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MADRAS LABOUR GAZETTE

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ARTICLES

MANAGEMENT RESPONSIBILITY FOR INDUSTRIAL HARMONY

(By Jehangir Ghandy) *

Harmony should not, I feel, be interpreted to mean the absence of conflict, since the industrial situation is, *per se*, one of conflict. As Stuart Chase says in his thought-provoking book, The proper Study of Mankind, "the sharp division of the factory hand's day between work and leisure is itself something very new in human history, unknown to the agriculturist or the craftsman. For eight hours, the industrial worker must submit himself to rules made largely without his participation, which prescribe his duties, govern his pace and his movements into and out of work." A group of labour economists have reiterated the same truth : He resents the imposed disciplines' which circumscribe his freedom; he toils at a task that he often finds distasteful and he can be seldom certain that his compensation is adequate to his needs and commensurate with his contribution". These experts conclude, therefore, that the workers' natural state is one of discontent in some degree. And, for once, I think, we can all heartily agree with the experts.

While the discontent that gives rise to protest is something inevitable, there is no reason at all why this protest cannot be directed and managed to prevent damage to the productive relationship between men and management. Harmony means to me, therefore, a climate of mutual understanding and esteem which helps to engender and strengthen a sense of common purpose'.

This, in the Indian context, must imply a willingness to temper group interests to the over-riding need for rapid economic growth. In practical terms, this means raising the efficiency of each enterprise to generate larger surpluses, to provide funds for expansion and growth, and also to provide the wherewithal for improving the workers' standard of life through direct monetary benefits, improved social security provisions and better welfare amenities. We should frankly recognise that the requirements of growth and the claims of labour are competitive. Not only in India, but in all rapidly developing countries many hard decisions will have to be made between the alternatives of capital formation and higher wages.

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Management has the *primary opportunity and responsibility* for utilising the factors of production, including human resources, in the best possible way. As Charles Myers puts it: "To the extent that recruitment and direction of the labour force is of the essence of the managerial responsibility, private or public, the initiative rests with management". Besides, the managerial class, enjoying the advantages of comparative affluence, education and culture, forms an *elite* group, and has, therefore, a moral obligation to supply the initiative.

The task is undoubtedly difficult, and I have no illusions that there are any short-cuts to harmony. A whole complex of factors enters into it: from adquate monetary rewards to the intangible psychological satisfaction that a worker derives from doing a relatively complete rather than a fragmented task. Old style managers were all too prone to dismiss psychology in the work-place as a lot of *mumbo-jumbo*. But the empirical studies done by Elton Mayo and others who followed him, have amply demonstrated the importance of human relations and group dynamics in the work-place.

Managements have a strong belief that it is their inherent right to manage the enterprise, and this gives them certain prerogatives. Throughout the world, unions are, however, trying to widen the area of collective bargaining, claiming the right to participate in management and calling into question such management rights as its decision on profits, depreciation reserves, production schedules, replacement of machinery and so on. This erosion of management authority has gone farthest, not in socialistically inclined Scandinavian countries or Britain, but in the citadel of private enterprise: the United States of America'. Voices have been raised in alarm on this penetration of management by unions but the process goes on even in such famous and well-run enterprises as General Motors and Ford.

The arguments behind the union challenge to management prerogatives are three-fold: First, workers as citizens have an interest in the conduct of business, and their interest in this capacity extends to all aspects of the management function. Secondly, unions hold that the enterprise is an agency through which the worker sells his services to the consuming public, and he has a direct interest in knowing whether the enterprise serves as an efficient middleman. Lastly, challenge is offered when managements are asked to justify the rejection of a wage claim by placing all the facts about the economic health of the enterprise including its financial and pricing policies on the bargaining table. In India, it is fair to say that challanges on this sophisticated plane have not yet been offered, but given the prevailing climate of thinking, there is no doubt in my mind that these questions will arise and will have to be dealt with. As I see it, there is no finality about management or union prerogatives. A great deal depends on what is considered right in a given social and economic context. But the technological requirements of modern enterprise are such that there is growing specialisation of managerial responsibilities, and responsibility can never be satisfactorily divorced from authority which management has to reserve to itself. It would help us to overcome the ideological and ethical challange involved, if we were to regard management as a trustee, holding the balance among the shareholders the

employees, the consuming public and society in general. Given this approach to professional management it should be possible to resist on a moral plane encroachments on management authority.

Harmony requires an integrated approach which will take into account all the tangible and intangible factors that contribute towards a healthy state of mutual understanding. A good example of this approach is the code of *discipline* ratified at the Nainital session of the Indian Labour Conference in 1958. Its provisions range from prohibition of unfair labour practices like go-slow, or strike without notice, to a general plea for recognition of rights and responsibilities of either party. That the code has had some success may be inferred from the reduction in the man-days lost through stoppage since 1958. I am personally inclined to agree with Sri Nanda that it will take time to cast off old prejudices and habits of the previous ten years when both labour and management were relying to an excessive degree on State intervention. I therefore endorse the plea made for wider acceptance of the code and more rigid enforcement of sanctions implicit in it during the next plan period. I also agree that employers should take the initiative in honouring the code and thus set the pace for labour.

While I have no doubt that the code of discipline, if faithfully observed by all parties, will help to strengthen industrial peace, I am not so sure that the general improvement in industrial relations can be maintained in the coming years if inflationary pressures keep on mounting. In fact, inflation as a cause of industrial conflict is a problem all developing economies are faced with in India, as much as in Latin America, Middle East or South-East Asia. It has been stated that the value of the rupee has fallen by some 20 per cent since the begining of the Second plan, with a resultant erosion in the real earnings of wokers. If we take 1939 as 100, real earnings did not get back to the pre-war level, until 1952. In the next three years, there was a significant rise in wages in real terms because of the fall in foodgrain prices and the general price level, with the result that, in 1955, the index of real earnings stood at 114. It fell sharply in the next year to 105, and was down at 104 in 1957, the latest year for which I have statistics. It is reasonable to infer that the fall has continued because of the sharp inflationary increase in prices from halfway through the Second plan. The INTUC memorandum on the Third plan, to which I have already referred, makes a strong plea for insulating the pay packets of workers from the ravages of runaway prices. It is, however, clear that industry cannot by itself undertake to neutralise fully the rise in the cost of living. Employers' organisations have declared that full neutralisation is not possible, although they have affirmed their readiness to *revise wages where increases in productivity justify doing so. Quite clearly, this is the only long-term solution possible,* but in the short-term, and we are now thinking of the next five years of the Third plan-each enterprise will have to reckon with the problem as best as it can in the light of its own economic situation.

These negotiations for wage rises need not, however, necessarily disrupt industrial peace, not at least to the extent that happened in the early 1950's, provided managements make a real effort to build up workers' confidence by following sound industrial relations policies. It is possible to imagine that where healthy relations exist, employees will be willing to temper their demands, keeping the larger interests of the entesprise and the need to safeguard its economic viability in mind. When managements plead inability to meet a demand on the plea of financial inability, I rather expect that they will have to agree to place on the bargaining table full information about their economic situation to enable workers' representatives to judge the validity of the management's arguments. During these discussion, I anticipate questions of overheads and other expenditures may well arise, the union representatives trying to show that increases in avoidable overhead costs have been permitted at a time of financial stringency. These discussions will inevitably raise the question of where management's inherent rights end and the union's rights begin. I can attempt no ready-made solutions except to suggest that a great deal will depend on the degree of mutual confidence subsisting between managment and its employees. It would be prudent, I think, to prepare for the eventuality in advance by taking steps now to improve and strengthen the relationship.

Union rivalries pose a grave threat to industrial stability, and it is a hard fact of life which we must face up to. The effect of these rivalries has been deplored often enough. I recognise the real helplessness of managements in the face of this problem. I can only reiterate the plea made by my distinguished colleague, Mr. Naval Tata, that strong trade unious are the pre-requisites to industrial peace. It might seem a contradiction in terms to suggest that managemets should take a hand in building up sound trade unionism. If managements adopt the policy of recognising the most representative Union, provided it operates within the democratic framework and accepts the obligations imposed on it by the code of discipline, and deal exclusively with it in all matters pertaining to collective bargaining, they will have done their bit towards promoting healthy trade unionism.

Another problem, that is bound to come up frequently in the next five years, is rationalisation. The Second Plan recognised that it *was not in the larger interests of developing economy to freeze the existing techniques of production.* The planners themselves favoured, therefore, attempts at rationalisation provided these did not lead to unemployment. Secondly, they laid down that prior consulation with workers was necessary and that changes should be effected after improving working conditions and *guaranteeing a substantial share in the gains from higher productivity to the workers.* While the general principles have been accepted on all sides, dificulties arise over details at the unit level regarding the apportionment of the workload, redeployment of surplus workers and finding alternative jobs for them, and finally in the shareout of the gains. The planners had hoped that these problems of detail could be settled after technical examination by independent experts. The INTUC feels that rationalisation, directed principally towards workers during the first two Plans, should now be focussed on management! INTUC wants rationalisation of managements to be effected equally in both the public and the private sectors.

Experience at Jamshedpur

Here again, we have a very vexing problem, and I have personal sympathy with the union approach seeking to safeguard the jobs of its members in a situation of chronic unemployment. At the same time, *going back to the first principles that labour policies should be geared to* the requirements of economic growth, we need some workable basis for effecting rationalisation and *increasing per capita Productivity.* It will be pertinent to cite our own example at Jamshedpur, where a doubling of the plant capacity has been achieved without any significant addition to the labour force. This has very nearly solved the intractable problem of labour surplus which had plagued us for many years—a surplus recognised by even an impartial body like the Planning Commission. We never contemplated retrenchment to get rid of the surplus, because that would have cut right across our traditional policy. We *sought and found a solution in expansion.* At the beginning of the expansion programme, we entered into a detailed agreement with the Tata Workers' Union the preamble to which stated that good and cooperative management-labour relations were important for the timely implementation of the schemes of modernisation and expansion. In a section entitled "Productivity", the first clause expressly stated that *"the union, its officers and its representatives agree to give their full support and co-operation to the company in the matter of securing improvement in labour productivity"* The company, likewise, assured that there would be no retrenchment, present earnings would be protected and that employees transferred from one job to another-the reference here was to jobs in the new plant-would be trained at company expense for their new responsibilities. The union conceded to management the right to fix the number of men required for the normal operation of existing sections or departments, but provided for an appeal to arbitration by independent experts, mutually agreed upon or nominated by government, in case of any disagreement on the issue. Full discretion was, however, given to management with regard to the staffing of new departments. *The management, on its part, expressly undertook to offer an appreciable upward revision in wages aud emolument in recognition of the increased labour productivity.* An agreed basis was thus laid for bringing about the absorption of surplus labour in the new plants. This is how we set about "rationalisation without tears". We had, of course, the advantage of *synchronising rationalisation with a massive expansion,* and also the further advantage of a strong and responsible union leadership, conditions which might not obtain in all cases. The facts enumerated might, however, provide a pointer to the direction which management efforts might take, as is borne out also by the experience of other enterprises. To sum up, managements must attempt to *understand and meet the legitimate fears of workers affected by technological change.* The steps taken to prepare the workers for rationalisation provide managements with an opportunity to demonstrate their good faith, particularly in the efforts they make to reduce costs other than labour costs.

Mutual understanding and goodwill are essential if any progress is to be made towards solving the admittedly difficult problems of management-worker relationship. I propose to discuss here a method of improving understanding, which has shown promising results at Jamshedpur. I refer to employee association with management: an idea which we accepted in the 1956 agreement with the Tata Workers' Union. Since we embarked on this experiment, joint councils have come up in another two dozen units. As we understand it, the purpose of these councils is really to heighten the sense of belonging by giving workers an opportunity of participating in the operation of the enterprise. I should perhaps qualify that the constitutional provision gives the joint councils only an advisory character. In practice, however, the recommendations of the councils have, by and large, been implemented; where for some reasons this is not passible, an attempt is made to explain, as fully and adequately as possible, the reasons for non-compliance. The work of the joint councils, we like to think, satisfies the worker's urge for self-expression and gives him a greater interest in the efficient running of the enterprise, because he is now in a position to make his views heard on what should be done and obtain answers to his questions at three levels: the departmental level, the works level and also right at the top level where we have a joint consulative council of management, of which I am the Chairman. This apex council has the important right of discussing general, economic and financial matters concerning the Company, except the reserved subjects of its relationship with shareholders, managerial staff, taxes or other confidential matters.

These joint councils are composed of equal representatives of management and workers, except the top council, where the management appoints an additional member to act as the Chairman. The bringing together of men from the shop-floor representing the workers with the top people of the department in the department council has a salutary educational impact and leads to great improvement in the understanding of each other's viewpoint. In order to stimulate ideas from the constituency that the worker delegates represent, agenda commitees have been set up, whose work is to collect suggestions and ideas from all sections of workers for discussion in these councils. As part of the reporting back procedure, minutes of the council, drafted in simple English and Hindi, are put up on notice boards in that department. A new feature, introduced as a result of initiative from below, is an annual meeting of the department, where general issues are discussed in the presence of the entire work force and at which senior management representatives are on hand to give first-hand answers to questions of policy on which their comments are invited. Attendance at the annual meetings and the enthusiasm noticed convinces me that this innovation is wholly desirable. This apart, we held two meetings at which our Chairman, Mr. JBD Tata, invited the entire membership of the joint councils running into a couple of hundreds to have tea with him and raise with him any matter on which a member wanted his views. We hope to repeat these very successful meetings during future visits of the Chairman to Jamshedpur.

We have taken care, however, not to allow any matter pertaining to collective bargaining or the union sphere to be discussed in these councils. Failure to do so would have meant by-passing the union and undermining its position which industry in its own interest, must guard against. Secondly, management has in this initial period taken the responsibility not only for providing the secretarial service these councils need, but also for communication and dissemination of information. Thirdly it is fair to add that the success of the council at Jamshedpur derives from the fact that we have a strong and well-organised union, dealing with the vexatious problems of grievance, wage rates etc., separately, leaving this new machinery to concentrate on production and welfare.

I just dealt with joint councils and the advantage of widening joint consulattion to give employees a sense of participation and belonging. It is, however, clear to me that joint councils cannot be a substitute for good *man-management* and sound management practices. The first essential is leadership of the right quality at the front line, supervisors on the shop-floor. In a plant like our steel works at Jamshedpur, a good many of the supervisors have come up from the ranks and are neither highly educated nor sophisticated. Getting them to feel that they are members of the management team is a difficult and time-taking job, made worse by their comparatively advanced years. We have a staff training department through which we have been giving TWI course to equip these men for their supervisory role. We have also started a course in foremanship in which we are putting two batches of 40 men through a 9-month course with the object of developing the qualities and skills required in man-management. Five years ago, we put all 1200 supervisors through a week-long full-time company information course with the object of giving them a background of the Company history. Company's policies and practices. At the end of the week, there was a question and answer session between the batch of supervisors taking the course, and a senior management representative, where ideas and views were frankly and fully exchanged. The course proved quite popular, particularly because of its last feature which gave men an opportunity to get things off their chests, and also provided management with a rare insight into supervisors, thinking and morale. We have now plans to repeat the course not only for the benefit of the new entrants into supervisory ranks, but also for those already covered, because a second exposure will be of benefit both to them and to the management.

I should like to emphaise that harmony is often jeopardised by many small and relatively unimportant matters like short-comings in recruitment and selection, inadequate attention to induction and placement of personnel, unsatisfactory promotion policies etc. All these may be classed under the general heading of good management practices, about which the personnel specialists have written volumes. Each enterprise should take a periodical look at its practices either by itself or in consultation with outside experts to discover and rectify the lacunae that may exist. The total impact of all these sub-divisions of good management is very considerable, particularly on morale.

Management as Laurence Appleby says is *essentially getting things done through the efforts of other people*. But this requires a deep and real understanding of why men work and how they can be motivated to work better. That is the crux of all management, yet how little time and effort is spared to build up the essential skills of man-management compared to the enormous outlays on technical education and training to gain an understanding of and control over the machinery we work with. Yet *all the machines in the world will be of no avail without the people that stand behind them*.

(The Article is reproduced from April-May, 1961 "Productivity" by the kind courtesy of the National Productivity Council).

LABOUR RELATIONS: PRESENT PROBLEMS AND FUTURE PROSPECTS

I. L. O. Director-General's Analysis

Each June at the Annual Conference of the International Labour Organisation, Government, employer and worker delegates from both industrially advanced countries as well as from developing countries debate and discuss a report by the ILO Director-General on some specific aspects of labour and social policy. This year Mr. Morse has chosen the topic "Labour Relations" as his subject.

Mr. Morse says that at the present time technological and economic growth are bringing about deeply penetrating changes in economic institutions and large undertakings have become the archetype of industry in North America and Western Europe. This is even more true for the Soviet Union where great industrial organisations are characteristic of many branches of the economy; and the same tendency towards increasing bigness is to be found in other centrally planned economies of Western Europe. Bigness has brought with it the need for formal organisation and procedures, carefully worked out salary structures, channels of communication, and promotion, grievance and appeals systems. The increasing complexity of modern industrial operation, the ever-developing fields of science and technology used in industry, problems of increasing productivity, of winning and retaining mass markets, of finance and industrial relations, and also frequently of the management of widely seattered units, are forcing top management to adopt a line-and-staff form of organisation with increasing reliance on the advice and briefing of staff specialists.

Growth and Role of Trade Unionism

The slight decrease recorded recently in trade union membership in a number of highly developed countries, according to Mr. Morse, may be the result of factors such as the general economic situations and difficulties affecting certain branches of industry mainly as a result of technological change rather than any 'disaffection' of workers for the unions. Mr. Morse reports that in many countries there has been an uninterrupted increase of trade union membership. Of course, scientific surveys and inquiries, pools of opinion and the rigid interpreation of certain statistical data have sometimes indicated a slight tendency towards a "levelling off" in trade union growth, but according to Mr. Morse, methods of analysis of this kind are not yet sufficiently accurate.

Analysing the growth of trade unionism and its role in the present context of large undertakings and technological progress, Mr. Morse says the movement originally drew its vigour from labour's dissatisfaction during the industrial era. But now it is not surprising that many observers of all shades of opinion, from the declared opponents of trade unionism to the trade union leaders themselves, and also people in academic and Government circles, should refer to the "saturation" of the trade union movement.

Small Units

The report records that in most developing countries the trade union movement has not yet reached all branches of the economy but only certain sectors such as industrial undertakings, civil servants, teaching, transport and plantations. Even here, the movement is frequently sporadic and there are many small units, often with fluctuating membership which are inadequately financed and so cannot afford to employ skilled full-time union officials. In several of these countries the trade union movement is more or less deeply divided, largely for political and ideological reasons, and union rivalry is often common.

Mr. Morse notes that the trade union movements of many Asian countries and some in Latin America and Africa, could never have achieved their present status without the assistance of "outsiders"; intellectuals, politicians and lawyers inspired by various motives, who are not and never have been workers in the economic sector covered by the trade union movements.

Their assistance is indispensable to the trade union movement, especially in the initial stages, when very widespread illiteracy among workers makes it difficult to recruit qualified leaders from their ranks.

The predominance of "outsiders" in union leadership has, however, created difficulties, the Director-General says. Outside leaders, who secured their position for political purposes, have been resposible for much harmful inter-union rivalry, sometimes secrificing workers' interests to those of the party to which they belong.

Another type of leader who, Mr. Morse things, can do even worse damage, is the one who is in the movement for his own personal ends and who takes advantage of the workers' unfamiliarity with trade unionism and industrial relations.

Mr. Morse has urged that trade unions must also work to eliminate rivalry between union leaders which weakens the movement and makes for instability in labour relations.

Serious Problem

Mr. Morse says that recognition by employers is "one of the most serious" problems facing the trade union movements in developing countries. Though more and more employers, particularly in large undertakings, accept the idea of trade unionism, and successfully practice collective bargaining with their employees, there are still many who offer passive resistance and cold-shoulder the unions even, on occasion, to the extent of obstructing their activity by acts of discrimination in employment which undermine freedom of association.

These attutudes are made up of many factors-cultural traditions, social prejudices, mistaken concepts of the function of employer or trade union, and so on. They may also be a symptom of the employers' reaction to the type of leadership, the policies and programmes of the union with which he has to deal.

