at 480 and 466 points respectively.

(Base : August, 1939 : 100)

NAGERCOIL

INDEX-491.

A slight fall

The index for the food group fell by one point to 554 due mainly to a fall in the prices of vegetables and fish.

The index for the miscellaneous group rose by four points to 292 due to a rise in the prices of betel leaves and arecanuts.

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

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

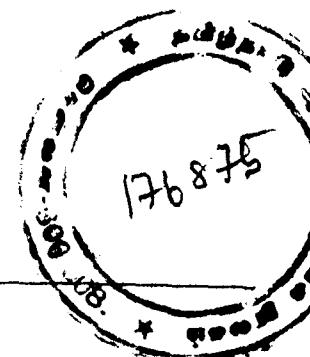
Sl. No.	Particulars	During the Month	Since 1st April, 1961.
1. A. Registration.			
1.	No. of workers registered	2,180	2,180
2.	Net No. of insured persons entitled to medical care at the end of month.	...	2,04,590
B. Employment Injury Benefits.			
1.	No. of Accident Reports received.	1,356	1,356
2.	No. of Temporary Disablement Benefit payments.	1,021	1,021
3.	Amount of Temporary Disablement Benefit paid.	Rs. 25,069-79	Rs. 25,069-79
4.	No. of cases referred to Medical Board.	Nil	Nil
5.	No. of cases decided for:		
	(a) Partial Permanent Disablement.	...	...
	(b) Total Permanent Disablement.	...	...
6.	Amount of Permanent Disablement Benefit paid.	Rs. 3,886-97	Rs. 3,886-97
7.	No. of insured persons got fitted with artificial limb.	Nil	Nil
8.	No. of dependants admitted to dependants' benefit.	Nil	Nil
9.	Amount of Dependants' Benefit.	Rs. 1,732-66	Rs. 1,732-66
C. Sickness Benefit.			
1.	No. of sickness benefit payments.	25,199	25,119
2.	No. of sickness benefit days.	1,69,648	1,69,648
3.	Amount of sickness benefit paid.	Rs. 3,65,622-94	Rs. 3,65,622-94
4.	No. of insured persons found eligible to extended sickness benefit.	54	54
5.	Amount of extended sickness benefit.	Rs. 8,771-69	Rs. 8,771-69
D. Maternity Benefit.			
1.	No. of fresh maternity benefit cases admitted.	164	164
2.	No. of Maternity Benefit days.	13,867	13,867
3.	Amount of Maternity Benefit paid.	Rs. 49,768-69	Rs. 49,768-69
Legal Action			
		<i>During the Month of April 1961</i>	<i>Amount</i>
1.	No. of cases where recovery of E.S.C. has been effected under Sec. 73-D of the Act and the amount so recovered.		
2.	No. of cases where recovery of Employees' contribution has been effected under Sec. 75-(2) of the Act and the amount so recovered.	17	Rs. 11,361-07
3.	No. of convictions under Sec. 86 of the Act indicating, in brief the grounds for prosecution and the punishment awarded :—	7	Rs. 2,445-49

No. of Insured Persons convicted (1)	Grounds (2)	Punishment (3)
1	Received Sickness Benefit improperly by giving false declaration.	Fined Rs. 100/-

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

Sl. No.	Particulars.	April 1961
1.	Total number of Attendance :	
	New	51,978
	Old	1,69,211
2.	No. of Medical certificates issued	78,959
3.	No. of Domiciliary visits made	214
4.	No. of Injections administered	51,759
5.	No. of x-ray examinations	1,252
6.	No. of Laboratory Examinations	2,273
7.	No. of Specialist Investigations	3,034
8.	No. of Persons admitted to Hospitals	1,138
9.	Bed Days occupied during the month	10,108
<i>Additional data for panel system.</i>		
1.	No. of attendance-New	11,523
	Old	24,716
	Diagnostic Centres	...
2.	No. of Prescriptions issued	12,491
3.	Payments made to :—	
	1. Chemists	...
	2. Insurance Medical Practitioners.	...

Note :—The figures furnished in columns 1 to 9 do not include the figures of 2 Insurance Medical Practitioners. i. e. Government Hospital. Walajapet and Mettur Chemicals Dispensary.



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