The report says that experience in industrialized countries seems to indicate that employers' associations have an important part to play in promoting good labour-management relations. Legislation has also played an important part in the growth of national systems of industrial relations. But whatever the type of legislation, the manner in which it is applied is important. In developing countries the application of the law implies education and must be entrusted to competent staff whose training is thus especially important. In short, underlying most of the problems confronting both employers and trade unions in developing countries is the need for education. The best remedy for the present ills of trade unionism is the training of future leaders in sound methods of union administration and democratic leadership as part of a broadly designed programme of workers' education for the rank and file in trade union methods. On the employers' side too, education is required to promote a fuller understanding of the economic and social significance of trade unionism and a willingness to embark on consultation and collective bargaining.

The report observes that strike is still a weapon of conflict, but conflict is becoming institutionalised. It may still prove decisive in an economic struggle, but in many cases it has become a token demonstration of protest, sometimes having a clearly political cast, attempting to influence the role of the State in economic and social life, as for example, with the strikes which paralysed the economic life of Belgium in December and January last.

The proliferation of unofficial strikes, Mr. Morse says. is also a disturbing turn in recent events. In developing countries strikes may be very harmful to production and may compromise the success of development plans. The special gravity of strikes in such circumstances explains why Governments in many of these countries turn more or less readily to stricter discipline and the limitation of the right to strike.

According to the Director-General, there is every indication that collective bargaining will take a long time to develop and that each country will have to do all it can to hasten the process by every means available and, in particular by greater effort in education and training. Wherever collective bargaining is an established and accepted procedure for determining working conditions there is ample agreement that its future role will still be important.

General Guides

Mr. Morse has listed certain "general guides" for further advance in establishing a satisfactory system of labour relations.

In the first place, education and better understanding of human and social problems of work are essential.

In the second place, the institutions of labour relations must be soundly developed with free, democratic, independent and responsible workers' and employers' organisations. First and foremost, they must command the respect of their members for the positions they take and the agreements they enter into; and they must be responsive to the needs and wishes of their members. They must keep their organisation and their methods of action in line with the changing world around them. In the industrialised countries these occupational organisations must react constructively to the problems of technical progress, while in developing areas they must contribute to the economic and social development of their countries.

In the third place, Government has an important part to play in labour relations. As an employer it can serve as an example to influence the parties in labour relations. By creating the legislative frame work for the organisation of labour relations and by administering social legislation it can also help to form a favourable climate. But the responsibilities of government now go beyond this and include the promotion of co-operation in labour relations. In this field many countries are acquiring more experience which could be shared to advantage.

In the fourth place, the growth of joint machinery freely established by the parties concerned and aimed at reconciling divergent interests and examining and taking action on matters of common interest is more and more important. Here, the methods and procedures selected are less important than the spirit in which they are applied.

In the fifth place, the success of any labour relations system depends on whether it is in tune with the national traditions and economic and social characteristics. Experience in one country can be useful to another, provided it is reconsidered in the light of the conditions of the other country and is used in helping to create something new and original which answers a particular need. This is particularly important in the developing countries which are working out labour relations systems as they set up and expand a new organisation of production.

Labour relations in the years to come will involve continuing problems of adjustment to changes in the technical and economic organisation of production, and of equitable distribution of the fruits of economic progress. Employers, workers, and their organisations will have to be more and more closely associated in finding a solution to these problems if the process is to advance smoothly with a minimum of conflict and human frustration and suffering. There can be no uniform solution to the problems which must inevitably arise. National traditions, economic and social conditions and the genius of each people will produce a variety of responses to situations which are always basically similar. The most important point is that governments, employers and workers look beyond ideologies, established systems and readymade answers and explanations so as to see more clearly the underlying transformations in work and society and the changing needs and aspirations of working people everywhere. Old doctrines need to be re-examined, criticised, and rejected if found wanting and out of date

(I. L. O. News Services—dated 4 June 1961)

INDUSTRIAL SAFETY

Explosion in an Oxygen Compressor.

Two workers died and five were injured due to the bursting of an after-cooler coil of a 3-stage oxygen compressor. It appeared that the bursting was due to an internal explosion.

On the day of the accident, the valves of the compressor were removed, ground, and cleaned with carbon tetrachloride checked and were replaced. The compressor was then started and about 25 minutes later the explosion took place. The aftercooler coil burst and the water tank surrounding the coil was also badly damaged. The pressures immedialely, after the first, second and third stages were 70,250 and 2000 lbs. per square inch, respectively.

Pieces of the coil, samples of castile soap solution used as cylinder lubricant and carbon tetrachloride used for cleaning the valves were collected and sent to the Government Test House for examination and analysis. The reports of the Test House showed that :—

(i) The castile soap solution was practically neutral;

(ii) Microscopic examination of suitable sections of the coil did not reveal any defect in the material. A piece of sound portion of the after-cooler coil was subjected to internal hydraulic pressure test and it with-stood satisfactorily a pressure of 7600 lbs. per square inch (The pressure could not be raised beyond 7600 lbs. per square inch for want of proper facilities); and

(iii) The sample of carbon tetrachloride which was collected directly from a sealed container given by the suppliers generally conformed to the requirements of B.S.S. 575-1957 except that (a) it was not free from suspended matter, and (b) residue on evaporation at 100°C was 0.12% by weight (black carbonaceous and oily matter) against the stipulated maximum of 0.10%. The sample also contained some dissolved oily matter; this was evident from the residue.

Oil ignites spontaneously in the presence of oxygen and if the latter is under pressure, an explosion may result. It appeared that the explosion was due to the presence of oily matter in the carbon tetrachloride which was used for cleaning the valves and which presumably was not scrupulously wiped off.

Preventive Measures :

1. On no account should and oil, grease or other fatty substances be allowed to come into contact with oxygen, particularly when the latter is under pressure;

2. The soap used as cylinder lubricant should be tested in order to be sure that it is neutral;

3. It is also advisable to test the carbon tetrachloride in order to ensure that it does not contain oily or fatty matter; and

4. After cleaning the valves with carbon tetrachloride, they should preferably be dried, instead of wiping with rag or cotton waste.

(Information sent by the Chief Inspector of Factories, West Bengal)

2. Explosion in an Electric Furnace

A worker was fatally injured due to an explosion in a 3 phase, 1200 K.V.A., direct are electric furnance of 3 ton capacity.

The furnace had a roof which could be swung round for charging on top. It was also provided with a door diametrically opposite the tapping spout for putting additional charge by hand. The furnace was charged with about 2¾ tons of scrap from the top by means of an over-head travelling crane incorporating a lifting magnet. The roof was then replaced and the furnace was operated for some time. After the charge had melted, power was cut off, the electrodes were raised and scrap was charged manually through the door in order to bring the total charge inside the furnace to 3 tons. Two wheel barrows full of scrap had already been charged and the workers were waiting near the furnace door for a third one to arrive, when the explosion occurred inside the furnace. As a result, one of the workers received fatal injuries from splinters. A part of the brick-work of the furnace roof was blown off due to the explosion. Also furnace lining near the door and one of the electrodes were damaged.

Investigation showed that the explosion occurred due to some explosive material which was mixed up with the scrap. Similar explosions have also occurred in furnaces in other factories. The only way to prevent such accidents is to sift the scrap in order to eliminate any explosive material.

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

3. Struck by a Locomotive Crane

A worker died as a result of injuries sustained when he was struck by a steam travelling locomotive crane and was jammed between its coal bunker and a wagon.

The worker along with others was engaged in shunting of wagons on a track with the help of the locomotive crane on a adjacent track. The crane hook was attached to the coupling hooks, of the wagons and the crane was used to manoeuvre the wagons into position. During shunting of one of the wagons, the crane hook could not be released in time from the wagon coupling hook and the crane slew and struck the worker who was standing between the two tracks.

This accident was clearly due to misuse of a crane. It should be noted that the use of a crane in the manner aforesaid, and lifting or lowering of loads out of the vertical, should never be undertaken as this may impose excessive stresses on a crane, and in the case of a jib crane, affect its stability adversely.

(Information sent by the Chief Inspector of Factories, West Bengal)

4. Unguarded Belt

A fatal accident occurred to a worker who was asked to mount the belt of the ball mill on to the overhead shaft pulley which was 9 feet from the ground level. He stood on a steel drum which was about 3 feet high. While standing on this drum, with one leg kept on the nearby horizontal wooden bamboo, he started mounting the belt on to the moving overhead pulley. While doing this, his right hand got entangled in the belt and he was bodily lifted up by the moving pulley and was rotated round several times before the shaft was brought to a stop by cutting off power. The injured was brought down but he died on the way to hospital.

Investigation showed that the belt was not guarded as required under Section 21(1) (iv) (b) of the Factories Act.

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

(*Reproduced from 'Industrial Safety & Health Bulletin April—June, 1961 - pp. 20 to 23.*)

LABOUR NEWS

INDUSTRIAL RELATIONS

JUNE, 1961.

The Labour situation in the State was satisfactory. There were nineteen strikes during the month of June 1961. Of these, six related to textile mills and thirteen to undertakings in other industries affecting 2841 and 1354 workers respectively. The mandays lost as a result of the stoppages were 3048 and 2985 respectively. The details of the more important strikes are as follows :

TEXTILES

About 22 workers of Narain Spinning and Knitting Mills, Coimbatore struck work from 1—6—61 to 3—6—61 demanding minimum rates of wages and the strike was called off on the mediation of the Labour Officer.

About 49 workers of Sujni Textiles Ltd., Coimbatore struck work from 6—6—61 to 7—6—61 as a protest against the change in the shift hours and the strike was called off on the mediation of the Labour Officer.

About 450 workers of Pankaja Mills Ltd., Coimbatore struk work on 15—6—61 and the strike was called off on the same day by direct negotiation. The reasons for the strike are not known.

About 432 workers of Saradha Mills Ltd., Podanur, Coimbatore struck work from 16—6—61 to 26—6—61 as a protest against the suspension of 6 doffing boys and the strike was called off on the mediation of the Lobour Officer.

Other Industries.

About 303 workers of Terramia Estate, Kullakamby P.O., Nilgiris, stuck work from 10—6—61 to 16—6—61 as a portest against the suspension of a worker and the strike was called off on the mediation of the Labour Officer.

About 99 workers of Angu Vilas M. V. Muthiah (Firm) Scented Tobacco, Dindigul struck work from 5—6—61 to 6—6—61 as a protest against the refusal of employment to workers and resumed work voluntarily.

About 16 workers of Pandian Board Works, Madurai struck work from 14—6—61 to 15—6—61 as a protest against a quarrel between the workers and resumed to work voluntarily.

About 24 workers of Siva Industrial Works, Kovilpatti struck work from 13—6—61 to 19—6—61 demanding admission of a late comer and the strike was called off on the mediation of the Labour Officer.

About 10 workers of Ayyappaswami Lorry Service and Goods Vehicles, Trichy struck work from 7—6—61 to 10—6—61 as a protest against the dismissal of 2 workers and the strike was called off on the mediation of the Labour Officer.

About 108 Workers of E. K. Haja Mohamed Meera Sahib & Sons Tannery, Erode, struck work on 8—6—61, and the strike was called off on the same day on the intervention of the police officers. The reasons for the strike are not known.

About 620 workers of Somasundaram Mills, Coimbatore and about 1268 works of Coimbatore Spinning and Weaving Mills Co. Ltd., Coimbatore struck work for an hour on 17—6—61 in sympathy with the fast undertaken by Sri A. K. Gopalan and resumed work voluntary.

The workers numbering about 794 employed in Mukkampala and six other estates in Kanyakumari District struck work from 30—6—61 to 1—7—61 as a protest against the decision of Government of India in respect of certain Rubber Plantations and resumed work voluntarily.

CENTRAL SPHERE

Review of the activities of the Central Industrial Relations Machinery in the Madras State for the month of June, 1961.

1. **Conciliations:** (a) The Conciliaton Officer (Central), Madras held conciliation proceedings in the dispute between Mineral Handling Employers' Association, Madras and Madras Harbour Workers Union, Madras over rotational booking, wages etc., and brought an amicable settlement.

(b) The Regional Labour Commissioner (Central), Madras held conciliation proceedings in the dispute between the management of the Dalmia Cemet (Bharat) Ltd., Dalmiapuram and Dalmia Cement Workers Union, Dalmiapuram over non-payment of overtime wages to certain workers, non-employment of two workers, increase of drillers and some other demand and brought about an amicable settlement.

(c) In the dispute between the management of the Dalmia Cement (Bharat) Ltd., Dalmiapuram and the Dalmia Mines Workers Union, Dalmiapuram for non-payment of bonus for 1960, revision of work loads, leave etc., as the parties could not come to an agreement, no settlement could be arrived at in the dispute.

(d) In the dispute between the Madras Dock Labour Board, Madras and the Madras Harbour Workers' Union over the grant of interim D.A. of Rs. 5/- to all piece-rated and daily rated workers of the Board, as the parties could not come to an agreement, no settlement could be arrived at in the dispute.

(e) In the dispute between the Madras Dock Labour Board and the Madras Port and Dock Workers Union, Madras over certain demands including payment of interim allowance of Rs. 5/- to all piece-rated and

time rated workers under the Madras Dock Labour Board, as the parties could not come to an agreement no settlement could be arrived at in the dispute.

2. **Strikes and Lockouts:** Nil.

3. **Threatened Strikes and Lockout:** Nil.

4. **Particulars regarding disputes received:**

(a)	No. of Industries disputes received...	8
(b)	No. of Industrial disputes settled.	2
(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 718 disputes during the month of June, 1961. Of these, 123 were industrial disputes in which settlements were recorded under Section 12(3) of the Industrial Disputes Act. Details of the disputes settled by conciliation are given in the statistical supplement.

Adjudication under the Industrial Disputes Act. 1947.

The State Government referred 12 industrial disputes in which settlements could not be brought about by conciliation to the Industrial Tribunal, Madras, and to the Labour Courts at Madras, Coimbatore and Madurai for adjudication. The details of the disputes referred for adjudication are published in the Gazette under the statistical portion.

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

WELFARE

The General employment situation in the State showed appreciable improvement during the month as compared with the position in the previous month. This improvement is attributable to large demands for personnel notified by District Boards, Malaria Eradication Department and Census Department.

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

Black smiths.

Town Planning Surveyors.

Carpentry Instructors.
Wiremen.
Public Works Supervisors.
Drivers with Heavy Licence.
Medical Officers (both sex)
Nurses.
Pharmacists.
Stenographers.
High School Assistants (B.T./L.T./B.Ed. in Mathematics and Science)
P. T. Instructors/Instructresses.
Librarians.
Health Visitors/Assistants.
Electroplaters Grade II
Agricultural Instructors B.Sc. (Agri)
Electricians.
Diploma Holders (L.M.E./L.E.E./L.C.E./L.A.E.)
Engineering Instructors (B.E.Mech/Elec/Civil)
Automobile Foremen.
Language Pandits (Hindi, Tamil and Malayalam)
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 31-3-1961 was in progress. The total number of employers addressed and responded for the enquiry relating to quarter ending 31-3-61 is as under:

Sectors.	No. of Live establishments.	Number responded.	Percentage of response.
Public	2,784	2,728	98.0%
Private	22,436	19,207	85.6%

(b) Occupational Research & Analysis Scheme:

Under the scheme, the detailed definitions together with the work schedules in respect of the undermentioned families of occupations were prepared and sent to Government of Madras for onward transmission to Directorate General of Employment and Training, New Delhi.

1. "Electricians, Electrical Repairmen"
2. "Electrical & Electronic Fitters"
3. Mechanics, Repairman, Radio and Television.

(c) Youth Employment Service/Employment Counselling Scheme:

Youth Employment Service/Employment Counselling units attached to the District Employment officers, Madras and Madurai gave group guidance to 1079 youths and individual guidance to 39 youths during the month. Further, these two units provide guidance information to 430 youths.

(d) General:

1. The two Employment Information and Assistance Bureaux functioning at Sankarankoil Block in Tirunelveli District and at Paramakudi Block in Ramanathapuram District interviewed 232 applicants and renewed the registrations of 115 applicants. Further, the registration unit in Salem District registered 325 candidates and effected renewals of 48 applicants' registration during the month.

2. Sri M. S. Ramanujam, District Employment Officer, State Employment Market Information Unit, Directorate of Employment, Madras and Sri M. A. Krishnamurthy, District Employment Officer, (Youth Employment Service/Employment Counselling) District Employment Office, Madras, proceeded on deputation to the United States of America for training in the Collection of Employment Market Information and Vocational Guidance respectively for a period of six months.

HOUSING

The Government have so far sanctioned 23 schemes for the construction of 1,700 houses. Out of these, the construction of 1,188 houses has been completed and the construction of 56 houses has reached the roof level. 150 houses have been constructed upto plinth level. The construction of 306 houses has not yet been started.

EMPLOYEES' PROVIDENT FUNDS ACT, 1952.

During the month of June 1961, 25 establishments were brought under the Employees' Provident Funds Act, 1952, bringing the total number of covered establishments to 1524. The Government of India, in the Ministry of Labour and Employment have since extended the Employees' Provident Funds Act 1952 to (1) Cinemas including preview theatres (2) Film studios (3) Film production concerns (4) Distribution concerns dealing with exposed films and (5) Film processing Laboratories with effect from the 31st July, 1961.

A sum of Rs. 25,09,294.08 was received as employers' and Employees' contributions to the Fund.

The total number of covered employees in the Madras State at the end of the month was 3,07,917.

CURRENT NOTES

COMMITTEES, CONFERENCES ETC.

A meeting of the Minimum Wages (State) Advisory Board was held on 12 June, 1961 to consider the question of revision of minimum rates of wages for the mica industry.

The Second meeting of the Statutory State Housing Board was held on 2 June, 1961.

The Local Committee for Workers' Education of which the Commissioner of Labour is the Chairman met on 21 June, 1961 to consider the selection of candidates for admission to the third course of the Worker Teacher Training, awarding of certificates to successful worker teachers and paymemt of subsistence allowance to out-station workers etc.

The Minister for Industries convened a conference on 22 June 1961 of the representatives of workers and the managements of sugar factories in this State to discuss the question of the implementation of the recomman-dations of the Wage Board for the Sugar Industry.

The Regional Board of the Employees State Insurance Corporation met at Coimbatore on 22 June 1961.

The Minimum Wages Advisory Committee for the public motor transport constituted with the Commissioner of Labour as Chairman to review and revise the minimum rates of wages fixed for the employments in public motor transport met on 19 June 1961 and considered the revision of minimum rates of Wages for certain categories of workmen. The remaining categories will be taken up for revision by the committee at its next meeting.

The third meeting of the Madras State Housing Board was held on 16 June 1961 at Saidapet to review the progress of the various housing schemes.

EMPLOYEES PROVIDENT FUND SCHEME

A Technical Committee under the chairmanship of Sri M. R. Meher has reported to the Government on the question whether the rate of contribution under the Employees' Provident Fund Scheme could be raised in the case of the following four industries: paper, cigarettes, electrical, mechanical and general engineering products, and iron and steel. The Committee was appointed in may 1960 to investigate whether these industries could bear the additional burden as a result of enhancing the rate of contribution from 6¼% to 8 1/3 percent. The committe may now be asked to make similar investigations in respect of the textile and cement industries. A proposal to include these two industries within the purview of the Committee's work came up before the meeting of the Central Board of Trustees of the Employees' Provident Fund which met on 31 July, 1961.

The integrated social security scheme, now under Government's consi-deration, envisages the raising of the rates of contribution both under the Employee's State Insurance Act and the Employees' Provident Fund Act. Two technical committees have been set up to go into this question.

The social security scheme together with the reports of the technical committees is likely to come up for discussion at the Indian Labour Conference.

The Employees' Provident Fund Scheme now covers about 60 industries and the total accumulations till the end of March 1961 exceeded Rs. 200 crores. The Employees' Provident Fund Act was last year amended to make it applicable to establishments employing 20 or more persons.

The Employees' Provident Fund scheme is being extended to leather and leather products industry from August 31, 1961.

HOUSING

Under the scheme of subsidised industrial housing, Rs. 2 crores have been allotted under the Third Plan as against Rs. 75 lakhs in the Second Plan. There are three schemes for industrial workers-Government sponsored, co-operative schemes and schemes sponsored by employers. Under the employers-sponsored scheme, 25 per cent of the cost would be met by Government subsidy, 50 per cent by Central Government loan and 25 per cent by the industrialists. As this scheme has not recorded adequate progress the matter will be discussed with employers shortly.

It is proposed to put up a colony of 400 houses for industrial workers at Singanallur under the Government-sponsored schemes.

Under the low income group housing schemes, Rs. 4 crores have been allotted and people in the income group of Rs. 175 to Rs. 500 would come under this category.

Rs.3 crores have been allocated for slum (improvement out of which Rs. 1.5 crorsrs would be for the Madras city and the balance for mofussil areas.

INDUSTRIAL DEVELOPMENT

While delivering the second of three lectures on economic development at the Calcutta University, Professor J. K. Galbraith cited three areas-capital, technology and organisation in which borrowing from abroad held dangers as well as opportun ities for developing nations like India. In regard to capital, he pointed out that India had reached that "sophisti-cated" state of development where she could utilise capital in quantity effectively. But he said that borrowing from abroad could not be a subssitute for earnings from abroad. Earnings depended on efficient and low-cost production that took advantage of the tendency for nations in the more advanced stages to become what Mr. Keynes once called high-cost high-livingcountries.

Borrowing technology was also a 'subtle' matter. In principle, it is highly desirable but much of the technology of the more advanced countries represents an accommodation to labour shortages or reflects others special requirements of a more advanced economy. The cotton picker or the modern heavy farm tractor are innovations of this sort. On the farms in the United States they reflect the fact that hired labour is exceedingly scarce. This is the technology which should not be taken over by countries in the earlier stages of development. The greatest danger in borrowing concerned organisation, Mr. Galbraith said. He described as "false and damaging" the assumption that because a particular organisation or service existed in an advanced country, it made an important contribution to development and, therefore, would be advantageous for the less-developed countries. Many institutions and services in more advanced countries were luxuries the developing nations could ill-afford, he concluded.

INDUSTRIAL GROWTH

The annual report of the Ministry of Commerce and Industry shows that while the industrial production rose in a striking manner during the Second Five Year Plan the rise has been far from uniform. It was over ten per cent for 260 industries and over 50 per cent for 83 industries. Compared with the last year of the First Plan, production increased by over 50 per cent in more than 200 industries during the last year of the Second Plan.

Taking 1950-51 as the base year (that is, 100), production rose by 1955-56 to 139 and by 1960-61 to 194. In respect of cotton textiles, the increase has been relatively negligible, 128 by 1955-56 and 133 by 1960-61. In what may be said to be the basic groups of industries, the rise has been very satisfactory; the machinery group rose to 192 in 1955-56, and to 533 in 1960-61; the chemical group similarly rose to 179 in 1955-56 and to 288 in 1960-61; and finally, iron and steel rose to 238 in 1960-61.

The record of growth during the last ten years has thus been, though not uniform, very considerable in respect of industries which should help in the more rapid industrialisation of the country hereafter.

The installed capacity of hydro and thermal power increased from 2.3 million kilowatts in 1950-51 to 5.7 million kilowatts in 1960-61.

It should, however, be of interest to note that a Study Group appointed by the Planning Commission is reported to have observed that as many as 36 out of 94 important industries are working on a single shift basis and utilising only 60 per cent or less of their capacity.

INTERNATIONAL LABOUR ORGANISATION

Dr. Shambhu Merani, International Labour Adviser to the Government of India at Geneva, has been unanimously elected as Chairman of the Governing Body of the International Labour Organisation for 1961-62. He was already a member of the Governing Body as India's representative.

LABOUR RESEARCH INSTITUTE

The setting up of a Labour Research Institute was approved at the meeting of the Central Committee on Labour Research held in the second

week of July, 1961. The meeting which was presided over by Sri Gulzarilal Nanda, Union Labour Minister, directed that immediate action be taken to collect all available information abont research that is being conducted in various institutions.

Addressing the meeting Sri Nanda said that rapid industrialisation under a planned economy was fast changing the socio-economic fabric of India and as a result labour problems were becoming more and more complex in character. To meet the specific needs of the situation, they were evolving their own methods and in course of time a "national labour policy" had emerged out of tripartite consultation.

A Code of Discipline has been agreed upon to regulate relations between management and the workers; a Code of Conduct had been evolved to regulate relations between various unions; labour participation in management had been tried out and was being extended; a grievance procedure had been set up and several measures taken to reduce the strife between the two parties and improve labour welfare. Joint Committees had been set up to assist in the formulation of policies as well as their implementation.

Explaining the labour policy, the Minister said that the stress was now on prevention of unrest by timely action and adequate attention to root causes. This involved a basic change in the attitudes and outlook of the parties and new readjustments in their mutual relations.

All this, Sri Nanda said, had thrown up problems which were different from those of other countries. There must be an independent body to study these matters and evaluate the effect of various measures. The proposed Labour Research Institute would fill in this gap and provide objective and unbiased information which would contribute greatly to the economic and social growth of the society by securing peace in industry and fair deal for the workers.

A Central Institute of Labour Research will be set up shortly to collect and interpret available information on labour matters.

The Institute will encourage quality research on labour matters in universities, Government departments and research centres.

The primary concern of the Institute will be with research which has a direct bearing on the current problems and policies of the Government, management and labour organisations.

The Committee directed that a list of priorities should be prepared so that in the choice of subjects the Institute might give importance to those which could immediately be of value. Besides collecting information on existing research and resources available with different organisations for this purpose, the Institute should collect information on these prepared by research workers in different universities. It should be investigated as to whether opportunities existed for the workers to move to higher posts if they acquired necessary skills. Universities, specially those near industrial areas should be encouraged to provide teaching posts in labour economics.

MINIMUM WAGES IN TANNERIES

The Madras Government have appointed a committee consisting of the following members tc hold enquiries and advise the Government in respect of the revision of the minimum rates of wages for employment in tanneries and leather industries.

Independent members: The Commissioner of Labour, Madras (Chairman); the Joint Director of Industries and Commerce (Engineering), Chepauk, Madras and the Director of Statistics, Madras.

Employers' representatives: Sri S. V. Sundara Raman, Assistant Secretary, South India Tanners' and Dealers' Association, Ranipet, Sri C. K. Duraivelan, Treasurer, Pallavaram Tanners' Assoiation, Madras, Sri S. Vishnu Mohan, Gordon Woodroffe Leather Manufacturing Co. (P) Limited, Madras and Sri N. T. Subramania Mudaliar, General Manager, Mohomed Mian Rowther Co. (Private) Limited, Tiruchirapalli.

Employees' representatives: Sri M. Adimoolam, President of the North Arcot District Tannery Workers' Union, Konamedu, Vaniyambadi, Sri B. Radha General Secretary the Chingleput District Tannery Workers' Union, Madras, Sri S. A. Thangarajan, General Secretary, Dindigul Tannery Labour Workers' Union, Dindigul and Sri S. M. B. Iswaran, Assistant Secretary, the Tiruchirapalli National Tannery Workers' Union, Tiruchirapalli.

The Personal Assistant to the Commissioner of Labour will be the Secretary to the Committee.

NATIONAL SAMPLE SURVEY ORGANISATION-SURVEY OF CAPITAL FORMATION

With a view to assessing capital formation in what is described as the "unorganised sector" in urban and rural areas, the National Sample Survey Organisation will undertake a country-wide survey to assess the extent to which capital formation has taken place in this sector. The investigation will begin on September 1 and last for one year. This is expected to yield valuable data for the Planning Commission.

The details to be collected will include (1) purchase of new fixed capital goods, like machines and machinery, tools and improvement as also other equipment for productive purposes; (2) land development schemes, such as sinking of wells, digging tanks, clearing of forests and other reclamation measures; (3) construction and improvement of dwellings and other structures.

A suitable questionnaire has also been drawn up for the purpose. The survey, when completed, it is stated, will also give a picture of the development of small-scale and cottage industries in the country. This is the 17th round of investigation that the National Sample Survey Organisation is undertaking in the country.

PRODUCTIVITY EXHIBITION

A Productivity Exhibition was organised by the Madras productivity Council at the Rajaji Hall in the second week of July, 1961. The Exhibition was intended to educate the industrial personnel on the gains and achievements in implementing productivity techniques. The material for the exhibition had been secured with the aid of the Technical Co-operation Mission of the U. S. A. and covered cost accounting, plant layout, materials handling, preventive maintenance, job analysis, work handling devices and work study. The charts and statistics and other materials displayed in the Exhibition were instructive and helped to bring home to the minds of the industrial executives, technicians and labour the advantages of applying productivity techniques for optimum utilisation of the existing resources of plant, machinery, power, raw materials, men and capital.

The need for applying modern methods of productivity in order to make the best use of the resources available in the country was emphasised by Sri Bishnuram Medhi, the Governor, inaugurating the exhibition.

The Governor said that the progress of the country depended upon the pace of industrialisation and therefore they should concentrate upon applying modern scientific methods in industry along with the quickening of the tempo of starting new industries. He was glad that the productivity movement was becoming popular. He thought it would be in the fitness of things to give an increasing measure of attention to the training centres as it was important to have at all levels trained personnel to man the industries.

Sri Anantharamakrishnan said that the productivity movement had gained considerable momentum in Madras and it had created a keen urge for the appreciation and adoption of modern techniques of productivity in the three main sections of industry, viz.. industrial management, industrial engineering and industrial relations. He was of the view that management science should take its due place in the industrial area. He suggested that they should undertake constant research and investigation for the application of techniques congenial to their peculiar conditions. Higher productivity, he said, was as much the concern of labour, as of the management and the desired progress could be achieved when management and labour worked shoulder to shoulder towards that common goal.

Sri S. Guruswami, Vice-President of the Council, stated that as a result of a series of courses conducted by the Madras Productivity Council trade unions were becoming productivity conscious and the workers were preparing themselves to play a vital role in the economy of the country. He said that the Union Government had given the guarantee that productivity movement would not result in unemployment.

COURSE ON TRADE UNIONISM

Speaking at a function marking the conclusion of a two-week course on trade unionism organised by the Madras Productivity Council Dr. P. S. Lokanathan, Chairman of the National Productivity Council exhorted labour to develop a "vested interest" in "good quality management".

For, he said, more than modernising machinery, proper and efficient management was necessary to step up production.

He said that labour should work not merely for higher wages but also for improvement of production. The trade union movement in the country should strengthen and equip itself to undertake this larger task, he added.

Dr. Lokanathan said that labour should play a much more positive role if the country's effort to, raise the standard of living of the people should bear fruit. Referring to the trade union movement in the country, he said it should work for the following three basic principles: collective bargaining, legal enactments and social insurance. They should see that social insurance spread to all levels of workers and to as many organised classes of workers as possible.

The adoption of productivity techniques, Dr. Lokanathan said, would not result in the displacement of labour, because the increasing industrialisation of the country offered tremendous scope for expansion.

PRODUCTIVITY

— A SITRA. Survey on 'Labour Productivity' in Spinning & Reeling.

A survey of the labour productivity in spinning and reeling in 63 mills for the period March 1961 has been completed by the SITRA. According to the survey, the productivity index shows a big variation between mills, the maximum difference being 320 per cent, of which 250 per cent is due to differences in work assignment. There is scope for increasing the overall productivity by about 11 per cent by making full utilisation of the machinery, and by about 13 per cent through renovation and modernisation. However, in about 50 per cent of the mills the maximum scope for increase due to the above two factors is hardly 9 per cent. So according to the survey to effect any major increase in productivity, it is necessary to revise the existing work assignment. Compared with the previous survey the productivity index had increased by 4.45 per cent amounting to an overall increase of nearly eight per cent over the past two years. Only in three mills did the productivity show a decline mainly owing to a drop in production in ring spinning. The productivity index in reeling differs nearly two times between mills, the scope for increase in the overall productivity being about 40 per cent. A review of the technical details has been given and possible reasons are suggested for the large variation observed between various mills.

UPGRADING OF CERTAIN CITIES FOR GRANT OF COMPENSATORY ALLOWANCES

The Government of India have decided that Delhi, which has now a population exceeding 20 lakhs, should be upgraded from "B" class to "A" class, for the purpose of the grant of Compensatory (City and House Rent, Allowances.

For the purpose of the grant of Compensatory (City) and House Rent Allowances to the Central Government servants, cities in India are divided into three different categories, A, B and C. Hitherto, Bombay and Calcutta were the only two cities classified as "A" class cities, nine cities with population exceeding five lakhs were classified as "B" class cities and 64 cities with population ranging between one lakh and five lakhs were classified as "C" class cities.

It has now been decided by the Government that cities with population exceeding 20 lakhs should be classified as "A" class cities. On the basis of the provisional census figures of 1961 and the above population criterion, the Government have decided that Delhi, which has now a population of 24,44,058 should be upgraded from "B" to "A" class. Twenty six more cities upgraded from "C" to "B" class, include Nagercoil and Tuticorin in the Madras State.

This reclassification is to have effect from 1 July 1961, but it will be subject to review when the final census figures become available.

Compensatory Allowance

The following are the rates of Compensatory (City) Allowance and House Rent Allowance for A, B and C class cities :

"A" class cities:

Pay below Rs. 150-Compensatory (City) Allowance: Ten per cent of the pay subject to a minimum of Rs. 7 and a maximum of Rs. 12.50.

Rs. 150 and above: Eight per cent of the pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 75/-.

Below Rs. 75: House Rent Allowance: Rs. 10/-.

Rs. 75 and above but below Rs. 100: House rent allowance Rs. 15/-.

Rs. 100-499: Fifteen per cent of the pay subject to a minimum of Rs. 20/-.

Rs. 500-999: 12½% of the pay.

above Rs. 999: Ten per cent of the pay.

"B" class cities.

Below Rs. 500: Five percent of the pay subject to a minimum of Rs. 5 and a maximum of Rs. 10/-.

Rs. 500 and above: Amount by which the pay falls short of Rs. 509 ;

House rent allowance: Below Rs. 75: Rs. 7.50.

Rs. 75 and above but below Rs. 100: Rs. 10/-.

Rs. 100 and above but below Rs. 200: 7½ per cent of the day :

"C" Class Cities.

Below Rs. 75: Nil.

Rs. 75 and about but below Rs. 150; Nil.

Rs. 150 and above: Nil.

Pay and house rent allowance: Below Rs. 75: Rs. 5/-.

Rs. 75 and above but below Rs. 150: Rs. 7.50/-

Rs. 150 and above: Amount by which the pay falls short of Rs. 156.50.

WAGE BOARD FOR THE RUBBER PLANTATION INDUSTRY.

In pursuance of the recommendations set out in the Second Five Year Plan for the establishment of tripartite Wage Boards for individual industries, the Government of India have set up a Central Wage Board for the Rubber Plantation Industry. Sri L. P. Dave will be the Chairman and Sri T. Manen, M.P., and Dr. R. Balakrishna will be the independent members. Sri M. M. Varghese and Sri C. H. S. London will represent the employers and Sri B. K. Nair and Sri P. Ramalingam will represent the Workers.

The following will be the terms of reference of the Board:

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

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

(i) the needs of the industry in a developing industry;

(ii) the system of payment by results;

(iii) the special characteristics of the industry in various regions and areas;

(iv) categories of workers to be covered (This may be according to the definition of workmen in the Industrial Disputes Act); and

(v) working hours in the industry.

Explanation:

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

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

AWARDS AND AGREEMENTS

IN THE SUPREME COURT OF INDIA

(From Industrial Tribunal–Bombay).

Civil Appeals Nos. 471 and 472 of 1960.

Between

1. Imperial Chemicals Industries (India) Private Ltd.
2. G. B. Chitnis and others.

and

1. The Workman of Imperial Chemical Industries (India) Private Ltd., and another.

(a) On a demand from workers for the grant of certain allowances for work done on Sundays and holidays, the employer was for the existence of the practise in effect, the Industrial Tribunal to which the dispute had been referred ordered that for work done on festival holidays the workers would be entitled to certain allowance but not for a substituted holiday. The Supreme Court to which the case was taken in an appeal held that the lower Court's direction depriving the workers of the substituted holiday would not be in order as the direction deprived the workers of a part of the benefits to which they were entitled to under the existing arrangement.

(b) The existence of a fair and reasonable pension scheme would be a relevant factor in dealing with the question of fixing the age of retirement at a comparatively earlier stage. And so the fixation of age of retirement in such cases would not be comparable or relevant in deciding the retirement age in undertakings where there was no pension scheme.

(c) In a dispute relating to the fixation of age of retirement the Supreme Court observed that the question of fixing the age of retirement would depend at a proper assessment of the relevant factors and may vary from case to case. It would not normally interfere with the decisions of the Tribunal if it was satisfied that the Tribunal had reached its conclusions after considering all the relevant material placed before it. If however, it was disclosed that the Tribunal had lost sight of any important document of a relevant character placed before it, then the Supreme Court will consider the question.

These two cross appeals are directed against the decision of the Industrial Tribunal in respect of two of the demands referred to it for adjudication. Five Industrial demands were made against the Imperical Chemical Industries (India) Private Limited, Bombay (hereafter called the company), by its workmen (hereafter called the workmen), and they were referred for industrial adjudication by the Government of Bombay under S. 10 (1) of the Industrial Disputes Act, 1947 (XIV of 1947). These demands were considered by the Industrial Tribunal in the light of the evidence adduced before it by the respective parties and decided on the merits. Two of the demands which are the subject matter of the present appeals were demands Nos. 3 and 5. By demand No. 3 the workmen claimed that for the work done on Sundays and holidays observed by the company clerical as well as service staff shall be paid twice the employees normal rate of pay consisting of basic salary, dearness allowance and other allowances if any. Demand No. 5 made by the workmen was that all employees of the company shall not be compulsorily retired by the company before they attain the age of 60 except in case of voluntary retirement by the employees concerned. The company is an All India concern and has its branches at several places in India. At its Bombay office 1,400 employees are engaged by the company; out of these 800 employees are concerned with the present dispute; 600 out of them belong to the clerical cadre whereas the remaining 200 belong to the cadre of the subordinate staff.

(2) The two demands set out above were disputed by the company. In regard to demand No. 3 the company stated that it paid Sunday or holiday work allowance in terms of an earlier award known as the Naik Award, and since no change of circumstances had taken place since the making of the said award a revision in the matter of the said payment was not justified. The company further claimed that the allowance paid by it to its employees was reasonable, fair and adequate. In regard to demand No. 5 the company pleaded that since 1950 the company had fixed the retirement age at 55 for all its employees throughout India, and that any revision made in that behalf so far as the employees in the present dispute are concerned would have serious repurcussions in the other branches of the company. It was also urged that the age of retirement fixed by the company was fair and reasonable. The company drew attention to the fact that it pays a generous Provident Fund of 10 per cent contribution from either side which does not exist in many other concerns in Bombay.

(3) In regard to demand No. 3 the Tribunal has partly allowed the claim of the workmen and has directed the company to give to the employees concerned, for work done on Sundays and holidays, half of a day's total salary and dearness allowance (calculated by dividing the total of the basic wage, special allowance and dearness allowance for the month by 30). In regard to the work done by the employees on festival holidays the Tribunal has purported to order that the allowance in that behalf should be a day's salary and dearness allowance calculated as above, but employees will not be entitled to a substituted holiday. It is this part of the award that is challenged by the workmen in their appeal.

(4) In regard to demand No. 5 the Tribunal has taken the view that a case had been made out by the workmen for the revision of the age of retirement fixed by the company and it has held that it would be reasonable to fix the said age of retirement at 58 instead of 55. This direction is challenged by the company in its appeal as well as by the workmen in their appeal. The company contends that no change should have been made in the age of retirement, whereas the workmen urge that the retirement age should have been fixed at 60 instead of 58. Thus Civil Appeal No. 471 of 1960 filed by the company is concerned only with the fixation of the age of retirement, whereas Civil Appeal No. 472 of 1960 which has been filed by the workmen is concerned with the age of retirement as well as the direction issued by the Tribunal in regard to the payment of allowance to the workmen for work done on festival holidays.

(5) In regard to the direction issued by the Tribunal in respect of work done on festival holidays it is obvious that the impugned direction is due to an oversight. We have already pointed out that whereas the workmen wanted a revision of the practice prevailing in regard to the payment of allowances for work done on Sundays and holidays the company wanted the status quo to continue. The payment which the company was making in respect of the said work was in accordance with the Naik Award, and the company's case was that there was no justification for changing the said practice. It is thus obvious that the company did not want any change in its favour and to the detriment of the workmen. It was apparently not realised by the Tribunal that for making a distinction between work done on Sundays on the one hand and work done on festival holidays on the other, and in making two different directions in respect of the said two categories of work, the Tribunal's order in regard to the latter category of work would have the effect of placing the workmen in a worse position after the award than before. The relevant direction deprives the workmen of their right to a compensatory weekly off or a substituted holiday, and the inevitable consequence of this direction would be ultimately to deprive the workmen of a part of the benefits to which they are entitled under the pre-existing arrangement. This position cannot be and has not been seriously disputed. Therefore we must uphold the plea raised by Mr. Dudhia on behalf of the workmen and direct that in respect of work done on festival holidays the practice prevailing before the present dispute arose should continue.

(6) Then, as regards the age of retirement, the learned Attorney-General, for the company, has strenuously contended that the Tribunal was in error in changing the age of retirement from 55 to 58. He argues that in dealing with this question two important facts must be borne in mind. The company is an All India concern, and it is of great importance that the terms and conditions of service prevailing in the several branches of the company all over the country should be stabilished and made uniform as far as is reasonably possible, and in the mater of retirement the company has achieved uniformity by fixing the age of retirement at 55 since 1950. This arrangement should not be disturbed because it would inevitably upset the age of retirement, in all other branches. He has also relied on the fact that the general terms and conditions of service provided by the company to its employees are very liberal, and he has made special reference to the Provident Fund which the company has started for the benefit of its employees. Even otherwise, so the argument runs, it cannot be said that it is unreasonable to fix the age of retirement at 55. In support of these contentions he has relied on the decision of this Court in Dunlop Rubber Co. (India) Ltd,. v. Its Workmen, 1960-2 SCR 51 : (AIR 1960 SC 207).

(7) On the other hand Mr. Dudhia contends that the decision of this Court in the case of the Dunlop Company, 1960-2 SCR 51 : (AIR 1960 SC 207) is in favour of the demand made by the workmen and the Tribunal was in error in not fixing the age of retirement at 60 applying the principles laid down by this Court in the case of the Dunlop Company, 1960-2 SCR 51 : (AIR 1960 SC 207). Besides, he points out that in dealing with the question on the merits the Tribunal has unfortunately failed to consider one important document filed by the workmen along with their statement of the claim (Ex.B). This document would conclusively show that in Bombay the age of retirement is almost invariably fixed at 60 and not at 55.

(8) The question about the age of retirement has been considered by this Court in the case of Guest, Keen Williams (Private) Ltd. V. P. J. Sterling, (1960) 1 SCR 348: (AIR 1959 SC 1279). In that case certain general considerations which may be relevant in determining the age of retirement have been discussed. In the case of the Dunlop Company, 1960-2 SCR 51: (AIR 1960 SC 207) the same considerations were repeated and it was held that the decision of the Tribunal by which the age of retirement was fixed at 60 should not be interfered with. In the latter case some of the considerations on which the learned Attorney-General has relied were present. The employer was an All India concern and the argument that changing the terms and conditions of service in regard to the age of retirement in one place might unsettle the uniformity and have serious repurcussions in other branches was urged and considered by this Court. It was therefore pointed out that though the consideration relied upon by the employer was relevant and material its effect had to be judged in the light of other meterial and relevant circumstances, and it was added that one of the important material considerations in this connection would be that the age of retirement can be and often is determined on industry-cum-region basis. It was from this point of view that the Court took into account the fact that in Bombay for some time past there has been a progressive tendency to fix the age of retirement at 60, and if consistently with the said tendency the Tribunal fixed the retirement age at 60 in the case of the Dunlop Company, 1960-2 SCR 51: (AIR 1960 SC 207) this Court saw no reason to take a different view. In our opinion, in so far as the considerations on which the company relies in the present appeal were common to the considerations urged in the case of the Dunlop Company, 1960-2 SCR 51: (AIR 1960 SC 207) the decision in the latter case is more in favour of the workmen than of the company.

(9) It is true that in matters of this kind this Court generally does not like to interfere with the decisions of the Tribunal if it is satisfied that the Tribunal has reached its conclusions after considering the relevant evidence adduced before it. There is no doubt that in fixing the age of retirement no hard and fast rule can be laid down. The decision on the question would always depend on a proper assessment of the relevant factors and may conceivably vary from case to case; but in the present case it seems to us that Mr. Dudhia is right in contending that in reaching its conclusion the Tribunal has some how lost sight of an important document filed by the workmen along with their claim. This document (Ex.B) shows that out of 13 industrial concerns there set out, in regard to 10 the age of retirement has been fixed at 60 either by an award or by agreement, and that in regard to the remaining 3 there is no age of retirement. The record shows that the facts mentioned in this statement were not disputed before the Tribunal. Indeed in most of the cases reference is made to an award, and it was presumably realised by the company that the awards in those respective cases had in fact fixed the age of retirement at 60. This document has not been considered at all by the Tribunal in dealing with the question about the age of retirement and that gives strength to the argument of Mr. Dudhia that this Court ought to reconsider the merits of the dispute for itself.

(10) It appears that the company filed a list (Ex.C-1) in support of its case that the age of retirement had been fixed at 55 in 14 industrial concerns; and in reply to this list the workmen filed their own explanation (Ex. U-1). This explanation shows that in some of the cases an industrial dispute was actually pending adjudication or demands had been made by the employees to raise the age of retirment. In regard to 4 Oil Companies specified by the company in its list (Ex C-1) it appears that all all of them have a pension scheme, and that undoubtedly makes a substantial difference. It is generally recognised in industrial adjudication that where an employer adopts a fair and reasonable pension scheme that would play an important part in fixing the age of retirement at a comparatively earlier stage. If a retired employee can legitimately look forward to the prospect of earning a pension then the hardship resulting from early compulsory retirement is considerably mitigated; that is why cases where there is a fair and reasonable scheme of pension in vogue would not be comparable or even relevant in dealing with the age of retirement in a concern where there is no such pension scheme. In regard to Godrej and Boyce there was a dispute between the parties as to the real age of retirement fixed by the employer; similarly there was a dispute about the age of retirement in Brooke Bond (India) Private Limited. The learned Tribunal considered the evidence supplied by the two documents Ex. C-1 and Ex. U-1 and held that having regard to all the relevant circumstances it would not be unreasonable to fix the retiring age at 58 in the present case. It is true that in dealiug with this question the Tribunal has commenced its discussion with the observation that in a number of concerns the retirement age is 60, and that there had been for some time a trend to increase the retirement age from 55 to upwards but the tone and trend of the discussion leave no room for doubt that the Tribunal failed to take into account the evidence supplied by the workmen in their document Ex. B filed along with their claim. This evidence strongly suggests almost a uniform tendency in Bombay to fix the age of retirement at 60 and not 55. If the Tribunal had considered this evidence and given reasons why it did not justy the workmen's claim for fixing the age of retirement at 60 it would have been another matter. Since the award does not refer to this document and gives no reasons why the trend disclosed by the document should not be adopted in the present case it has become necessary for this Court to consider that question for itself.

(11) The learned Attorney-General contends that the industrial concerns to which the said document Ex. B. refers are not comparable to the company, and so no importance should be attached to the trend disclosed by the said document. We are not impressed by this argument. One has merely to look at the industrial concerns specified in the list filed by the company to realise that if the said concerns are comparable in the present proceedings there is no reason why the cocerns specified in Ex. B. should be rejected as not comparable. Besides, in the case of the Dunlop Company, 1960-2 SCR 51: (AIR 1960 SC 207), as in the present case, the dispute was and is between clerical and the subordinate staff and their employer, so that some of the conditions which may be relevant in fixing the age of retirement of factory workers may not necessarily apply. As this Court pointed out in the case of the Dunlop Company, 1960-2 SCR 51: (AIR 1960 SC 207) the recent trend in the Bombay area clearly appears to be to fix the age of retirement at 60. That being so we see no reason why the age of retirement of the workmen in the present appeal should not be similarly fixed. As we have already observed, if the Tribunal has considered the uniform trend disclosed by Ex. B. and had stated its reasons for not giving effect to that trend it would have been

another matter; we would then have considered whether we should interfere with the discretion exercised by the Tribunal or not. The Tribunal however does not appear to have considered this evidence. On the whole we are satisfied that Mr. Dudhia is right in contending that the meterial facts in this case are very similar to the facts in the case of the Dunlop Company, 1960-2 SCR 51: (AIR 1960 SC 207). That being so, we think that the age of retirement in the case of the workmen concerned in the present appeal should be raised to 60 from 55.

(12) The result is Civil Appeal No. 471 of 1960 field by the company fails and is dismissed, whereas Civil Appeal No. 472 of 1960 filed by the workmen is allowed, and the directions of the award under appeal are modified. The workmen will be entitled to their costs from the company.

Order accordingly.

(1961-July AIR-pp. 1176-1179).

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

Parties to the Dispute:	(1) The Hackbridge-Hewittic & Easun Limited, Madras-19. (2) The Hackbridge-Hewttic Easun Emplolyees' Union.
Representative of the Management:	Sri K. Eswaran.
Representative of the Union:	Sri S. C. C. Anthony Pillai.
Workmen covered by the settlement:	All hourly rated employees and six monthly rated employees.

Union has requested that it may be recognised as the sole collective bargaining agent, and had made other demands regarding revision of wages, Dearness allowance and on other matters by their letter dated 22-3-1961.

This agreement entered into this 2nd May of 1961 by and between The Hackbridge-Hewttic & Easun Limited, 'New Building', Tiruvottiyur High Road, Madras-19 (hereinafter referred to as the Company) the Party of the First Part, AND The Hackbridge-Hewittic Easun Employees' Union as registered under the Indian Trade Unions Act, 353, Tiruvottiyur High Road, Madras-19 (hereinafter called the "Union") the Party of the Second Part.

Witnesseth:

Whereas it is the desire of the parties to this agreement to establish and maintain harmony and good industrial relations essential for the progress of the industry which is of vital concern to Management and labour.

Whereas the Company and the Union representative met and discussed the matters on the 7th and the 9th of April, 1961.

NOW therefore the parties here to agree as follows:

(a) That this agreement will be in force with effect from 1-4-1961.

(b) The purposes of this agreement are to provide for orderly collective bargaining relations between the Company and the Union to establish good understanding between them, to minimise if not avoid the interruptions of work and interference with the efficient operation of the Company's business.

(c) The Company recognises the Union as the sole representative of the hourly rated employees.

(d) The Union agrees that the Supervisory personnel including Chargehands. Watch & Ward Confidential staff like Stenographers, Telephone Operators and Drivers shall not be enrolled in the Union. But notwith-standing the above it is agreed that the following six individuals who are already members / officials of the Union shall continue to be members of the Union and the Company agrees to discuss their grievances, if any:

(i) J. D. W. Martin.	Junior Draughtsman.
(ii) A. Rubaraj.	do
(iii) S. Ramakrishnan.	Clerk, Stores.
(iv) M. Kuppurajan.	Office attender.
(v) V. Subramaniam.	do
(vi) C. Venkatachalam.	do

(e) The Union agrees that in the event of a strike the Union will take positive steps to ensure that workers employed in essential services such as canteen, Maintenance and Sanitary sections shall not stop work.

(f) Considering the present cost of living, notwithstanding the two current contracts covering Wages and Dearness allowance, as a gesture for establisement of cordial relations and in return for assurance given by the Union to co-operate to achieve higher productivity, the Company agrees to pay to each of the hourly rated employees an "ad hoc" allowance of Rs. 10/- (Rupees Ten only) per month for three months with effect from 1-4-1961 as additional Dearness allowance provided that they work all the possible working hours in each week in the month. Any hourly rated employee working less than the stipulated total working hours in the month will be paid a lower ad hoc allowance pro-rata.

Explanation:

As regards those on leave with pay, such days of leave will deemed to be "days worked" for the purpose of this ad hoc allowance.

(g) The Company assures the Union hereby that any genuine and specific discrepancies in wages among the same category of hourly rated employees will be looked into and rectified, and given effect from 1-4-1961.

(h) The Company also assures the Union that any specific discrepency in grading of the hourly rated employees, if brought to the notice of the Company, will be looked into and rectified.

(i) The Parties agree to evolve a suitable machinery and procedure for discussion and amicable settlement of any differences arising among them.

(j) The other terms and conditions of service, not covered and varied by this settlement shall remain unaltered as on this day and this truce shall be binding on both the parties till 31-12-1961.

(k) Should any difference arise between the Union and the Company the parties agree to resolve such differences by discussions with Management as provided for under clause (i) above.

(l) In view of this agreement now arrived at the Union drops all other issue and or claims raised in their letter dated 22-3-1961. Notwithstanding what is stated above, the Union, however, reserves its right to demand a revision of the Dearness allowance at the end of 3 months from 1-4-1961.

In witness whereof the parties have signed hereunder at Madras the day and year first written above.

Memorandum of Settlement Under Section 12(3) of the Industrial Disputes Act, 1947.

Parties to the dispute.	The workers and the Management of Coimbatore Salem Transport (Private) Limited, Erode.
Representing employer:	Sri D. Kavetirangan, Manager.
Representing employees:	Sri C. Ramachandran, Secretary, Mettupalayam Nilgiris Motor Workers' Union, Mettupalayam.
No. of workers covered by the settlement:	110.

Short Recital of the Case:

An industrial dispute having arisen between the workers and the Management of Coimbatore Salem Transport (Private) Limited, Erode, ragarding salary increment and 9 other demands, a settlement is arrived at during conciliation, on the following terms.

Terms of Settlement:

1. *Salary increment:* Increment is being given without any break.

2. *3 sets of uniforms*: 2 sets are now being given to the running staff. It is agreed that in addition one more set of uniform will be supplied to each of the running staff every year.

3. *Dresses to watchmen and workshop staff*: It is agreed that 2 sets of uniforms will be supplied to each of the workshop staff every year. Regarding uniform to watchmen, it is left to the discretion of the management.

4. *Rest for running staff and fix days :* The rest for the running staff is being given. Regarding fixing of the dates it is agreed that this will be discussed in the Works Committee.

5. *House rent for workers :* This demand is dropped for the time being.

6. *Gratuity :* It is agreed that the gratuity scheme which was stopped on 31-3-1959 shall be continued from 1—4—1959.

7. *Preference to Employment for employees' sons :* This demand is dropped. The Management would consider deserving cases weighing the merit of each cases.

8. *Salary for the suspension period :* If the worker is found not guilty after the enquiry, wages will be paid for the suspension period. The Management is requested to finish the enquiry as quickly as possible.

9. *Leave book for running staff :* It is agreed that leave books as given to the workshop staff will be given to the running staff.

10. *Increase of dearness allowance :* This demand is dropped for the time being.

Memorandum of Settlement Under Section 12(3) of the Industrial Disputes Act, 1947.

Parties to the dispute :	The workers and the Management of M.B.T. (Madras Bangalore Transport Company) Coimbatore.
Representing employer :	Sri L.G. Meenakshisundaram, General Manager, M.B.T. Coimbatore.
Representing employees :	Sri K. M. Ramaswami, General Secretary, Coimbatore District Motor Workers' Union, Coimbatore.
No. of workers covered by the settlement :	30.

SHORT RECITAL OF THE CASE :

An industrial dispute having arisen between the workers and the Management of M. B. T., Coimbatore, regarding revision of wages of drivers, and cleaners, supply of uniforms to drivers and cleaners, bonus, and travelling allowance, a settlement is arrived at during conciliation, on the following terms.

Terms of Settlement

I. (i) *Wages of drivers :* It is agreed that the newly recruited driver shall be paid at the rate of Rs. 75/- (Rupees Seventy Five) per mensem all inclusive from now on.

(ii) Those who have completed one year's service shall be paid Rs. 80/- p.m.

(iii) Those who have completed 2 years now shall be paid Rs. 85/-p.m.

(iv) Those who have completed three years and above shall be paid Rs. 90/-p.m.

(v) *Wages for cleaners :* The wages of cleaners shall be fixed as follows : Rs. 40-3-49.

(vi) Those cleaners who have completed one year of service shall be paid Rs. 43/- (Rupees Forty three) per mensem.

(vii) Those cleaners who have completed 2 years service shall be paid Rs. 46/-.

(viii) The above rates of wages will come into forces from 1-7-1961.

II. *Supply of uniform :* It is agreed that 2 sets of uniforms shall be supplied to all the workers (Drivers and cleaners), and one set of chappals shall be supplied annually. One set of uniform shall be supplied in the beginning of January and the second set in the beginning of June of each year. While on duty the drivers should always wear uniforms.

III. *Bonus for the year 1959-60 :* The union is not pressing this issue as it is found that all workers who have completed one year's service have been paid bonus already.

IV. *Travelling allowance to Drivers from Coimbatore town to Peelamedu :* This is dropped.

CURRENT LABOUR LITERATURE

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

BOOKS.

1. Nationalized Industry and Public ownership By William A. Robson-Ruskin House-George Allen and Unwin Ltd.-London 50.

2. Termination of Employment (Dismissal and Lay-off)-Report of International Labour Conference 46th Session 1962 7th *item on the* Agenda-Report VII-International Labour Office, Geneva 1961 75 cents 4 s 6 d.

3. Report of the Committee of experts on the application of Conventions and Recommendations-International Labour Conference 45th Session-3rd item of the Agenda-Report III-International Labour Office Geneva 1961 4 £ 24 s.

4. The Role of the I.L.O. in the Promotion of Economic Expansion and Social Progress in Devoloping Countries-International Labour Conference 45th Session-10th item on the Agenda-Report X-International Labour Office, Geneva, 1961 50 cents, 3 s.

5. Prohibition of the Sale, Hire, and use of Inadequately Guarded Machinery-International Labour Conference 46th Session 1962 6th item on the Agenda-Report VI-International Labour Office-Geneva, 1961-40 cents 2 s 6 d.

NOTE ON THE SALIENT POINTS ON THE ANNUAL REPORT ON THE WORKING OF THE INDUSTRIAL DISPUTES ACT 1947 FOR THE YEAR 1960.

1. Labour Policy

The main aim underlining the Labour Policy of the Government continued to be the maintenance of industrial peace. Recognising the importance of the development of co-operative arrangements evolved by the parties themselves, emphasis has been laid on settlement of disputes by voluntary direct negotiations at bipartite or tripartite level and Government intervened only when other methods failed. The voluntary acceptance of the code of discipline was another significant development which indicated that the employers and workers have come to realise that this was an important factor in the promotion of industrial peace and national development.

2. Industrial relations

The achievement in the sphere of industrial relations during the year under review was fairly satisfactory. This is reflected in the amicable settlements reached in a number of disputes either as a result of direct negotiation between the parties or on the intervention of the conciliation officers or through the good offices of the Government.

The Statement below indicates the number of disputes raised and settled by mediation, conciliation or adjudication in the year under review as compared to the previous years.

		Year. 1958	*Year. 1959*	*Year. 1960*
1.	No. of Complaints received.	10,637	9781	9048
2.	No. of disputes settled by mediation.	8,643	8177	7643
3.	No. of disputes settled by conciliation.	718	824	864
4.	No. of disputes referred for adjudication.	367	308	250

(Remaining cases were pending enquiry at the end of the year)

Out of 250 disputes referred for adjudication, 144 related to non-employment of workers.

3. Important disputes settled during the year

The following were the important disputes settled during the year :—

1. T. I. Cycles (India) Private Limited, Madras-Bonus for 1959—60-1964-65 etc.)
2. Implementation of the recommendations of the Central Wage Board for the Cotton Textile Industry by the Textile Mills in the State.
3. Beedi Industry-Payment of rates of wages.
4. Plantation Industry-Bonus for 1959.

4. Strikes and lock-outs

There were 318 strikes and 13 lock outs during this year compared to 202 strikes and 10 lock outs during the previous year. These stoppages of work involved 2,20,097 workers and resulted in a loss of 7,65,990 mandays, compared to 1,11,072 workers and 11,02,472 mandays in the previous year.

Prosecutions

During the year the Government sanctioned prosecutions against six managements in 2 cases for non-implementation of awards, in 3 cases for non-implementation of settlements and in one case for contravention of section 28 of the Industrial Disputes Act.

Recoveries

In 1960, recoveries under Section 33 C(1) of the Industrial Disputes Act were ordered in respect of 56 managements as against 15 managements last year.

Awards

Awards relating to 356 cases were published by the Government in 1960 as against 400 cases last year. Of the 356 cases, 42 were decisions of Industrial Tribunals and Labour Courts, under section 33-A of the Industrial Disputes Act.

Public utility Services:

The following industries were continued to be declared as public utility services for the purposes of the Industrial Disputes Act:—

1. All Labour in minor ports.
2. Sugar.
3. Cotton textiles.
4. Motor transport services.
5. Cement,
6. Air Transport Services.

Works Committee:

Formation of works Committee is a statutory requirement enjoined under section 3 of Industrial Disputes Act, upon all employers employing 100 or more workmen.

The total number of works committees functioning in the State at the beginning of the year was 278. During the year 14 Committees were newly constituted and 2 establishments were exempted from the reconstitution of the works Committees. The number of committees functioning at the end of the year was 290,

Code of Discipline:

The Government continued to give wide publicity to the code of Discipline. The Officers of the Labour Department have been instructed to persuade the employers and employees to ratify the Code. The Evaluation and Implementation committee which has been entrusted with the administration of the Code considered the question of extension of the Code with a view to securing further ratification by the employer's and worker's organisations not affiliated to Central organisations and the procedure for dealing with the complaints regarding the breaches of the Code. 41 employers and 161 trade unions not affiliated to Central organisations have signified their acceptance of the Code in writing. During the year 54 cases of breaches of the Code were investigated as against 71 cases last year.

Evaluation and Implementation Committee.

The tripartite State Evaluation and Implementation committee was constituted by the Government to look after implementation of awards, settlements, administration of the Code etc. The Commissioner of Labour is the Chairman of the Committee. The Government have also appointed a senior fulltime officer of the rank of Assistant Commissioner of Labour to be Evalutation and Implementation Officer to deal with Implementation and evaluation work.

The Committee met twice during the year under review and considered important subjects like code of discipline, effective implementation of the code of conduct, and the Model Grievance procedure. In addition, a special meeting of the Committee was convened in July 1960 to discuss the question of implementation of the recommendations of the Textile Wage Board.

A sub Committee was formed with one Assistant Commissioner of Labour as the Chairman and with one representative each of the employer's and workers to explore the possibilities of out-of-court settlements on the appeals made to the High Court and the Supreme Court against the awards of Labour Courts, and Industrial Tribunals. With the consent of the members, the Chairman of the Sub-committee has so far settled 3 cases out of Court.

NOTIFICATIONS

Employees of Nestle's Products (India) Ltd., Madras, exempted from certain provisions of Section 25 of Madras Shops and Establishments Act.

(G. O. Ms. No. 4178, Industries, Labour and Co-operation (Labour), 17th June, 1961).

11–1 No. 2830 of 1961. In exercise of the powers conferred by Section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), the Governor of Madras hereby exempts permanently the employees employed in the establishment of Nestle's Products (India) Limited, at Madras, from the provisions of Section 25 of the said Act so as to enable the said establishment to continue the leave rules contained in its Service Rules, an extract of which is appended to this order, subject to the condition that no amendment of the aforesaid leave rules shall be made except with the prior approval of the State Government.

APPENDIX

IX. LEAVE

Privilege Leave :—

	Days per year.
Employees with up to 5 years of service.	14
Employees with 5 up to 10 years of service.	21
Employees with 10 or more years of service.	28

Official holiday, Saturdays and Sundays, falling within the period taken as leave are considered normal days. Employees are permitted to accumulate privilege leave up to two years and shall be permitted to avail themselves respectively of a maximum of four, six and eight weeks at any one time. Any privilege leave due for the first year and not effectively taken before the expiry of the following third year becomes forfeited.

Sick leave : Employees will be granted sick leave on a basis of fourteen days per year with full basic salary plus dearness allowance accumulative up to fifty-six days.

Casual leave : Employees will be granted casual leave of absence with full basic salary plus dearness allowance not exceeding ten days in aggregate in the current year. Such leave shall not be for more than three days at a time. On no account is casual leave accumulative.

Maternity leave : Maternity leave will be granted.

Leave rules : (a) A record of all leave taken by an employee shall be maintained in leave registers specifically kept for the purpose.

(b) Such record of all leave granted to an employee shall be maintained at the respective offices and shall be open for inspection of the employee concerned.

(c) If an employee after proceeding on leave desires an extension thereof, he shall apply, in advance if possible, in writing to the Management.

(d) If an employee entitled to privilege leave under Clause IX above, leaves the company's service or is discharged other than for misconduct before taking such leave, he shall be entitled to receive his full basic salary plus dearness allowance for such leave.

Casual leave shall not be granted in extension of privilege leave.

Amendment to Industrial Employment (Standing Orders) Rules, 1947.

(G. O. Ms. No. 4137, Industries, Labour and Co-operation (Labour) 15th June, 1961).

S. R.O. No. A-687 of 1961. In exercise of the powers conferred by Section 15 read with Section 2(b) of the Industrial Employment (Standing Orders) Act, 1946 (Central Act XX of 1946), the Governor of Madras hereby makes the following amendment to the Madras Industrial Employment (Standing orders) Rules, 1947, published with the late Development Department Notification No. 47, dated the 10th November, 1947, at pages 229-234 of the Rules Supplement to Part-I of the Fort St. George Gazette, dated the 9th December 1957, as subsequently amended, the same having been previously published as required by Sub-section (1) of the said Section 15 :

AMENDMENT

In the said rules, for the words "Commissioner of Labour, Madras", wherever they occur, the words "Certifying Officer" shall be substituted.

Amendments to Employee's Provident Funds Scheme

Fort St. George, June 22, 1961

11-1 No. 2929 of 1961. The following notification of the Government of India, Ministry of Labour and Employment, dated 5th June 1961, is republished :

G.S.R. 783. In exercise of the powers conferred by section 5, read with sub-section(1) of section 7 of the Employee's Provident Funds Act, 1952 (19 of 1952) the Central Government hereby makes the following scheme further to amend the Employee's Provident Funds scheme, 1952, namely :—

1. This scheme may be called the Employee's Provident Funds (Third Amendment) Scheme, 1961.

2. In the Employee's Provident Funds Scheme, 1952, in clause (b) of sub-paragraph (3) of paragraph 1, sub-clause (xvii) shall be renumbered as sub-clause (xix) thereof and the following shall be inserted as sub-clauses (xvii) and (xviii), namely :—

"(xvii) as respects hotels and restaurants covered by the notification of the Government of India in the Ministry of Labour and Employment No. G.S.R. 704, dated the 16th May 1961, came into force on the 3oth day of June 1961;

(xviii) as respects factories relating to petroleum or natural gas exploration, prospecting, drilling or production and petroleum or natural gass refining and establisments engaged in the storage or transport or distribution of petroleum or natural gas or products of either petroleum or natural gas covered by the notification of the Government of India in Ministry of Labour and Employment, G.S. Rs. 705 and 706, dated the 16th May 1961, respectively, come into force on the 30th day of June 1961".

Amendment to Madras Industrial Employment (Standing Orders) Rules

(G. O. Ms. No. 4137, Industries, Labour and Co-operation 15th June 1961).

S.R.O. No. A-712 of 1961. In exercise of the powers conferred by section 15, read with section 2(b) of Industrial Employment (Standing orders) Act 1946 (Central Act XX of 1946), the Governor of Madras hereby makes the following amendment to the Madras Industrial Employment (Standing orders) Rules, 1947, published with the late Development Department Notificatian No. 47 dated the 10th November 1947, at pages 229 to 231 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 9th December 1957, as subsequently amended the same having been previously published as required by sub-section (1) of the said section 15 :

AMENDMENT

In the said rules, for the words "Commissioner of Labour, Madras" wherever they occur, the words "Certifying Officer" shall be substituted.

Date of Application of Employees' Provident Funds Act to Certain Classes of Establishments.

Fort St. George, July 7, 1961.

11--1 No. 3145 of 1961.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 24th June 1961 is republished :—

G. S. R. 827-In exercise of the powers conferred by clause (b) of sub-section (3) of section 1 of the Employees Provident Funds Act, 1952 (19 of 1952) the Central Government hereby directs that with effect from the 31st July, 1961, the said Act shall apply to the following classes of establishments, in each of which twenty or more persons are employed, namely :—

1. Cinemas including pre-view theatres.
2. Film studios.
3. Film production concerns.
4. Distribution concerns dealing with exposed films.
5. Film Processing Laboratories.

Exemption of Connemara Hotel, Madras, Permanently from provisions of Section 18 of Madras Catering Establishments Act.

(G. O. Ms.. No. 4503, Industries, Labour and Co-operation, (Labour) 11th July, 1961.

11-1. No. 3146 of 1961.

In exercise of the powers conferred by sub-section (3) of section 3 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby exempts permanently the Connemara Hotel, Madras, from the provisions of section 18 of the said Act, subject to the condition that no change shall be made in the working hours of the women employees without the consent of the Spencer Workers' Union, Madras.

Amendment to Madras Plantations Labour Rules.

G. O. Ms. No. 4421, Industries, Labour and Co-operation (Labour) 6th July, 1961.

S. R. O, No. A-748 of 1961.

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

AMENDMENT.

To sub-rule (1) of the 71 of the said rule, the following explanation shall be added, namely :—

"Explanation—For the purposes of this sub-rules average daily earnings shall be calculated by dividing the total wages payable to a worker for the period of twelve working days immediately preceding the day of certified sickness, by the number of days he actually worked during that period."

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 16 th session held in October, 1957. The idea underlying the code is that apart from the provisions contained in labour laws, some principles and procedures should be voluntarily, accepted by employers and workers in order that discipline may be maintained in industry. To this end, the code lays down norms of behaviour both for employers and workers. The code was ratified by the representatives of the central employers' and workers' organisations at this conference.

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

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

A list of the trade unions which have ratified the code of discipline during the month of June, 1961.

1. United Handloom Weaving Worker's Union, Melappalayam.
2. The Tinnevely Motor Bus Service Workers' Union, Tirunelveli.
3. Authoor Betal Leaf Workers' Union, South Authoor, Tiruchendur Taluk.
4. Chidambarapuram Agricultural and other Labour Union, Chidambarapuram.
5. Tamilnad Appalam Workers' Union, Madras-12.
6. Tamilnadu Pathirakkadai Podhu Thozhilalar Sangam, Madras-1.
7. Chingleput District Tannery Workers' Progressive Union, Chrompet.
8. Tiruvellore Labour Union, Tiruvellore.
9. M.I.T. Workers' Union, Chrompet.
10. Mettuppatti Handloom Weaving Labourers' Union, Chinnalpatti.

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

Nil

Standing Orders Certified upto 31—12—1960 in Madras District.

It is proposed to publish a list of Industrial Establishments in respect of which the standing orders have been certified so far. In the June, 1961 issue a list of Standing Orders certified upto 31 December, 1958 in Madras State was published. The list of Standing Orders certified since will be published in batches in successive issues of the Madras Labour Gazette.

S. No. (1)	*Name of the industrial establishment.* (2)	*Date of certification.* (3)
153.	The Lotus Tin Manufacturing Co., Triplicane, Madras-5.	6— 2—1959
154.	The Lakshmi Metal Works, Madras.	21—12—1959
155.	The Madras Motors Private Limited, Madras.	21—12—1959
156.	Unicorn Private Limited, Mount Road, Madras.	21—12—1959
157.	Emmay Metal and Alloy Industries, Madras-7.	16— 3—1959
158.	Sarathy Metal Industries, Madras-12.	16— 3—1959
159.	Sreenivasan Engineering Works, Washermanpet, Madras.	16— 3—1959
160.	The Hindusthan Engineering Works, Madras-1.	23— 3—1959
161.	P. L. D. Rajendran & Co. Madras.	25— 3—1959
162.	New Dhanalakshmi Foundry, Madras.	3— 7—1959
163.	Nathella Sampathu Chetty & Sons, Jewellers, Madras-1.	24— 8—1959
164.	T. M. Radhakrishna Chetty & Co., Madras-1.	24— 9—1959
164-A.	The Reliance Motor Company (P) Limited, Madras-2.	24— 9—1959
165.	New Demellows Foundry, Madras-12.	28— 9—1959
166.	Sri Audinarayana Foundry, Perambur Barracks, Madras-12.	8—10—1959
167.	Paramount Studios, Madras-26.	20—10—1959
168.	Swamy Jewellery Works, Madras.	2—11—1959
169.	The Hale Engineering Works, Madras.	2—11—1959
170.	Saraswathi Foundry, Puliantope, Madras.	2—11—1959
171.	Dralle Private Limited, Madras-26.	16—11—1959
172.	Iron and Brass Industries, Madras-14.	17—11—1959
173.	T. Nagar Electrical Supplies, Co. Madras-2.	23—11—1959
174.	South India Flour Mills (P) Ltd., Madras.	26—11—1959
175.	P. Ramappa Chetty and Co., Madras-1.	8—12—1959
176.	Sri Balakrishna Motor Works, Madras-2.	17—12—1959
177.	Jamal Engineering Works, Madras.	23—12—1959
178.	M/s. Hoogly Ink Co., (Private) Limited, Madras-7.	29—12—1959
179.	Sri Ambika & Co., Madras.	29—12—1959
180.	The Mysindia and Co., Madras-3.	31—12—1959
181.	The Bijoy Workshop, Madras-2	31—12—1959
182.	Central Art Press, Madras.	10— 1—1960
183.	Dakshin Bharat Umbrella Mart, Madras.	11— 1—1960
184.	S. I. R. Ice Factory, Madras.	11— 1—1960
185.	The Jupiter Press, Madras.	21— 1—1960
186.	Appar Achagam, Madras.	21— 1—1960
187.	Vickrama Engineering Company, Madras-20.	28— 1—1960
188.	V. S. T. Service Station (Private) Ltd., Madras.	28— 1—1960
189.	Sri Kowmari & Co., Madras.	11— 2—1960
190.	The Madras Leather Factory, Madras.	11— 2—1960

(1)	(2)	(3)
191.	I. S. S. D. Press, Madras.	11— 2—1960
192.	Mahendra Owen (Private) Limited, Madras-24.	5— 3—1960
193.	Sri Natarajan Engineering Works, Madras-1.	5— 3—1960
194.	Vasantha Press, Madras-20.	6— 3—1960
195.	G. Janshi & Co., Madras.	18— 3—1960
195-A.	Solar Works, Madras-1.	18— 3—1960
196.	Antiseptic Press, Madras.	18— 3—1960
197.	Sri Ramakrishna Printing Works, Madras.	18— 3—1960
198.	Sri Ramaprasad Press, Madras-1.	18— 3—1960
199.	Jaya & Co., (Paramount Press) Madras.	18— 3—1960
200.	Little Orient Balm and Pharmaceuticals Ltd., Madras.	18— 3—1960
201.	Sri Bharathi Press, Madras-7.	21— 3—1960
202.	Sri Meenakshi Engineering Works, Maras-7.	21— 3—1960
203.	P. Mittalaul Lalah and Sons, Madras.	21— 3—1960
204.	Modern Umbrella Manufacturing Co. Madras.	21— 3—1960
205.	Rathanam Industrial Works, Madras-7.	21— 3—1960
206.	Janatha Printing Publishing Co., (P) Ltd , Madras.	21— 3—1960
207.	Answer Dresses, Madras-1.	6— 4—1960
208.	T. U. C. S. Limited (Oil Mills) Madras.	7— 4—1960
209.	N. V. Radiah Bros., Madras-1.	7— 4—1960
210.	Sree Lakshmi Motor Works, Madras.	21— 4—1960
211.	Ibrahim Currin and Sons, Madras.	21— 4—1960
212.	Green's Electrical Works, Madras-2.	21— 4—1960
213.	Kabir Printing Works, Madras-5.	21— 4—1960
214.	Sun rise Chemical Industries, Madras-7	21— 4—1960
215.	N. Muthia Achari and Sons Madras-7.	21— 4—1960
216.	Vummidiars (Mfrs) Private Limited, Madras.	30— 4—1960
217.	Alfred Berg (India) Private Limited, Madras.	4— 5—1960
218.	Aspy Litho Works, Madras-1.	11— 5—1960
219.	Modern Offset Press, Madras-2.	11— 5—1960
220.	Photo Litho Press (Private) Limited.	11— 5—1960
221.	Nava Bharat Printers and Traders, Madras-1.	11— 5—1960
222.	Amruthanjan Limited, Madras.	17— 5—1960
223.	V. Govindaswami and Sons, Madras.	17— 5—1960
224.	Ganges Printing Ink Factory (P) Ltd., Madras.	22— 5—1960
225.	Company Law Institute Press, Madras-17.	22— 5—1960
226.	D. Venkatachalam Chetty Iron Safe Manufacturers Madras-1.	22— 5—1960
227.	The Madras Photo Stores and Octograph Studio, Madras.	22— 5—1960
228.	Premier Electro Mechanical Fabricators, Madras-2.	22— 5—1960
229.	The Empire Vermicelli Co., Madras-7.	22— 5—1960
230.	Simpson and Mc conechy Limitted, Madras.	22— 5—1960
231.	The Neo Art Press, Madras-2.	22— 5—1960
232.	Motor Industries Company Limited, Madras-2	22— 5—1960
233.	East India Industries (M) Private Limited, Madras.	28— 5—1960
234.	Newton & Co., Madras.	28— 5—1960
235.	S. G. Rao's Tailoring Factory, Madras.	28— 5—1960

(1)	(2)	(3)
236.	Syed Bawkher & Co., Madras.	28— 5—1960
237.	W. Pattinson Engineering Co , Madras.	28— 5—1960
238.	S. T. Shanmugham and Co., Madras-21.	15— 6—1960
239.	Narasu's Manufacturing Co. (Pr.) Ltd. Madras-15.	15— 6—1960
240.	Mysindia Tiles Engineering Co., Madras.	27— 6—1960
241.	Jayalakshmi Foundry, Madras.	27— 6—1960
242.	N. V. S. Gramany & Sons, Madras.	13— 7—1960
243.	Pressed Metals (P) Limited, Guindy, Madras.	13— 7—1960
244.	Maxwell Engineering Works, Madras.	16— 7—1960
245.	Rane (Madras) Limited, Madras-2.	23— 7—1960
246.	Kalki Press, Madras.	25— 7—1960
247.	Federal Gas Producer Co., Madras.	25— 7—1960
248.	Stanes Motors (S.I.) Ltd., Madras-7.	25— 7—1960
249.	Madras Tin Factory, Guindy, Madras-16.	25— 7—1960
250.	Morarji Ranchoddas & Co., Madras.	25— 7—1960
251.	Chelpark & Co., (Private) Ltd., Madras-15.	25— 7—1960
252.	The United Motor Works, Madras-2	31— 7—1960
253.	Prabhulal Brothers, Madras-1.	31— 7—1960
254.	Business Week Press, Madras.	4— 8—1960
255.	The Solar Printers, Madras-2.	4— 8—1960
256.	Narasu Studios (Private) Ltd., Madras-16.	8— 8—1960
257.	Victory Engineering Works, Madras.	8— 8—1960
258.	The Metal Container Corporation, Madras-16.	8— 8—1960
259.	The United Printers Syndicate (Private) Ltd., Madras.	9— 8—1960
260.	Amra Press (Private) Limited, Madras-6.	9— 8—1960
261.	Natham's Press, Madras-2.	9— 8—1960
262.	Modern Scientific Printing Service, Madras.	9— 8—1960
263.	Vadapalani Press, Madras-26.	16— 8—1960
264.	The Progressive Printers, Madras.	17— 8—1960
265.	P. A. S. Press, Madras-2.	17— 8—1960
266.	The Hindu, Madras-2.	19— 8—1960
267.	M. C. Appaswamy Chetty and Co., Madras-1.	20— 8—1960
268.	Vinodan Press, Madras-1.	20— 8—1960
269.	The Huxley Press, Madras-1.	20— 9—1960
270.	Ratnam Press, Madras-1.	20— 8—1960
271.	Madras Clothing Factory, Madras.	31— 8—1960
272.	Pattern Weaving Factory of the M.S.H.W. Factory, Tondiarpet, Madras-21.	31— 8—1960
273.	The Royal Printing Works, Madras.	3— 9—1960
274.	Saganla Engineers, Madras-20.	3— 9—1960
275.	Sri Sathya Sai Baba Casting works and Aluminium Factory, Madras - 13.	3— 9—1960
276.	Manorama Press, Madras.	3— 9—1960
277.	A. Sundaram and Co., Madras.	3— 9—1960
278.	Sundaram Industries (Private) Ltd., Madras.	13— 9—1960
279.	Garlic and Co., (Private) Ltd., Madras.	16— 9—1960
280.	Transformer and Switchgear Ltd., Madras.	16— 9—1960

(1)	(2)	(3)
281.	The City Ice and Cold Storage Co., Madras.	
282.	Laljee Godhoo & Co., Madras.	21— 9—1960
283.	The Liberty Press, Madras-1.	31—10—1960
284.	Research Chemical Industries, Madras.	31—10—1960
285.	Ramakrishna Engineering Works, Madras-1.	31—10—1960
286.	Larsen and Toubro Limited, Madras-2.	5—11—1960
287.	Newton Type Foundry, Madras-2.	5—11—1960
288.	Shanmugha Printing Works, Madras-1.	5—11—1960
289.	Ananda Vikatan, Madras-2.	7—11—1960
290.	Sri Ambiga Foundry, Madras-7.	7—11—1960
291.	Durai Brothers Engineers and Contractors, Madras-1.	7—11—1960
292.	Central Lorry Station, (Corporation of Madras) Madras.	19—11—1960
293.	Indian Wire Products Industries, Madras.	20—11—1960
294.	Salam Baling Press, Madras-3.	28—11—1960
295.	Kesari Kuteeram (P) Ltd., Madras-14.	28—11—1960
296.	Servindia Printers, Mount Road, Madras-2.	29—11—1960
297.	Central Glass Factory (Madras) Madras.	29—11—1960
298.	Ravai and Sons, Madras-5.	5—12—1960
299.	The Standard Scientific Instruments Co., Madras-28.	6—12—1960
300.	Southern Industrial Engineering Co., Madras-28.	6—12—1960
301.	The Madras Lock Works, Madras-7.	9—12—1960
302.	The City Printing Works, Madras-14.	9—12—1960
303.	Klein and Peyerl, Madras-2.	12—12—1960
304.	The Premier Art Press, Madras-7.	15—12—1960
305.	P. M. P. Thiraviya Nadar & Bros., Dhall Factory, Madras-21.	15—12—1960
306.	Varun Industrial Corporation, Madras-16.	16—12—1960
307.	Golden Cine Studios (Private) Limited, Madras-26.	31—12—1960
308.	Hindi Prachar Press, Madras-17.	31—12—1960

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 June, 1961.

S. No.	*Name of the Establishment.*	*Date of agreement.*	*Point in dispute.*	*Nature of settlement.*
(1)	(2)	(3)	(4)	(5)
1.	Sri Sarada Mills Ltd., Podanur.	26—6—61	Demand for additional doffing boys.	Agreed to settle the issue by direct negotiation between the Association and the union.
2.	Sri Ramajayam Lorry & Bus Service, Vellore.	5—6—61	Scales of Wages, D. A., Bonus, etc.	Agreed that the drivers and conductors will be paid Rs. 0.50 nP. more than what they have been paid per day on & from 10-6-61. The drivers and cleaners in lorries who have put in a total period of continuous service of 5 years on 30-6-61 will be paid Rs. 5/- extra on and from 1-7-61. Also agreed payment of bonus of one month's basic wages as bonus on Pongal day every year.
3.	Jayalakshmi Weaving Factory, Erode.	27—6—61	Claims of four workers.	Agreed to pay Rs. 500/- to the four workers in full settlement of all their claims. This amount will be apportioned among the four workers in such proportion as the union secretary might fix.
4.	Muthuswami Gounder Bleaching Works, Tiruppur.	5—6—61	Non-employment of a worker.	Agreed to reinstate the worker with effect from 6-6-61 with continuity of service and pay him Rs. 75/- for the loss o employment.
5.	The Travancore Knitting Company, Tiruppur.	do	do	Agreed to pay the worker Rs. 20/- in lieu of his claim for reinstatement.
6.	Kingraj & Co., Tiruppur.	do	do	Agreed to reinstate the worker without break in service but without back wages.

(1)	(2)	(3)	(4)	(5)
7.	The Sabapaty Knitting Co., Tiruppur.	5—6—61	Non-employment of a worker.	Agreed to pay Rs. 85/- in lieu of his claim for reinstatement.
8.	do	do	do	Agreed to pay the worker compensation as per Sec. 25 of the Industrial Disputes Act, 1947 in lieu of his claim for reinstatement.
9.	Thiruneelakandar Knitting Company, Tiruppur.	5—6—61	Non-employment of a worker.	Agreed to pay the worker Rs. 96/- in full settlement.
10.	Jaya Knitting Company, Tiruppur.	do	do	Agreed to give work with effect from 6-6-61, treating the period of unemployment as leave without wages.
11.	The Regal Knitting Company, Tiruppur.	do	do	Agreed to reinstate the worker without break in service, but without back wages.
12.	H.Md. Hussain & Bros., Bus Service, Mettupalayam Road, Coimbatore.	8-6—61	do	Agreed to pay the worker Rs. 75/- in full and final settlement.
13.	Coimbatore Salem Transport (Private) Limited, Erode.	8—6—61	Uniform, Gratuity, etc.,	Agreed to supply one more set of uniform in addition to two sets of uniforms already given to the running staff every year. Two sets of uniforms will be supplied to each of the w/s. Staff every year. Supply of uniforms to watchmen is left to the discretion of the management. Agreed to continue gratuity scheme stopped from 31-3-1959.
14.	Sri Lakshminarayana Textiles Ltd., Palladam.	13—6—61	Non-employment of a worker.	Agreed to take back the worker to service as a new employee.
15.	Venkatesa Colour Works, Tirupur.	14—6—61	Increase in wages.	Agreed to increase the wages as follows:- Present daily wage. — Quantum of increase Rs. 1-8-0 and below. — 4 annas. Between Rs. 1-8-0 and 2. — 3 annas. Rs. 2/- and above. — 2 annas.

(1)	(2)	(3)	(4)	(5)
16.	M. B. T. (Madras Bangalore Transport Company), Coimbatore.	15—6—61	Wage increase, uniform etc.	Agreed to increase the wages according to the service put in by the workers and to supply 2 sets of uniforms and one set of chappals every year.
17.	Somasundaram Mills (Private) Limited, Coimbatore.	20—6—61	Wage increase, promotion to doffers, etc.	Agreed to increase the wages of the weekly card holders by Rs. 8/- as per the Wage Board recommendations with effect from 1-8-61. Doffers with service will be promoted as piecers if they are found suitable.
18.	The Mettupalayam Coonoor Service (Private) Ltd., Mettupalayam.	do	Permanency of workers.	Agreed to make the 13 workers permanent with effect from 1-5-61 and pay them salary monthly.
19.	Ananda Kumar Mills Ltd., Coimbatore.	21—6—61	Wage increase to existing cone winding workers, etc.	Agreed to pay basic wages to the cone winding workers numbering about 24 as per the agreement date 25-9-56 subject to reduction in award I.D. No. 70/58 plus the flat increase of Rs 8/- in implementation of the wage Board Recommendations.
20.	Ramakrishna Transports Private Ltd., Coimbatore.	22—6—61	Revision of wage scales, uniforms, etc.	Agreed that all the workers will be made permanent when the permit is confirmed. Also agreed that with effect from 23-6-61 the drivers and conductors will be paid batta and wages for the running staff of the town bus at the rate of 4.75 p.m. per day per worker. Also agreed that a minimum of Rs. 7/- per day per worker will be paid to the running staff irrespective of the collection made per day.
21.	Arputha Press, Chingleput.	3—6—61	Gratuity Scheme.	Agreed to institute a gratuity scheme with effect from 1-7-1946.

(1)	(2)	(3)	(4)	(5)
22.	Lakshmi Vilas Bank Limited, Tirukoilur.	6—6—61	Resignation of a worker.	The management agreed not to accept the resignation of the employee, but to continue him in service as usual.
23.	X-Chrome Tannery Nagalkani, Chromepet.	9—6—61	Reinstatement of a worker.	Agreed to pay the worker Rs. 75/- as compensation in full and final settlement.
24.	Pratibha Glass Works, Kaladipet.	10—6—61	Permission under Sec. 33 to discharge a worker.	Agreed to pay the worker Rs. 275/- in full and final settlement.
25.	T. D. Murthy & Company, Pallavaram.	13—6—61	Non-employment of 5 workers.	Agreed to pay the 2 workers Rs. 100/- to be apportioned between the workers. The cases of the remaining 3 workers were not pressed.
26.	General & Industrial Leather (Private) Ltd., Chromepet. Post.	14—5—61	Discharge of a worker.	Agreee to pay the worker a total compensation representing 15 day's wages for every completed year of service and post part of over six months along with a month's notice pay in full and final settlement of his claims.
27.	Balasubramania Chettiar Rice Mills, Panruti.	19—6—61	Wage increase bonus. etc.	Agreed to pay a sum of Rs. 25/- to non-employed worker in full and final settlement of all his claims. In respect of 4 workers the management agreed to raise their wages to Rs. 45/- with effect from 1-7-61. One month's wages will be paid to all workers for Pongal festival every year.
28.	The Chidambaram Co-operative Milk Supply Union, Chidambaram.	21—6—61	Non-employment of 3 workers.	Agreed to take back the 2 out of 3 workers into service and the other worker will be given the deposit amount exclusive of his dues to the management.

(1)	(2)	(3)	(4)	(5)
29.	Sree Venkata Printing Works, Tirupapuliyur.	21—6—61	Enhanced D. A., etc.	Agreed to increase the wages of 3 workers by rupees 2 and 3 workers by Re. 1/- from 1-7-61.
30.	Swathantra India Motor Service, Cuddalore.	24—6—61	Increment.	Agreed to grant an increment of Rs. 2/- per worker from 1-1-61.
31.	K.C.P. Limited, Cenral Workshop, Tiruvottiyur.	29—6—61	Bonus for 1959-60.	Agreed to pay 30 days' basic wages ex-gratia to all the workmen other than casual workmen, probationers and apprentices who have been in service at the workshops for a total period of not less than 240 days excluding break in service during the financial year 1959-60.
32.	The Narasimha Mills Limited, Sulur Post, Coimbatore.	27—6—61	Designation of workers, promotion to doffing boys.	Agreed to designate the workers correctly and to promote the doffing boys as piecers if they are found suitable in the test conducted by the management.
33.	C. M. Transports, Trichy.	21—6—61	Claims of 2 workers.	Agreed to pay compensation to the 2 workers in full settlement.
34.	Shaik Mohideen Tannery, Trichy.	1—6—61	Strike by the workers.	Agreed to call off the strike and commence work from 1-6-61.
35.	Karur Transports (Private) Limited, Karur.	6—6—61	Non-employment of a worker.	Agreed to pay the worker Rs. 1100/- in full settlement.
36.	Sri Ayyappaswamy Lorry Service and Goods Vehicles, Trichy.	10—6—61	Dismissal of drivers and cleaners.	Agreed to allow the workers to resume work with the exception of dismissed drivers and cleaners. Also agreed to leave the issue of the dismissed workers to be decided by Asst. Commissioner of Labour-II.
37.	Singaram Industries Kumbakonam.	17—6—61	Non-employment of 5 workers.	Agreed to allow the five workers to join duty from 19-6-61.

(1)	(2)	(3)	(4)	(5)
38.	Thanga Vilas Tobacco Company Kumbakonam.	17—6—61	Non-employmen of workers.	Agreed to reinstate the workers.
39.	Motor Ware House, Trichy.	19—6—61	Designation permanency, etc.	Agreed to fix the scales of wages and designate the workers.
40.	Dalmia Cements (Bharat) Limited, Dalmiapuram.	do	Implementation of the Wage Board recommendation.	Agreed to pay the arrears of wages, if any to casual workers who had worked on double shifts and on Sundays over and above the normal working days on 26 days on or before 15-7-61. Also agreed to implement the recommendation of the Wages Board in respect of the attender Sri S. Thiagarajan.
41.	Sri K.K. Rajaram Silver Chain Factory, Shevapet, Salem.	5—6—61	Non-employment of a worker.	Agreed to reinstate the worker with continuity of service, but without back wages.
42.	Sri R. G. Rangaswamy Chettiar & Bros., Dyeing Factory, Gugai, Salem.	7—6—61	Revision of wages.	Agreed to fix the rates of wages to the workers for dyeing different colours.
43.	Salem-Dharmapuri Union Motor Service (Private) Limited, Dharmapuri.	9—6—61	Non-employment of workers.	Agreed to pay compensation to the workers.
44.	Chettiar & Sons, Salem	19—6—61	Bonus for 1959-60.	Agreed to pay bonus to the workers.
45.	Appa Trading Company, Caltex Distributors, Salem.	28—6—61	Non-employment of a worker.	Agreed to pay Rs. 85/- to the worker in full settlement.
46.	St. Andrews Motor Service (Private) Ltd. Palayamkottai,	1—6—61	Supply of dress, grant of increment, etc.	Agreed to supply two sets of dresses every year and grant 17 days' leave with wages per calendar year. Each of the workmen other than those employed in the Urban Staff will also be allowed during each calender year with effect from 1961, seven days' sick leave with wages and seven days' festival holidays with wages.

(1)	(2)	(3)	(4)	(5)
47.	Sankar Mills Tirunelveli.	1—6—61	Suspension of a worker.	Agreed to reduce the punishment of 5 days to one day.
48.	Madura Mills Company Limited, Ambasamudram.	5—6—61	Revision of certain categories attached to the Engineering Department.	Agreed to fix the wages of (a) sweepers, (b) Office gardener at Rs. 32/- with retrospective from 1-11-60.
49.	do	do	do	Agreed to designate the six miscellaneous mazdoors as General/Sarang mazdoors and put them in the award scale of serang mazdoor. Viz., 34. 12/1/48. 12 Boiler Mazdoors will be designated as "General/Serang mazdoors" and put on the scale of Rs. 34. 12/1/48. 12.
50.	Madura Mills Company Ltd., Ambasamudram.	do	Revision of wages of the employees in the canteen.	Agreed to revise the scales of wages of the canteen staff.
51.	Cornotion Litho Works, Sivakasi.	14—6—61	Revision of wages of various categories of workers.	Agreed to revise the minimum rates of wages of the lowest category of workmen in each section.
52.	Kaka Indian Foundry, Thiruthangal.	do	Revision of wages, provision of wall clock.	Agreed to pay wages to the workmen on the monthly basis. Also agreed to provide a clock in the central place in the factory.
53.	Sri Ganapathy Motor Service, Tirunelveli.	15—6—61	Revision of wages, increase in D.A. etc.	Agreed to grant annual increment and revise and refix the D.A. of the workmen.
54.	Siva Industiral Works, Kovilpatti.	17—6—61	Non-provision of work to the workmen.	Agreed to provide work as usual to all the worker from 19-6-61.
55.	T. M. M. Mathalai Nadar & Co., & T.M. S. Mathalai Nadar & Sons.	21—6—61	Revision of wages of the daily rated workmen.	Agreed to revise the daily rate of wages of cake carriers pernal carriers filtermen, etc., from 1.62 nP. to 1.87 nP. per day.

(1)	(2)	(3)	(4)	(5)
56.	Gopalakrishna & Co., Managing Agents of Chandrasekara Bharathi Weaving Mills, Rajapalayam.	28—6—61	Increase in wages, etc.	Agreed to grant with effect from 1-6-61 a special allowance to the workers.
57.	Corrimoney Estate Nagercoil.	6—6—61	Non-employment of 2 workers.	Agreed to provide employment to the workers provided they appear before the master of the estate on or before 25-6 61.
58.	Palkulam Estate. (Private) Ltd., Nagercoil.	12—6—61	Bonus for 1960.	Agreed to pay 9% of the total earnings of each workmen in full and final settlement of their claim for bonus for the year 1960.
59.	Corrimony Estate Nagercoil.	do	Non-employment of a worker.	Agreed to pay the worker Rs. 58.25 nP. in full settlement.
60.	Pioneer Motors, Nagercoil,	do	Bonus to 2 conductors Supply of dresses.	Agreed to supply Khaki Cloth to the drivers & conductors for stitching two shirts & two shirts and pay them Rs. 4/- as stitching charges. Also agreed to pay bonus amount to the two conductors.
61.	do	do	Bonus for 1956-57 & 1957-58 & 1958-59.	Agreed to pay bonus to two workers for the years 1956-57, 1957-58 & 1958-59 at the same rate as paid to the other workers.
62.	do	do	Batta to checking Inspectors.	Agreed to increase the daily batta of the 28 checking inspectors from Re. 1/- to 1.37 nP. per day and pay the City allowance to 2 workers.
63.	Pioneer Motors, Thodivathy & Thuckalay Branches.	29—6—61	Confirmation of workers, bonus. etc.	Agreed to confirm with effect from 1-7-61 all the workers who have put in a service of 3 years on 30-6-61 and to pay bonus to all the workers of the two branches bonus for the year 1959-60 at 16⅔% of the earned wages of each workmen.

(1)	(2)	(3)	(d)	(5)
64.	Sri P.C. Choke, (Unni) Unni Carrage, Coonoor.	9—6—61	Dismissal of a worker.	Agreed to pay the worker Rs. 45/- in full settlement.
65.	Venkatesa Lodge, Ooty.	12—6—61	Closure.	Agreed to pay compensation to the workers.
66.	Terrace Estate, Naduvatham Post.	15—6—61	Termination of service of a worker.	Agreed to pay 3 months' wages as compensation to the workers.
67.	Curzon Estate, Kotagiri.	16—6—61	Termination of service of a worker.	Agreed to pay the worker Rs. 625/- in full settlement.
68.	Warwick Estate, Kotagiri.	17—6—61	Service condition of a teacher.	Agreed to fix the emoluments of the teacher at Rs 164/- p.m. the scale of pay being 90-5-100.
69.	Sutton Estate, Kullakumbi Post.	20—6—61	Permanency of a worker.	Agreed to pay the worker 4 months' wages as compensation in full settlement.
70.	Terrace Estate, Naduvattam Post.	do	Over time claim of a worker.	Agreed to pay the worker Rs. 300/- being the Over Time wages in full settlement.
71.	Upper Dodabetta Tea Estate, Ooty,	21—6—61	Non-employment of certain workers.	Agreed to pay Rs. 225/- to each of the 3 workers and the case of the other worker was dropped.
72.	Nonsuch Estate. Coonoor.	29—6—61	Bonus for 1959-60.	Agreed to pay one month's basic salary as additional bonus in full settlement of all the claims of the workers for the year 1959-60.
73.	Malayalam Plantations Limited.	do	Bonus for 1959-60 & 1960-61.	Agreed to pay each of the members of the staff on the Company's estate who were in employment for the 2 years ending on 31-3-61 a lump sum of 4.6 month's basic salary as additional bonus for 1959-60 as well as for 1960-61 in full settlement.

(1)	(2)	(3)	(4)	(5)
74.	Oriental Shanmugam & Co , Madras.	1--6--61	Maintenance of a separate muster roll for all the workers.	Agreed to maintain the muster roll.
75.	Udipi Sri Krishna Cafe, Madras-1.	1--6--61	Retrenchment of workers.	Agreed to pay compensation to the retrenched workers.
76.	Minerva Cafe, Madras-1.	3--6--61	Closure.	Agreed to pay compensation to all the workers.
77.	Subramaniam Appalam Co., Choolai, Madras-7.	5--6--61	Retrenchment of workers.	Agreed to pay compensation to the workers.
78.	Progressive Printers, Madras.	13--6--61	Wage increase D. A., etc.	Agreed to grant increment to all the workers and increase the D.A. now being paid from Rs. 40/- to Rs. 45/-.
79.	Model Lodge, Madras.	16--6--61	Discharge of workers.	Agreed to pay compensation to the discharged workers.
80.	Integral Coach Factory Canteen, Madras.	20--6--61	Increase in cash allowance.	Agreed to increase the present cash allowance to Rs. 22.50 nP. per mensem with effect from 1-6-61.
81.	Ashok Transports, Madras.	21--6--61	Bonus for 1959-60 to 1961-62.	Agreed to pay bonus of 3 months wages with D.A for each of the years 1959-60 to 1961-62
82.	B. & C. Mills, Madras.	22--6--61	Dismissal of a worker.	Agreed to reduce the punishment from dismissal to one of suspension for 7 days from 4-1-61. The charge laid against the worker was proved.
83.	The Madras Silk & Rayon Mills (Private) Ltd. Madras.	26--6--61	Scales of pay.	Agreed to increase the present daily wage rate of the workers.
84.	Thompson & Co., Madras-1.	27--6--61	Reinstatement of 2 workers Gratuity, etc.	Agreed to introduce a gratuity scheme in addition to Provident Fund Scheme and settle the accounts of the 2 discharged workers.
85.	Ratnam Press, Madras.	28--6--61	Dismissal of a worker.	Agreed to pay the worker Rs. 350/- in full settlement.
86.	Mercantile Timber Trading Co., Madras.	do	do	Agreed to pay the worker Rs. 200/- in full settlement.

(1)	(2)	(3)	(4)	(5)
87	S.C.J. Sheth, Madras.	28--8--61	Discharge of a worker.	Agreed to pay the worker Rs. 100/- in full settlement.
88.	Lachmandass & Sons, Madras.	do	Scales of wage, D. A., etc.	Agreed to give annual increment to all the workers and increase the D. A. from Rs. 15/- to 20/- p.m. Also agreed to institute a gratuity scheme.
89.	Aruppukkottai Sri Jaya Vilas (Private) Ltd., Madurai.	8--6--61	Non-employment of a worker.	Agreed to pay the worker Rs. 200/- in full settlement.
90.	Radhakrishna Workshops, Madurai.	2--6--61	do	Agreed to pay the worker Rs. 300.95 nP. in full settlement.
91.	Sri Kothandaram Iron Works, Madurai.	12--6--61	Wage increase.	Agreed to increase the wages of the 14 workers.
92.	Tanneries at Dindigul.	13--6--61	Increase in D.A.	Agreed to increase the D.A. of all the workers.
93.	Madura Modern Motor (Private) Litmited, Madurai.	do	Retrenchment of a worker.	Agreed to pay the worker Rs. 500/- in full settlement.
94.	Angu Vilas M. V. Muthiah Pillai (Firm) Scented Tobacco & Cigar Factory, Dindigul.	17--6--61	Permanency of workers, reinstatement of workers, etc.	Agreed to reinstate Sri K. Ponnusami & four others and cancel the suspension orders passed against 4 workers. Also agreed to make the 6 workers permanent and pay lump sum to certain workers.
95.	R. V. Brass Vessels Factory, Pallathur.	23--6--61	Dismissal of a worker.	Agreed to reinstate the worker from 26-6-61.
96.	Rajeswari & Co., Brass Vessal Merchant, Karaikudi.	do	Increase in wages, bonus, etc.	Agreed to increase the wages of all the workers at 15 nP. per rupee in wages now being paid to the worker. The demand for bonus for 1961-62 will be settled by direct negotiation.
97.	T. R. Raghava Iyengar & Co., Pallathur.	do	Reinstatement of workers.	Agreed to reinstate a worker into service and deduct 1/6 per rupee instead of 1/4 per rupee for providing tools as motors, etc., for the polishing workers.
98.	Sri Krishna Iron Works, Madurai.	26--6--61	Bonus for 1960-61.	Agreed to pay 50 days wages as bonus for the year 1960-61.

(1)	(2)	(3)	(4)	(5)
99.	Sri Balasubramaniam Rice Mill, Madurai.	26—6—61	Discharge of 5 workers.	Agreed to reinstate 3 workers and pay compensation to the other 2 workers.
100.	B. K. H. M. Tannery Erode.	6—6—61	Discharge of 2 workers.	Agreed to re-employ the workers with continuity of service.
101.	do	do	Discharge of a worker.	Agreed to pay bonus amount and the earned wages to the worker in full settlement.
102.	do	do	do	Agreed to continue the worker in service treating the period of absence as leave without wages.
103.	do	do	Discharge of 2 workers.	do
104.	S. E. C. Tannery Erode.	do	Discharge of a worker.	Agreed to pay the worker Rs. 162.69 nP. in full settlement.
105.	Krishna Mills (Private) Ltd., Coimbatore.	7—6—61	Closure of the pressing department.	Agreed that the employment in the pressing department shall be continued to be given to all the workers as usual.
106.	Lakshmi Cotton Press (Private) Limited, Coimbatore.	do	do	do
107.	Tiruppur Weavers' Co-operative Production & Sales Society Ltd.	10—6—61	Retrenchment of a worker.	Agreed to pay the worker Rs. 150/- in full settlement.
108.	Indian Bags Industries, Palladam Road, Tiruppur.	do	Wage increase.	Agreed to increase the weekly wages of the workers by Rs. 0.50 nP. with effect from 11-6-61.
109.	Jaganatha Ginning & Oil Mills, Coimbatore.	12—6—61	Closure.	Agreed to draw a seniority list and give work to the workers in the order of seniority.
110.	Sri Palaniappan Cotton Merchant, Coimbatore.	13—6—61	Dismissal of a worker.	Agreed to provide work to Palani Ammal Kalas worker, along with the other workers in the order of seniority.
111.	C. C. Dhavu Appalam Company, Podanur, Coimbatore.	14—6—61	Discharge of 2 workers.	Agreed to pay Rs. 10/- to each worker as compensation in full settlement.
112.	Radha & Chalam Hardware & Paint Merchant, Coimbatore.	21—6—61	Dismissal of a worker.	Agreed to pay compensation to the worker in full settlement.

(1)	(2)	(3)	(4)	(5)
113.	Varadaraja Ginning Factory, Coimbatore.	23—6—61	Discharge of a worker.	Agreed to reinstate the worker in service with continuity of service, without back wages.
114.	Ganga Bhavan, Madras-3.	12—6—61	Closure.	The licensee of the premises agreed to pay a lumpsum amount of Rs. 400/- towards arrears of wages only to the 8 workers.
115.	Udipi Bhasant Cafe, Madras.	14—6—61	Closure.	Agreed to pay a lumpsum amount of Rs. 800/- to 9 workers to be apportioned among the workers.
116.	Sri Vigneswara Bhavan, Alandur, Madras.	15—6—61	Closure.	Agreed to pay compensation.
117.	Easwari Lunch Home, Madras-7.	do	Closure.	do
118.	Ramachandra Cafe, Madras.	17—6—61	do	do
119.	Udipi Hotel, Mount Road, Madras.	19—6—61	Wage increase H. R.A., etc.	Agreed to give an increase of Rs. 3/- to all workers with 240 days continuous service. Also agreed to pay H.R.A. to workers and supply uniforms to all the permanent workers.
120.	Siva Oil Mills & 3 others, Madras.	22—6—61	Closure.	Agreed to pay compensation.
121.	Tamilnad Cine Labs., Madras-10.	27—6—61	Increase in salary, gratuity, etc.	Agreed to give an increase in the salary, institute a gratutity scheme and 13 days festival holidays, 15 days privilege leave, 7 days casual leave and 10 days sick leave.
122.	S. M. Subramaniam Chettiar Lessee, Madras-7.	30—6—61	Non-employment of a worker.	Agreed to reinstate the worker with continuity of service without back wages.
123.	K. M. Parthasarathy Chettiar (Oil Mongers) Madras-7.	30—6—61	do	do

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

Serial No. (1)	*Name of the concern* (2)	*Date of agreement* (3)	*No. of workers involved* (4)	*Important terms of Settlement.* (5)
1.	Gobald Motor Service, Ltd. Mettupalayam.	5—6—61	—	Revision of Wages D.A. & H.R.A.
2.	Nataraja Printing Mills, Erode.	17—6—61	7	Non - employment of Munusami & 6 others.
3.	G. N. Chakrapani Chetty & Sons, Tirunelveli.	25—6—61	40	Bonus for 1959-60.
4.	Loyal Textile Mills, Kovilpatti.	13—6—61	300	Revision of Wages of watchmen, Head-Watch man Canteen, Cooks & servers etc.
5.	Lion Automobile Motor Service, Tirunelveli.	14—6—61	250	Payment of city allowance to workers.
6.	Gowri Metal Works, Rajapalayam.	23—6—61	19	Permanancy of temporary workers and fixation of their wages.
7.	Mahalakshmi Textile Mills, Pasumalai.	8—5—61	8	8 hours wages for 7½ hours of work.
8.	Ramakrishnan Luuch Home, Madurai.	21—5—61	—	Retrenchment of a worker and payment of compensation.
9.	Somasundaram Rice Mills, Madurai.	2—5—61	1	Dismissal of a worker.
10.	Visalakshi Mills Ltd. Vilangudi.	15—6—61	—	Bonus for 1960-61.
11.	T. M. N. Rajagopalier & Sons Kettysaya Red and Colour yarn merchants, Madurai.	17—6—61	2	Retrenchment of 2 workers.

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 June, 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	
	Madras District.	
1. Madras Pencil Factory, Madras-21.	1. Whether the present pay of the foreman requires revision, if so to fix the scales of pay.	G. O. Ms. No. 3926 Industries, Labour and Co-operation, dated 22-6-61
	2. Fitment of the pay of the existing foreman in the revised scales, if any fixed.	
	Labour Court, Madras	
	Madras District	
2. Madras Studios, Madras.	1. Whether the non-employment of Sri Balaraman from 14th July 1960 is justified if not to what relief he is entitled.	G. O. Ms. No. 3769, Industries, Labour and Co-operation (Lab) dated 24-5-61.
	2. To complete the relief if any awarded in terms of money if it can be so computed.	
3. India Leather Corporation, Madras.	1. Whether the action of the management of India Leather Corporation (Private) Limited, Madras-1 in not having given opportunity to the 16 workers referred to in the annexure to the G.O. for re-employment is justified and to what relief they are entitled.	G. O. Ms. No. 3771, Industries, Labour & Co-operation, (Lab) dated 24-5-61
	2. To compute the relief if any awarded in terms of money if it can be so computed.	
4. Oriental Glass Factory, Madras.	1. Whether the non-employment of K. Bakthan and K. Devaraj is justified and to what relief each is entitled.	G. O. Ms. No. 3874, I.L.C. dated 24-5-61.
	2. To compute the relief if any, awarded in terms of money, if it can be so computed.	

(1)	(2)	(3)
5. Gaiety Theatre, Madras.	1. Whether the demand for designating the workers Sri A. Srinivasan and M. V. Karunanithi as booking clerk and Ticket collector respectively is justified and to what relief each is entitled. 2. Whether the non-employment of Sri Natarajan is justified and to what relief he is entitled. 3. To compute the relief if any awarded in terms of money if it can be so computed.	
6. Narasus Studios, Madras.	2. Whether the non-employment of Sri P. Raju is justified 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 computet.	G. O. Ms. No. 4023, Labour I.L.C. dated 8-6-61.
	Labour Courts Coimbatore	
	Coimbatore District	
7. New Theatres Carnatic Talkies, Coimbatore.	1. Fixation of scales of wages to various categories of workers and fitment of prevent incumbents in the scales to be fixed. 2. Fixation of quantum of extra wages for shows exceeding 14 in a week. 3. Whether the demand from the institution of a Provident Fund Scheme is justified and if so to formulate a scheme. 4. Whether the demand for bonus for 1959-60 is justified and if so to fix the quantum.	G. O. Ms. No. 4072, I. L. & C. dated 12-6-61.
	Salem District.	
8. Sundaram Spinning Mills, Komarapalayam.	1. Whether the non-employment of worker K. Subramaniam from 16th November 1959 by the Management of Sundaram Spinning Mills, Komarapalayam is justified, 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.	

(1)	(2)	(3)
	Labour Court, Madurai.	
	Madurai District.	
9. Honesty Dress Manufacturing Company, Madras.	1. Whether the non-employment of worker T. R. Raju is justified and to what relief he is entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G..O. Ms. No. 3866, I.L. & C.(Lab), dated 29-5-61.
10. Le-nox Photo Mount Manufacturing Company, Madurai	1. Whether any bonus is payable to the workman for 1959-60 and if so to fix the quantum. 2. Fixation of scales of wages for the various categories of workers and fitment of the existing workman in the scales if any fixed.	G. O. Ms. No. 3939, I.L. & C., (Lab) dated 2-6-61.
11. K. Gopalasami Ribbon and cloth merchant, Madurai.	1. Whether the demand for the payment of bonus to the workers for 1959-60 is justified and if so to fix the quantum.	G. O. Ms. No. 4041, I.L. & C. (Lab), dated 8-6-61.
	Tiruchirapalli District.	
12. Cauvery Spinning and Weaving Mills Limited Cauvery Nagar.	1. Whether the non-employment of Sri M. Masila-, many, Doffing boy T. No. 316 is jutified and to what relief he is entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 4021, I.L. & C. (Lab), dated 7-6-61.

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

S. No. (1)	*Name of the concern.* (2)	*Page and date of Gazette.* (3)	*G.O. No. and date in which the award was Published.* (4)
	Industrial Tribunal, Madras		
	Madras District.		
1.	Modern Agencies, Guindy, Madras.	7—8 21—6—61	G. O. Ms. No. 4101, Industries, Labour and Cooperation, (Lab), Dated 13-6-61.
	Salem District		
2.	Ramajayam Transports, Namakkal, Salem.	6 21—6—61	G.O.Ms. No. 4050, I.L. & C. (Lab) dated 9-6-61.
3.	S. B. Sri Ranga Vilas Krishnagiri, Salem.	2—3 28—6—61	G.O.Ms. No. 4138, I.L. & C. (Lab) dated 15-6-61
	Tanjavur District		
4.	Certain Hotels in Tanjavur.	6 7—6—61	G.O. Ms. No. 3782. I.L.& C. dated 24-5-61.
	Trichirapalli District		
5.	Cauvery Spinning and Weaving Mills Ltd. Cauvery Nagar.	5—6 7—6—61	G.O.Ms. No. 3770, Industries Labour and co-operation dated 24-5-61.
	Labour Courts		
	Cningleput District		
6.	Gandiban Bus Service, Melamaiyur Chingleput District.	1—2 21—6—61	G.O. R. No. 749, I. L. & C. dated 5-6-61.
7.	do	3 21—6—61	G. O. R. No. 751, I.L. & C. (Lab) dated 5-6-61.
	Madras District		
8.	Madras Studios, Valsurawalkam, Madras.	2—3 7—6—61	G.O.Ms. No. 3751, I.L. & C. dated 22-5-61.
9.	Ramson Knitting Co. Mills (P) Ltd. Madras.	3—5 7—6—61	G.O.Ms. No. 3817, I.L. & C. dated 27-5-61.
10.	Ratnam Press, Madras.	2 21—6—61	G.O.R. No. 750, I.L. & C. dated 5-6-61.

(1)	(2)	(3)	(4)
	Madurai District.		
11.	Meenakshi & Co. "B" Tannery, Begampur, Dindigul.	2 7-6-61	G.O. R. No. 698, I. L. & C. dated 25-5-61.
	Salem District		
12.	Sundaram Spinning Mills, Komarayapalayam.	1 14-6-61	G.O. R. No. 752, I.L. & C. dated 5-6-61.
13.	K. S. Salamath Transports, Nammakkal.	2-3 14-6-61	G.O. Ms. No. 4001, I.L. & C. (Lab), dated 6-6-61.
14.	Sri Thambi Motor Service, Salem.	3-4 14-6-61	G.O.Ms. No. 4065, I.L. & C. (Lab) dated 11-6-61.
15.	R. P. David & Co. Salem.	3-6 21-6-61	G. O. Ms. No. 4037, I. L. & C. (Lab) dated 8-6-61.
16.	Ahmed Hussian & Sons, Three Lotus Beedi Factory, Salem,	1 28-6-61	G. O. R. No. 803, I.L. & C. dated 17-6-61.
17.	Sri Kannika Parameswari Mills Athur, Salem.	2 28-6-61	G. O. R. No. 820, I. L. & C. dated 20-6-61.
	Tiruchirapalli District.		
18.	Laksmi Vilas Hotel, Trichy.	1-2 7-6-61*	G. O. R. No. 690, I.L.& C. dated 24-5-61.

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

ANNEXURE-A

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

Sl. No.	Name of the Concern.	Industry.	No. of workers involved.	Closures. Began.	Closures. Ended.	Cause.	Compensation paid to workers.
1	2	3	4	5	6	7	8
1.	Bharat Sandal Oil Distilleries, Salem.	Sandal Oil	17	9-6-61	Temporary	Non availabiliity of raw materials.	...
2.	Minerva Cafe, Madras-1.	Hotel	7	1-6-61	Permanent	Due to loss	Companstion Paid
3.	Madura Sugar Mills and Altied Products, Ltd. Pandirajapuram, Madurai.	Sugar	191	26-6-61	Temporary	Close of crushing season and non-availability of suitable sugarcane.	...
4.	Makkal Unavu Viduthi, Coimbatore.	Hotel	32	10-6-61	Permanent	Due to illness of Partner.	...
5.	Sundareswara Talkies, Tirupathur, Ramnad.	Cinema	9	14-5-61	Temporary	Due io expiry of licence.	...
6.	P. Hariharaputra Pillai Coffee and Meals Hotet, Nangunery,	Hotel	3	6-6-61	Permanent	Due to loss	...
7.	Lakshmi Vilas Coffee and Meals Hotel, Road Thaayanvalas.	do	2	13-6-61	do	do	...
8.	Saroja Tea Stall, Radhapuram Road, Valliyoor.	do	2	22-6-61	do	do	...
9.	Udipi Basant Cafe, Madras	do	9	9-6-61	do	do	...
10.	Vikneswara Bhavan, Madras.	do	9	15-6-61	do	do	...
11.	Eswari Lunch Home, Madras.	do	31	14-6-61	do	do	...
12.	Ramachandra Cafe, Madras.	do	11	14-6-61	do	do	...

7. Statement showing the number of complaints received and investigated by the Labour Officer's during the month of June 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 these pending previously).
1	2		3	4	5	6	7	8	9	10	11
1.	Labour Officer,	Coimbatore I	11	2	45	...	...	68	...	126	126
2.	do	Coimbatore II	4	1	12	...	2	22	...	41	41
3.	do	Coonoor	10	2	32	...	3	6	...	53	42
4.	do	Madras-I	12	3	16	1	...	10	...	42	82
5.	do	Madras-II	12	7	16	...	...	2	...	37	37
6.	do	Madras-III	12	4	26	1	3	22	...	68	68
7.	do	Madurai	10	2	32	3	...	24	...	71	71
8.	do	Nagercoil	10	2	15	...	2	14	...	43	43
9.	do	Pollachi	13	2	15	1	...	9	...	40	40
10.	do	Salem	7	6	18	1	...	8	...	40	44
11.	do	Tiruchirapalli	1	5	20	...	5	5	...	36	36
12.	do	Tirunelveli	13	1	7	35	...	10	...	66	60
13.	do	Vellore	4	...	4	...	...	12	...	20	28
		Total	119	37	258	42	15	212	...	683	718

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

Number of standing orders certified as on 1—6—1961.	...	1554
Number of standing orders certified during the month of June 1961	...	12
Total	...	1,566
Number of amendments to the standing orders certified during the month of June 1961.	...	1

* The draft standing orders applicable to the Working Journalist of "Nam Nadu" Madras certified during the month was also included.

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

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

Number of accidents			* Amounts of compensation paid under each head. Rs.	nP.
(a) Death	29	...	24,446	50
(b) Temporary disablement	37		2,317	10
(c) Permanent disablement	25			
		Total	26,763	60

* 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 month.

Nature of claim (1)	Number previously pending. (2)	Number received. (3)	Total. (4)	Number disposed of (5)	Balance. (6)
1. *Application under Section* 10 :					
(a) Fatal ...	53	2	55	4	51
(b) Non-fatal.					
(i) Permanent disablement ...	80	2	82	5	77
(ii) Temporary disablement ...	6	...	6	2	4
2. *Deposit under Section* 8 (1)					
(a) Fatal ...	49	7	56	8	48
(b) Persons under legal disability...	6	1	7	1	6
3. *Deposit under Section* 8 (2) ...	6	3	9	3	6

(1)	(2)	(3)	(4)	(5)	(6)
4. *Memorandum of Agreement.*					
(a) Permanent disablement ...	17	7	24	5	19
(b) Temporary disablement ...	...	2	2	...	2
5. *Recovery under Section* 31 ...	2	...	2	...	2
6. *Indemnification under Section* 12 ...	3	...	3	1	2
Total ...	222	24	246	29	217

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

Statement for the month of June 1961.

(1) No. of cases pending at the beginning of the month	...	272
(2) No. of cases filed during the month	...	17
(3) No. of cases disposed of during the month	...	37
(4) No. of cases pending at the end of the month	...	252

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

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

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

Pending as on 1—6—1961	...	218
Received during the month of June 1961	...	24
Disposed of during the month of June 1961	...	40
Pending as on 1—7—1961	...	202

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

Pending as on 1—6—1961	...	227
Received during the month of June 1961	...	26
Disposed of during the month of June 1961	...	52
Pending as on 1—7—1961	...	**201**

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

S. No. (1)	R. No. (2)	Date of registration. (3)	Industry. (4)	Name and address of the Trade Union. (5)
1.	3124	1—6—61	Engineering ...	National Engineering Staff Association, 'I.N.T.U.C' Building, Trichy Road, Coimbatore
2.	3125	6—6—61	Printing, Publishing and Allied Industries. ...	Ananda Vikatan Press Workers Union, 34/35, Mundakanni ammankoil Street, Mylapore, Madras-4.
3.	3126	do	Food, Beverages and Tobacco. ...	Salt Labour Union, Sethu Road, Adirampattinam, Thanjavur district.
4.	3127	do	Printing, Publishing and Allied Industries. ...	Government Press Employees Union, 281, Mint Street, Madras-1.
5.	3128	7—5—61	Construction ...	Pattukkottai Taluk Building Workers Union, Madukkur, Thanjavur District.
6.	3129	do	Rubber and Rubber Products ...	Tube Investments of India Ltd., Employees Union, 1/178 Linghi Chetti Street, Madras-1.
7.	3130	12—6—61	Chemicals ...	Shaw Wallace Industries Workers Union, 3 James Street, Poonamallee.
8.	3131	13—6—61	Metal and Metal Products ...	Thamizh Nadu Pathirakadai Podhu Thozhilalar Sangam, 2, Ibrahim Sait Street, Pedhunaickenpet, Madras-1.
9.	3132	do	Transport ...	Trichy District Automobile and Minor Engineering Labour Union, 26-B, Chinnakadai Street, Tiruchy-2.
10.	3133	do	Textiles ...	United Handloom Workers' Union, 102, Mothai Meera Pillai Street, Melapalayam, Tirunelveli District.
11.	3134	do	Motor Transport ...	T. N. B. S. Workers' Union-Tirunelveli Junction.

(1)	(2)	(3)	(4)	(5)
12.	3135	13—6—61	E.G.W. & Sanitary Services ...	Corporation and General Workers Union, 8, Nara-Singapuram Street, Mount Road, Madras-2.
13.	3136	do	Miscellaneous ...	Arni National General Labour Union, Srinivasa Mudaliar Choultry, Arni, North Arcot District.
14.	3137	14—6—61	do ..	Tiruppuvanam Vettrilai Kodi kkal Vivasayigal Sangam, Veerabadraswamy Building East Car Street, Tiruppuvanam, Ramanathapuram District.
15.	3138	do	Wholesale and Retail ...	Daily Vegetable and Fruitsales Association, Market, Kattamettu Street, Periyakulam, Madurai district.
16.	3139	15—6—61	Leather and Leather Products ...	Chingleput District Tannery Workers' Progressive Union, Thiruneermalai Road, Chrompet, P.O.
17.	3140	17—6—61	Food, Beverages and Tobacco ...	Madras Appalam Workers Union, 12, Haji Mohd. Abbas Sahib Street, Madras-12.
18.	3141	19—6—61	Engineering ...	Transformer and Switchgear Workers Union, 40/2, Lattice Bridge Road, Adyar, Madras-20.
19.	3142	22—6—61	Textiles ...	Mettupatti Handloom Weaving Labourers' Union, Mettupatti, Chinnalapatti P.O., Madurai district.
20.	3143	do	Printing, Publishing and Allied Industries. ...	Prasad Process Group Employees' Union, "Chandamama Buildings" 2 & 3, Arcot Road, Vadapalani, Madras-26.
21.	3144	27—6—61	Construction ...	Work charged Establishment Staff Association, Amaravathinagar Post (via) Udamalpet.
22.	3145	do	Transports ...	Associated Transports (Madras) Private Ltd., Employees Union, 29, Bhudaperumal Mudali Street, Mount Road, Madras-2.

23.	3146	28—6—61	Agriculture ...	Chidambarapuram Agricultural and other Labourers Union, Chidambarapuram Pudukulam, Village, Tiruchendur Taluk, Tirunelveli District.
24.	3147	29—6—61	Food, Beverages ... and Tobaco	National Confectionery Workers Unoin (Sirkazhi) 26/B, Chinnakadai Street, Tiruchy-2.
25.	3148	do	Miscellaneous ...	Autoor Betal Leaf Workers Union, Main Bazar, South Autoor, West Autoor P.O., Tiruchendur Taluk, Tirunelveli District.

List of Trade Unions cancelled during the month of June, 1961.

1.	2268	3—6—61	Banking ...	S.M.S.O. Bank Employees Union, Madras.
2.	2724	do	Printing, Publishing and Allied Industries. ...	Government Press, Labour Union, Madras.
3.	2563	16—6—61	Textiles ...	Madurai District National Handloom Weavers Union, Madurai.
4.	1859	29—6—61	Food, Beverages ... and Tobacco	Hotel Workers Union, Chidambaram.

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

S. No.	R. No.	Date of registration of dissolution	Industry.	Name and address of the Union.
(1)	(2)	(3)	(4)	(5)
1.	2879	14—6—61	Miscellaneous ...	Polson Limited (Madras Branch) Employees Union, Madras.

ABSTRACT

1.	Total No. of Trade Unions as on 1—6—61	...	1,137
2.	-do- registered during the month	...	25
3.	-do- cancelled ,,	...	4
4.	-do- dissolved ,,	...	1
5.	-do- amalgamated ,,	...	Nil
6.	Total No. of -do- as on 30—6—61	...	1,157

14. Particulars inspections made during the month of June 1961.

S. No.	Particulars.	Factories Act.	Payment of Wages Act.	Madras Maternity Benefit Act.	Madras Shops and Establishments Act.	Madras Catering Establishments Act.	Minimum Wages Act.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	No. of establishments inspected.	1,117	4,244	330	38,593	5,733	1,555
2	*Number of irregularities noticed	127	568	59	695	853	72
3	No. of cases warned	28	174	7	577	503	61
4	No. of prosecutions sanctioned.	16	5	...	26	65	...
5	No. of convictions obtained.	24	2	3	21	53	...
6	Amount of fine levied in Rupees.	535	35	35	284	1,066	...

* 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 June 1961.

Districts.	At the Beginning.			Registered.			Removed.			Total.			Remarks.
	Section 2 (*m*) (*i*)	Section 2 (*m*) (*ii*)	Notified	Section 2 (*m*) (*i*)	Section 2 (*m*) (*ii*)	Notified	Section 2 (*m*) (*i*)	Section 2 (*m*) (*ii*)	Notified	Section 2 (*m*) (*i*)	Section 2 (*m*) (*ii*)	Notified	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1. North Arcot	130	138	114	1	...	...	4	1	...	127	137	114	378
2. South Arcot	110	14	67	12	...	...	2	...	...	120	14	67	201
3. Chingleput	187	28	49	3	1	...	2	...	...	188	29	49	266
4. Coimbatore	895	30	170	4	...	...	...	...	...	899	30	170	1099
5. Kanyakumari	40	7	23	...	...	...	1	...	...	39	7	23	69
6. Madras	666	65	171	3	...	...	6	...	6	663	65	165	893
7. Madurai	357	50	101	8	...	...	...	...	3	365	50	98	513
8. The Nilgiris	110	1	13	1	...	...	...	...	...	111	1	13	125
9. Ramanathapuram	211	67	134	1	...	...	...	...	6	212	67	128	407
10. Salem	380	22	102	21	...	1	1	...	1	400	22	102	524
11. Thanjavur	295	24	89	...	...	...	...	...	...	295	24	89	408
12. Tiruchirappalli	219	23	269	1	...	...	...	...	...	220	23	269	512
13. Tirunelveli	241	55	139	...	...	...	...	...	2	241	56	137	434
Total	3841	525	1441	55	1	1	16	1	18	3880	525	1424	5829

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

S. No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month.	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	Coffee ...	121	28,508.26	...	...	...	...	121	28,508.26
2.	Tea ...	124	61,722.65	...	...	...	...	124	61,722.65
3.	Rubber ...	15	7,523.68	...	...	...	...	15	7,523.68
4.	Cinchona ...	3	9,406.00	...	...	...	...	3	9,406.00
5.	Cardamom ...	5	2,934.20	1	50.00	...	...	6	2,984.20
	Total ...	268	1,10,094.79	1	50.00	...	...	269	1,10,144.79

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

16. (a) Statement of Accidents for the month of June, 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		37
21.	Beverages	...	1
22.	Tobacco	...	...
23.	Textiles	...	374
24.	Footwear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	11
27.	Paper and paper products	...	...
28.	Printing, publishing and allied industries	...	4
29.	Leather and leather products (except foot-wear).	...	5
30.	Rubber and rubber products	...	25
31.	Chemicals and Chemical products	...	187
32.	Products of petroleum and coal	...	21
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	33
34.	Basic Metal industries	...	13
35.	Metal products (except machinery and transport equipments).	...	72
36.	Machinery (except electrical machinery)	1	164
37.	Electrical Machinery, apparatus, appliances and supplies.	...	[illegible]6
38.	Transport equipment	...	599
39.	Miscellaneous industries	...	9
51.	Electricity, Gas and Steam	...	8
52.	Water and Sanitary Services	...	...
83.	Recreation services (Cinema Studios)	...	6
84.	Personal Services (laundries, dyeing and cleaning).	...	...
	Total		1,597

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

Name of Industry.	Adults.		Adolescents.		Children.	
	Men.	Women.	Male.	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Cotton Machinery:—						
1. Opening and Blowing room Machinery.	1	...	...	...	...	...
2. Card room Machinery	27	...	...	...	...	...
3. Drawing Frames	5	...	...	...	...	...
4. Speed Frames	14	...	...	...	...	...
5. Spinning Machinery	66	...	...	...	...	...
6. Weaving Machinery	26	...	...	...	...	...
7. Finishing Machinery	4	4	...	...	...	...
8. Flying Shuttles	[illegible]	...	...	...	...	...
9. Other Miscellaneous Textile Machinery	39	1	...	...	...	...
10. Miscellaneous Non-Machinery Accidents.	166	6	...	...	...	...
Total ...	356	11	...	...	...	...
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 June, 1961.

Name of the factory or establishment (1)	Section from which exempted (2)	Duration of exemption (3)	Authority (4)
MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947			
1. Madura Mills Company Ltd., Madurai (Persons in Labour Department, Dunlop Section, Power Somas Account Department, Cash Department and Telephone Department.	14 (1) & 16 (1 to 3) subject to certain conditions.	1 year from publication in the Gazette.	G.O. Ms. No.4026, Industries Labour and Co-operation, (Lab) dated 8-6-61 as Notification II-1 No. 2728 of 1961 at page 927 of part II Section 1 of the Fort St. George Gazette dated 28-6-61.
2. Madurai Devi Bala Vinodha Sangeetha Sabha, Madurai.	All provisions subject to certain conditions.	1 year from 1-4-61 to 31-3-62	G.O. Ms. No. 4155, Industries, Labour and Co-operation, (Lab) dated 16-6-61 as Notification II-1 No. 2729 of 1961 at page 927 of part II Section 1 of the Fort Saint George Gazette, dated 28-6-61.
3. Hindustan Aircraft Limited, Madras.	25 subject to certain conditions.	1 year from the date of publication in the Gazette.	G.O.Ms.No, 3861, Industries Labour and Co-operation, (Lab) dated 29-5-61 as Notification II-1 No. 2505 of 1961 at page 859 of part II Section 1 of the Fort Saint George Gazette, dated 14-6-'61.
EMPLOYEES' STATE INSURANCE ACT, 1948			
1.(a) Mettur Power House Mettur Dam. (b) Mettur Workshops, Mettur Dam.	All chapters except Chapter VA.	1 year from 10-6-61.	Notification II-1 No. 2506 of 1961 at page 859 of Part II Section 1 of the Fort St. George Gazette dated 14-6-61.

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

For the Week ending.	Price of Cotton per Candy of 74 lbs. Cambodia.	Price of Cotton per Candy of 74 lbs. Karunganny.
3—6—'61	Rs. 850/890	Rs. 750/870
10—6—'61	-do-	-do-
17—6—'61	-do-	-do-
24—6 '61	-do-	-do-

For the Week ending	Price of Yarn per Bundle of 10 lbs. 20s.
3—6—'61	Rs. 20.75
10—6—'61	do
17—6—'61	do
24—6—'61	do

19. The cost of living index numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act XI of 1948) in Madras City and the different moffussil urban centres for the month of June, 1961, as ascertained and declared by the Director of Statistics under section 2 (d) of that Act.

Centre. (1)	Food. (2)	Fuel and Lighting. (3)	Clothing. (4)	House Rent. (5)	Miscellaneous. (6)	Cost of Living index. (7)
(Base: Year ended June, 1936: 100).						
1. Madras City ...	529.3	628.0	468.0	292.0	363.1	478.3
2. Cuddalore ...	513.0	491.0	386.0	353.0	509.0	484.0
3. Tiruchirapalli ...	521.0	493.0	429.0	285.0	358.0	463.0
4. Madurai ...	549.0	416.0	504.0	299.0	309.0	469.0
5. Coimbatore ...	529.0	487.0	481.0	466.0	291.0	498.0
	Food.	Housing.	Clothing.	Miscellaneous.		Cost of Living Index.
(Base: August, 1939: 100).						
6. Nagercoil ...	545.0	417.0	513.0	270.0		482.0

* 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 May, 1961, and June, 1961.

Zone.	Centre.	Cost of living index numbers for the months of May, 1961.	June, 1961.	Variation.
		(*Base*: Year ended June, 1936 : 100).		
1. Madras City and Chingleput Dt.	Madras City ...	478.8	478.3	-0.5
2. North Arcot and South Arcot Dts.	Cuddalore ...	484.0	484.0	...
3. Tiruchirapalli & Tanjore Dts.	Tiruchirapalli ...	451.0	463.0	+12.0
4. Madurai, Ramanathapuram and Tirunelveli Dts.	Madurai ...	467.0	469.0	+2.0
5. Coimbatore and Salem Dts. ...	Coimbatore ...	492.0	498.0	+6.0
		(*Base*: August, 1939 : 100)		
6. Kanyakumari Dt. ...	Nagercoil ...	482.0	482.0	--

MADRAS CITY. INDEX-478.

A fall of one points.

The index for the food group fell by one point to 529 due mainly to a fall in the prices of coconut oil and meat.

The index for the fuel and lighting group fell by four points to 628 due to a fall in the prices of firewood and charcoal.

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

Group.	Weight proportional to the total expenditure.	Group Index number. May, 1961	June, 1961.
(1)	(2)	(3)	(4)
Food ...	58.23	529.6	529.3
Fuel and lighting ...	8.42	631.7	628.0
Clothing ...	6.10	468.8	468.8
House-rent ...	14.57	292.0	292.0
Miscellaneous ...	12.68	363.1	363.1
Total ..	100.00		
Cost of living index number		478.9	478.3

CUDDALORE INDEX-484.

A slight rise.

The index for the miscellaneous group rose by one points to 509 due to a rise in the price of tobacco for chewing.

The group index numbers in respect of food, fuel and lighting, clothing and house rent remained unchanged at 513, 491, 386 and 353 points respectively.

TIRUCHIRAPALLI INDEX-463.

A rise of twelve points.

The index for the food group rose by twenty points to 521 due mainly to a rise in the prices of rice and vegetables.

The group index numbers in respect of fuel and lighting, clothing and house-rent and miscellaneous remained stationary at 493, 429, 285 and 358 points respectively.

MADURAI INDEX-469.

A rise of two points.

The index for the food group rose by five points to 549 due mainly to a rise in the prices of rice and gingelly oil.

The group index numbers in respect of fuel and lighting, clothing and house rent and miscellaneous remained unchanged at 416, 504, 299 and 309 points respectively.

COIMBATORE INDEX-498.

A rise of six points.

The index for the food group rose by nine points to 529 due mainly to a rise in the price of rice, dhall and vegetables.

The group index numbers in respect of fuel and lighting, clothing, house rent and miscellaneous remained unaltered at 487, 481, 466 and 291 points respectively.

(*Base*: *August*, *1939* : *100*)

NAGERCOIL INDEX-482.

A slight fall.

The index for the food group rose by two points to 545 due mainly to a rise in the prices of condiments and fish.

The index for the miscellaneous group fell by twelve points to 270 due to a fall in the prices of betel leaves and arecanuts.

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

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

Sl. No.	Particulars	During the Month	Since 1st April, 1961.
	1. A. Registration.		
1.	No. of workers registered	2,997	7,889
2.	Net No. of insured persons entitled to medical care at the end of month.	...	2,05,567
	B. Employment Injury Benefits.		
1.	No. of Accident Reports received.	1,432	4,392
2.	No. of Temporary Disablement Benefit payments.	1,055	3,086
3.	Amount of Temporary Disablement Benefit paid.	Rs. 25,878-24	Rs. 74,862-46
4.	No. of cases referred to Medical Board.	25	53
5.	No. of cases decided for:		
	(*a*) Partial Permanent Disablement.	14	27
	(*b*) Total Permanent Disablement.	...	...
6.	Amount of Permanent Disablement Benefit paid.	Rs. 3,534-12	Rs. 12,207-11
7.	No. of insured persons got fitted with Artificial limbs.	2	2
8.	No. of dependants admitted to dependants' Benefit.	2	2
9.	Amount of Dependants' Benefit.	Rs. 2,950-40	Rs. 6,326-53
	C. Sickness Benefit.		
1.	No. of sickness benefit payment.	27,398	79,644
2.	No. of sickness benefit days.	2,66,545	6,17,597
3.	Amount of sickness benefit paid.	Rs. 4,32,820-43	Rs. 12,03,163-81
4.	No. of insured persons found eligible to extended sickness benefit.	55	151
5.	Amount of extended sickness benefit.	Rs. 9,219-54	Rs. 26,624-94
	D. Maternity Benefit.		
1.	No. of fresh maternity benefit cases admitted.	149	446
2.	No. of Maternity Benefit days.	13,697	40,612
3.	Amount of Maternity Benefit paid.	Rs. 52,298-70	Rs. 1,55,537-97

	Legal Action	*During the Month of June 1961* No. of cases	Amount
1.	No. of cases where recovery of E.S.C. has been effected under Sec. 73-D of the Act and the amount so recovered.	7	Rs. 6,985-20
2.	No. of cases where recovery of Employees' contribution has been effected under Sec. 75 (2) of the Act and the amount so recovered.	5	Rs. 1,221-00
3.	No. of convictions under Sec. 86 of the Act indicating, in brief the grounds for prosecution and the punishment awarded :—		

No. of Insured Persons convicted (1)	Grounds (2)	Punishment (3)
1	Received Sickness Benefit improperly by giving false declaration.	Fined Rs. 105/-

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

Sl. No.	Particulars.		June 1961
1.	Total number of Attendance : New	...	57,451
	Old	...	1,75,398
2.	No. of Medical certificates issued	...	83,857
3.	No. of Domiciliary visits made	...	222
4.	No. of Injections administered	...	48,162
5.	No. of x-ray examinations	...	1,322
6.	No. of Laboratory Examinations	...	2,578
7.	No. of Specialist Investigations	...	3,111
8.	No. of Persons admitted to Hospitals	...	1,033
9.	Bed Days occupied during the month	...	9,676
	Additional data for panel system.		
1.	No. of attendance-New	...	12,594
	Old	...	25,846
	Diagnostic Centres		...
2.	No. of Prescriptions issued	...	*12,839
3.	Payments made to :—		
	1. Chemists	...	...
	2. Insurance Medical Practitioners.	...	...

* Does not include the figures of three S. I. dispensaries.

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